

RECORD OF PROCEEDINGS



**INTERNATIONAL LABOUR
CONFERENCE**

**SEVENTY-SIXTH SESSION
GENEVA, 1989**

RECORD OF PROCEEDINGS

**INTERNATIONAL LABOUR OFFICE
GENEVA**

ISBN 92-2-106669-X
ISSN 0074-6681

First published 1990

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland.

A catalogue or list of new publications will be sent free of charge from the above address.

INTRODUCTION

The 76th Session of the General Conference of the International Labour Organisation was held in Geneva from 7 to 28 June 1989.

The agenda of the Conference was as follows:

Standing items

- I. Reports of the Governing Body and of the Director-General.
- II. Programme and budget proposals and other financial questions.
- III. Information and reports on the application of Conventions and Recommendations.

Items placed on the agenda by the Conference or the Governing Body

- IV. Partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107) (*second discussion*).
- V. Night work (*first discussion*).
- VI. Safety in the use of chemicals at work (*first discussion*).

The Conference also had before it a Special Report submitted by the Director-General in application of operative paragraph 5 (a) of the Declaration concerning Action against Apartheid in South Africa and Namibia, adopted in 1988.

The contents of the present volume constitute the *Record of Proceedings* of the 76th Session of the Conference in its final form. They are presented in the following order:

- a detailed table of contents of the *Provisional Record* (pp. IV-XII);
- a list of corrigenda to the *Provisional Record*, including corrections communicated in conformity with article 23, paragraph 3, of the Standing Orders (pp. XIII-XIV).
- the authentic text of the Convention adopted by the Conference (pp. XV-XXXV).
- the resolutions adopted by the Conference (pp. XXXVII-XLV).
- an index of speakers in plenary sitting (pp. XLVII-LVI)
- the *Provisional Record*, Nos. 1-33.
- the revised list of delegations (including all corrections received within the time-limits specified in the Standing Orders).

CONTENTS

Provisional Record

Sittings

	No.	Page
First sitting:		
<i>Opening of the session</i>	5	1
<i>Speaker: Mr. Mensah (Chairman of the Governing Body of the International Labour Office).</i>		
<i>Election of the President</i>	5	3
<i>Speakers: Mr. Karikurubu, Mr. Kgabo, Mr. Oechslin, Mr. Muhr, Mr. Rodger, Mr. Lazo Rodríguez, Mr. Vajnar, Mr. Hewitt, Mr. Chihana, Mr. Moubarak.</i>		
<i>Presidential Address</i>	5	5
Second sitting:		
<i>Election of the Vice-Presidents</i>	5	7
<i>Appointment of the members of the Selection Committee</i>	5	7
<i>Nomination of the officers of the groups</i>	5	8
Third (special) sitting:		
<i>Address by His Excellency Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation</i>	6	1
<i>Speakers: the Secretary-General, the President, Mr. Mensah, Mr. Oechslin, Mr. Muhr</i>		
Fourth sitting:		
<i>Selection Committee:</i>		
<i>Submission and adoption of the first report</i>	7	1
<i>Speakers: Mr. Hammond (Chairman), Mr. Meza Soza</i>		
Fifth sitting:		
<i>Submission of the annual report of the Governing Body to the Conference by the Chairman of the Governing Body of the International Labour Office</i>	7	3
<i>Speaker: Mr. Mensah (Chairman of the Governing Body).</i>		
<i>Reports of the Governing Body and of the Director-General:</i>		
<i>Discussion</i>	7	5
<i>Speakers: Mr. Okondo, Mr. Borg Cardona, Mr. Suzuki, Mr. Mularoni, Mr. Maldonado Ruiz, Mr. Umar, Mr. Czarski, Mr. Formica, Mr. Chang, Mr. Said, Mr. Nabian, Mr. Lee.</i>		
Sixth sitting:		
<i>Selection Committee:</i>		
<i>Submission and adoption of the second report</i>	8	1
<i>Speakers: Mr. Hammond (Chairman), Mr. Georget.</i>		
<i>Reports of the Governing Body and of the Director-General:</i>		
<i>Discussion (cont.)</i>	8	1
<i>Speakers: Mr. Al-Bdour, Mr. Hossain, Mr. Batubara, Mr. Rodger, Mr. Thiel, Mr. Malviya, Mr. Al-Sabah, Mr. Escandell Romero, Mr. Madougou, Mr. Li, Mrs. Sigurdardottir, Mr. Garong.</i>		
Seventh sitting:		
<i>Ratification of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986</i>	8	20

	No.	Page
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	8	20
Speakers: Mr. Gacic, Mr. Bahr, Mr. Tchechenko, Mr. Simmons, Mr. Abbadi, Mr. Jiménez Aguilar, Mr. Ruphin, Mr. Peña Rueda, Mr. Christofides, Mrs. Muduka, Mr. Neubert, Mr. White.		
 Eighth sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	8	38
Speakers: Mr. Atapattu, Mr. Guerrier, Mr. Leoró Franco, Mr. Molano, Mr. Al-Jassem, Mr. Gharib, Mr. Nabian, Mr. Abdi, Mr. Sidique.		
 Ninth sitting:		
<i>Selection Committee:</i>		
Submission and adoption of the third report	9	1
Speaker: Mr. Hammond (Chairman)		
Preliminary debate on the draft Programme and Budget for 1990-91	9	1
Speakers: Mr. von Holten, Mr. Muhr.		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	9	3
Speakers: Mr. Al-Khalifa, Mr. Reyes, Mr. Ganjei, Mr. Redondo Urbieto, Mr. Al-Ansari, Mr. Rouissi, Mr. Arbesser-Rastburg, Mr. Al-Jumairy, Mr. Bin Ghanem, Mrs. Padrón Quero.		
 Tenth sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	9	18
Speakers: Mr. Morris, Mr. Vanderveken, Mr. Borgen, Mr. Sandhu, Mrs. Diallo, Mr. Stefansson, Mr. Calvo Galindo, Mr. Mapuranga, Mr. Favelevic, Mr. Bulgak, Mr. Meirelles, Mr. Sharma, Mr. Wang.		
 Eleventh sitting:		
<i>Selection Committee:</i>		
Submission and adoption of the fourth report	10	1
Speaker: Mr. Hammond (Chairman)		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	10	1
Speakers: Mr. Castro, Mr. El-Hak, Mrs. Werneck, Mr. Rosas Landa, Mr. McGuire, Mr. Shirai, Mr. Bista, Mr. Buchanan, Mr. Luqman, Mr. Real Mazula, Mr. Beyreuther, Mr. Marius.		
 Twelfth sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	10	21
Speakers: Mr. Maruyama, Mr. Sa N'Doudjinang, Mr. van den Brande, Mrs. Forero de Saade, Mr. Boulín, Mr. Rodríguez Campos, Mr. Halmos, Mr. Mawande, Mr. Ganancio, Mr. Atasayar, Mr. Kovalevski, Mr. Frey, Mr. Hinnekens.		
Corrigendum	10	40
 Thirteenth sitting:		
<i>Ratification of 11 Conventions by Guatemala</i>	12	1
<i>Selection Committee:</i>		
Submission and adoption of the fifth report	12	1
Speaker: Mr. Hammond (Chairman)		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	12	1
Speakers: Mr. Ubaldini, Mr. Benlakhdar, Miss Aykut, Mr. Routouang, Mr. Natchev, Mr. Gépert, Mr. Tiheli, Mr. Nagy, Mr. Martínez Brito, Mr. Sunmonu, Mgr. Mullor Garcia, Mr. Ndoeye, Mr. Verzetnitsch.		

	No.	Page
Fourteenth sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	12	21
<i>Speakers:</i> Mr. Zakaria, Mr. Ahmed, Mr. Miodowicz, Mr. Diakengo Sero, Mr. Jilani, Mr. Agramonte, Mr. Dhar, Mr. Cal, Mr. Eltayeb, Mr. Yilmaz, Mr. Freeland, Mr. Nsibandze, Mr. Sehoulia.		
<i>Ratifications and acceptance of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986</i>	12	36
Fifteenth sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	12	42
<i>Speakers:</i> Sir Frank Walcott, Mr. Karikurubu, Mr. De Jesus, Mr. Khan, Mr. Adugna, Mr. Jesic, Mr. Hyder, Mr. Garrido Soto, Mr. Vaz D'Almeida, Mr. Berges, Mr. Bobak, Mr. Le Bescond.		
Corrigendum	12	58
Sixteenth sitting:		
<i>Selection Committee:</i>		
Submission, discussion and adoption of the sixth report	14	1
<i>Speakers:</i> Mr. Hammond (Chairman), Mr. Tizmaaghz, Mr. Hoobakht, Mr. Moshirian, Mr. Al-Jumairy, Mr. Derby, Mr. Al-Yahya, Mr. Said, Mr. Shahatit, Mr. Jaghman, Mr. Hatem, Mr. Gamah, Mr. Sandhu, Mr. Omar, Mr. Muhr, Mr. Nabian, Mr. Oechslin.		
<i>Credentials Committee:</i>		
Submission and noting of the first report	14	4
<i>Speaker:</i> Mr. Califice (Chairman).		
Corrigendum	14	25
Seventeenth (special) sitting:		
<i>Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office</i>		
	13	1
<i>Speakers:</i> the President, Mr. Mensah, Mr. Oechslin, Mr. Muhr, Mr. Karikurubu, Mr. Lazo Rodriguez, Mr. Li, Mr. Sankey, Mr. Noack, the Secretary-General, Mr. Francis Blanchard.		
Eighteenth sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	14	6
<i>Speakers:</i> Mr. Degimbe, Mr. Puhakka, Mr. Kgabo, Mr. Soisson, Mrs. Sasso Mazzufferi, Mr. Bozhinov, Mr. Ciganik, Mr. Mayila, U Aung Thant, Mr. Gazarin, Mr. Lipatov, Mr. Bochov, Mr. Hendy.		
Corrigendum	14	25
Nineteenth sitting:		
<i>Selection Committee:</i>		
Submission and adoption of the seventh report	16	1
<i>Speaker:</i> Mr. Hammond (Chairman).		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	16	1
<i>Speakers:</i> Mr. Carillo Rojas, Mr. Sha, Mr. Sahbani, Mr. Martos, Mr. Moubarak, Mr. Andreev, Mr. Mallia Milanes, Mr. Bayart, Mr. Jouen, Mr. Yanaiev, Mr. Elamawy, Mr. Meneses Fonseca, Mr. Alenchuk.		
Twentieth sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (cont.)	16	21
<i>Speakers:</i> Mr. Brito Gomes, Mr. Martans, Mr. Kawesh, Mr. Calamatta, Mr. Gaidaienko, Mr. Titimur, Mr. Boda, Mr. Oechslin, Mr. Mulimba, Mr. Teodorescu, Mr. Deleza, Mr. Arbuckle, Mr. Harris, Mr. Tsagaan, Mr. Reini, Mr. Borg Cardona.		

	No.	Page
Twenty-first sitting:		
<i>Selection Committee:</i>		
Submission and adoption of the eighth report	17	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	17	1
<i>Speakers:</i> Mr. Camara, Mr. Ondonda, Mr. Tan, Mr. Ramírez Salas.		
Twenty-second sitting:		
<i>Finance Committee of Government Representatives:</i>		
Submission, discussion and adoption of the report	18	1
<i>Speakers:</i> Mr. Peshkov (<i>Chairman and Reporter</i>), Mr. Jonzon, Mr. Muhr, Mr. Tchernychov.		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	18	4
<i>Speakers:</i> Mrs. Thalen, Mr. Okurut, Mr. Pinto Cardoso, Mr. Wang, Mr. Tabani, Mr. Bleux, Mr. Oshiomhole, Mr. Haryono, Mr. Brown-Young, Mr. Nowak, Mr. Tapiola.		
Twenty-third sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	18	20
<i>Speakers:</i> Mr. Zainal Rampak, Mr. de Koning, Mr. Nik Amin, Mrs. Carr, Mr. Tsembel, Mr. Ponomarev, Mr. Boggs, Mr. Florea, Mr. García, Mr. Bennani, Mr. Djeman.		
Twenty-fourth sitting:		
<i>Selection Committee:</i>		
Submission and discussion of the ninth report	19	1
<i>Speakers:</i> Mr. Hammond (<i>Chairman</i>), Mr. Tizmaaghz, Mr. Al-Omar, Mr. Abdoon, Mr. Al-Jassem, Mr. Zlitni, Mr. Tabani, Mr. Al-Yahya, Mr. Basaid, Mr. Halfaoui, the Legal Adviser, Mr. Hoobakht, Mr. Al-Thamer, Mr. Derby, Mr. Abu Khormah, Mr. Al-Jumairy, Mr. Hamza, Mr. Moshirian.		
<i>Record vote:</i>		
Record vote on the resolution concerning the adoption of the Programme and Budget for the 62nd financial period (1990-91) and the allocation of expenses among member States	19	6
Twenty-fifth sitting:		
<i>Selection Committee:</i>		
Discussion (<i>cont.</i>) of the ninth report	19	10
<i>Speakers:</i> Mr. Al-Thamer, Mr. Abdoon, Mrs. McCaffrey, Mr. Hewitt, Mr. Nabian, Mr. Muhr, Mr. Oechsli, Mr. Bhagiruty, Mr. Moshirian, the Legal Adviser.		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	19	12
<i>Speakers:</i> Mrs. Bappoo, Mr. Hernandez, Mr. Dyremose, Mr. Saicheua, Mr. Gopal, Mr. Dolgu, Mr. von Holten, Mr. Vasuratna, Mr. Arthur Errazuriz.		
Twenty-sixth sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	19	26
<i>Speakers:</i> Mrs. Isak Bihi, Mr. Hoobakht, Mr. Valdes Sáenz, Mr. Kerkinos, Mr. Glade, Mr. Bhagiruty, Mr. Hussain, Mr. Chantawong, Mr. K. A. Abdi, Mr. Barragán, Mrs. Randi, Mr. Ibarra.		
Twenty-seventh sitting:		
<i>Ratification of five Conventions by Uruguay</i>	21	1
<i>Selection Committee:</i>		
Submission and adoption of the tenth report	21	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).		

	No.	Page
<i>Credentials Committee:</i>		
Submission and noting of the second report	21	1
<i>Speakers:</i> Mr. Califice (<i>Chairman and Reporter</i>), Mr. Oechslin.		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	21	2
<i>Speakers:</i> Mrs. Molkova, Mr. González Dubon, Mr. Bozo, Mr. James, Mr. Fowler, Mr. Al-Fayez, Mr. Goldson, Mr. Feldman, Mr. Hussami, Mr. Silva Peneda, Mr. Jennings, Mr. Moshirian, Mr. Allini, Mr. Danieli.		
Twenty-eighth sitting:		
<i>Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference</i>	21	22
<i>Speakers:</i> Mr. Muhr, Mr. Al-Omar, Mr. Hammond, Mr. Hewitt, Mr. Mattson, Mr. Al-Yahya, Mr. Nabian, Mr. Hussami, Mr. Al-Jassem.		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	21	24
<i>Speakers:</i> Mr. Tegtmeyer, Mr. Zinsou, Mr. Morton, Mr. Sampebogo, Mr. Habiyakare, Mr. Tchinde, Mr. Gubbins Granger, Mr. Kearney, Mr. Achmad, Mr. Habib Zay, Mr. Ceballos Gómez, Mr. Omar, Mr. Francis de los Reyes, Mrs. Gran Olsen, Mr. Mallia Milanés.		
Twenty-ninth sitting:		
<i>Selection Committee:</i>		
Submission and adoption of the eleventh report	22	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).		
<i>Committee on Action against Apartheid:</i>		
Submission and discussion of the report	22	1
<i>Speakers:</i> Mr. Ndoye (<i>Chairman</i>), Mr. Hernandez, Mr. Mercier, Mr. Vollebaek, Mr. Sunmonu, Mr. Azikiwe, Mr. Kailembo, Mr. Norushe, Mr. Makhanda, Mr. Tanaka, Mr. Yurgens, Mrs. Foulks, Mr. Charlton, Mr. Drzewicki, Mr. Tapiola, Mr. Nzisabira, Mr. Abdulghani, Mr. Ahmed.		
Thirtieth sitting:		
<i>Committee on Action against Apartheid:</i>		
Discussion (<i>concl.</i>) and adoption	22	17
<i>Speakers:</i> Mr. Olumide, Mr. Hussain, Mrs. Frybortova, Mr. Kachima, Mr. Baier, Mr. Alder, Mr. Castro, Mr. Miro, Mr. Nzomwitza, Mrs. Ruge, Mr. Ozadovski, Mr. Artacho Castellano, Mr. Wang, Mr. Beran, Mr. Tsyba, Mr. Lamprecht, Mr. Demba, Mr. Teferi, Mr. Noack, Mr. Kern, Mr. Bonmati Portillo, Mr. Zamora Hernández, Mr. Robel, Mr. Zhang, Mr. Nishibayashi, Mr. Nasr, Mr. Al-Jassem, Mr. Florea, Mr. Walden, Mr. Sandhu, Mr. Borg Cardona, Mr. Sharma, Mr. Khorammian Kermanchah.		
<i>Corrigendum</i>	22	39
Thirty-first sitting:		
<i>Selection Committee:</i>		
Submission and adoption of the twelfth report	24	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	24	1
<i>Speakers:</i> Mr. Fomich, Mr. Medina Gálvez, Mr. Boateng, Ms. Dole, Mr. Issa, Mr. Engelberts, Mr. Sela, Mr. Abu Khormah, Mr. Chaves González, Mr. Al-Sabbah, Mr. Marx, Mr. Abdulla.		
Thirty-second sitting:		
<i>Reports of the Governing Body and of the Director-General:</i>		
Discussion (<i>cont.</i>)	24	20
<i>Speakers:</i> Mr. Lindner, Mr. Etty, Mr. Van Russel, Mr. Muhr, Mr. Khoury, Mr. Castañeda Sánchez, Mr. Decosterd, Mr. Lebrun, Mr. Baker, Mr. Groba, Mr. Zhang.		
Thirty-third sitting:		
<i>Selection Committee:</i>		
Submission and adoption of the thirteenth report	28	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).		

Reports of the Governing Body and of the Director-General:

No. Page

Discussion (<i>concl.</i>)	28	1
<i>Speakers:</i> Mr. Abu Khormah, Mr. Tizmaaghz, Mrs. Foulks, Mr. Naigow, Mr. Amador Zamora, Mr. Howaydi, Mrs. Todorovic, Mr. Aragón Marín, Mr. Gattegno, Mr. da Silva, Mr. Puthirasigamoney.		

Thirty-fourth sitting:

Committee on Convention No. 107:

Submission, discussion and adoption of the report	31	1
<i>Speakers:</i> Mr. Helms (<i>Reporter</i>), Mr. de Regil Gómez, Mr. Svenningsen, Mr. España-Smith, Mr. Crate, Ms. Venne, Mr. Ontiveros Yulquilla, Mr. Barsh, Mrs. Sayers, Mr. Rozas, Ms. Salway, Mr. Fortune, Mr. Arnesen, Mr. Kickingbird, Mr. Apunte Franco, Mr. Murry, Mr. Niño, Mr. Ríos Muñoz.		
Adoption of the proposed Convention concerning indigenous and tribal peoples in independent countries, submitted by the Committee on Convention No. 107 . . .	31	16
Adoption of the Resolution on ILO action concerning indigenous and tribal peoples, submitted by the Committee on Convention No. 107	31	17

Thirty-fifth sitting:

Committee on Safety in the Use of Chemicals at Work:

Submission, discussion and adoption of the report	31	18
<i>Speakers:</i> Mr. McLellan (<i>Reporter</i>), Mr. Barker, Mr. Wright, Mr. Adewoye, Mr. Narayan.		
Adoption of the proposed conclusions, submitted by the Committee on Safety in the Use of Chemicals at Work	31	22
Adoption of conclusions proposed with a view to the adoption of a Convention, submitted by the Committee on Safety in the Use of Chemicals at Work	31	22
Adoption of conclusions proposed with a view to the adoption of a Recommendation, submitted by the Committee on Safety in the Use of Chemicals at Work	31	22
Adoption of the Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Safety in the use of chemicals at work", submitted by the Committee on Safety in the Use of Chemicals at Work	31	22
Adoption of the Resolution concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work, submitted by the Committee on Safety in the Use of Chemicals at Work	31	22

Committee on the Application of Standards:

Submission, discussion and adoption of the report	31	22
<i>Speakers:</i> Mr. Kchaou (<i>Reporter</i>), Mr. Wisskirchen, Mr. Houthuys, Mr. Ahmed, Mr. Sánchez Soriano, Mr. Hickey, Mr. Medina Gálvez, Mr. Mourgues, Mr. Noack, Mr. Meza Soza, Mr. Al-Khalidi, Mr. Dolgu.		

Thirty-sixth sitting:

Credentials Committee:

Submission and noting of the third and fourth reports	32	1
<i>Speakers:</i> Mr. Califice (<i>Chairman</i>), the Clerk of the Conference.		

Resolutions Committee:

Submission and discussion of the report	32	2
<i>Speakers:</i> Mr. Glaiel (<i>Chairman and Reporter</i>), Mr. Castle, Mr. Morton, Mr. Martinek, Mr. de Rojas, Mr. Mohamed, Mr. Said.		

Record vote:

Final record vote on the Convention concerning indigenous and tribal peoples in independent countries	32	6
<i>Reply of the Director-General to the discussion of his Report</i>	32	7

Thirty-seventh sitting:

Record votes:

Final record vote on the Convention concerning indigenous and tribal peoples in independent countries (<i>concl.</i>)	32	11
<i>Speakers:</i> Mr. Hossain, Mr. Malviya, Mr. Ricupero, Ms. Whitaker, Mr. Dupont, Mrs. Saif de Préperier.		

<i>Resolutions Committee:</i>	No.	Page
Discussion (<i>concl.</i>) and adoption of the report	32	13
<i>Speakers:</i> Mr. Tili, Mr. Tan, Mr. Nasr, Mr. Tsyba, Mr. Kumbu-Ki-Lutete, Mr. Danieli, Mrs. Ruge, Mr. Hilburn.		
<i>Corrigendum</i>	32	20

Thirty-eighth sitting:

<i>Committee on Night Work:</i>		
Submission, discussion and adoption of the report	33	1
<i>Speakers:</i> Mrs. Walgrave (<i>Reporter</i>), Mr. Noakes, Mrs. Dreifuss, Mr. Suma'mur, Mr. Elmiger, Mr. Gruber, Mrs. Binta, Mr. Kumbu-Ki-Lutete, Mr. Glade, Mr. Oechslin, Mr. Muhr.		
Adoption of the proposed conclusions submitted by the Committee on Night Work	33	11
Adoption of the Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Night Work", submitted by the Committee on Night Work	33	11
<i>Closing speeches</i>	33	11
<i>Speakers:</i> Mrs. Molkova, Mr. Gazarin, Mr. Delpino, the Secretary-General, the President.		

Technical items on the agenda

<i>Partial revision of the Indigenous and Tribal Populations Convention 1957 (No. 107) (second discussion):</i>		
Report of the Committee on Convention No. 107	25	1
Proposed Convention concerning indigenous and tribal peoples in independent countries	25	25
Resolution on ILO action concerning indigenous and tribal peoples	25	32
Text of the Convention concerning indigenous and tribal peoples in independent countries, submitted by the Drafting Committee	25 A	1
<i>Night Work (first discussion):</i>		
Report of the Committee on Night Work	30	1
Proposed Conclusions submitted by the Committee on Night Work	30	35
Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Night Work"	30	39
<i>Safety in the use of chemicals at work:</i>		
Report of the Committee on Safety in the use of chemicals at work	23	1
Proposed Conclusions	23	22
Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Safety in the use of chemicals at work"	23	28
Resolution concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work	23	28

Other matters formally before the Conference

<i>Reports of the Governing Body and of the Director-General¹</i>		
<i>Action taken on the Declaration concerning the Action against Apartheid in South Africa and Namibia:</i>		
Report of the Committee on Action against Apartheid	20	1

¹ For page references see under "Sittings".

	No.	Page
<i>Programme and budget proposals and other financial questions:</i>		
Further information and proposals submitted by the Governing Body of the International Labour Office to the 76th Session of the Conference	2	1
Report of the Finance Committee of Government Representatives	15	1
Resolutions submitted to the Conference	15	9
Appendices	15	11
<i>Information and reports on the application of Conventions and Recommendations:</i>		
Report of the Committee on the Application of Standards	26	1
<i>Resolutions:</i>		
Resolutions submitted in accordance with article 17 of the Standing Orders of the Conference	1	1
Report of the Resolutions Committee	27	1

Questions relating to the working of the Conference

Reports of the Selection Committee:

First report, on the election of the Officers of the Committee, on the setting up of Conference committees, on the composition of Conference committees, on the Committee on Apartheid, on the composition of the Credentials Committee, on the appointment of the Conference Drafting Committee, on the discussion of the Reports of the Governing Body and of the Director-General: opening date for the discussion and closing date for the list of speakers, on the preliminary debate on programme and budget proposals, on suggestions to facilitate the work of the Conference, on the participation in Conference committees by Members having lost the right to vote, on the plan of work of Conference committees, on the appointment of members of the Appeals Board Panel, and on requests for representation at the Conference and in Conference committees submitted by non-governmental international organisations	4	1
Second report, on the composition of the Committee on Apartheid, on the request for representation in Conference committees submitted by a liberation movement, and on changes in the composition of committees	4	31
Third report, on the request for representation in a Conference committee submitted by a non-governmental international organisation, and on changes in the composition of committees	4	39
Fourth report, on the requests for representation at the Conference and in Conference committees submitted by non-governmental international organisations, and on changes in the composition of committees	4	44
Fifth report, on changes in the composition of committees	4	50
Sixth report, on requests for representation at the Conference and in conference committees submitted by non-governmental international organisations, and on changes in the composition of committees	4	54
Seventh report, on changes in the composition of committees	4	58
Eighth report, on the request for representation in a Conference committee submitted by a non-governmental international organisation, and on changes in the composition of committees	4	62
Ninth report, on the request for representation at the Conference submitted by the Baha'i International Community, on the request for representation at the Conference submitted by a non-governmental international organisation, and on changes in the composition of committees	4	67
Tenth report, on changes in the composition of committees	4	77
Eleventh report, on changes in the composition of committees	4	79
Twelfth report, on changes in the composition of committees	4	82
Thirteenth report, on changes in the composition of Committees	4	84

Credentials:

	No.	Page
Brief report by Mr. N. G. Mensah, Chairman of the Governing Body of the International Labour Office, on the credentials of delegates and advisers to the 76th Session of the International Labour Conference, Geneva, 6 June 1989	5	9
First report of the Credentials Committee on the composition of the Conference, on accredited delegates and advisers, on registered delegates and advisers, on the quorum, on incomplete delegations, on observers, on organisations and liberation movements invited and on objections	8	50
Second report of the Credentials Committee on the composition of the Conference, on the communication concerning the delegation of Afghanistan, on the communication concerning the Workers' delegation of Brazil, on communications concerning the Workers' delegate of the Central African Republic, on communications concerning the Employers' delegation of Peru and on the communication from the Officers of the Employers' Group	16	44
Third report of the Credentials Committee on the communication concerning the delegation of Afghanistan, on the objection concerning the nomination of the Employers' delegation of Nicaragua, on the objection concerning the nomination of the Moroccan Workers' delegation, on the objection concerning the nomination of the Workers' delegation of Nicaragua, on the communication from the Head of the Government delegation of Afghanistan and on the communication (late) concerning the composition of the Workers' delegation of the Philippines	24	34
Fourth Report of the Credentials Committee on objections concerning the nomination of the Workers' delegation of Chile	29	1

Miscellaneous

<i>Report submitted by the Governing Body to the Conference for the year 1988-89</i>	3	1
<i>Composition of the Governing Body and of the International Labour Office</i>	10	21
	16	1
<i>Report of the Appeals Board</i>	11	1
<i>Communications to the Conference</i>	8	20
	14	1
	33	1

CORRIGENDA

Provisional Record

No.	Page	
5	4	Right-hand column, first full paragraph, for Mr. Chihana read Mr. CHILUBA.
	8	See the corrigendum printed in <i>Provisional Record</i> , No. 10.
	8	Right-hand column, the name of Mr. Delpino (Venezuela) should be added to the list of Members of the Bureau.
7	8	Right-hand column, first full paragraph, line 5, insert "will" before "sustain".
	9	Left-hand column, third full paragraph, third sentence should end: "... countries in the Third World have contributed handsomely to the accumulation of wealth where it is today".
		Right-hand column, fifth full paragraph, line 3, after "drug users" there should be a new sentence beginning "In co-operation with church and lay organisations, this commission...".
8	23	Left-hand column, seventh paragraph, line 9, for "Administrative Council" read "Governing Body".
	52	See the corrigendum printed in <i>Provisional Record</i> , No. 12.
10	15	Left-hand column, before the first full paragraph insert the following paragraph: The establishment of the Arab Co-operation Council by Egypt, Iraq, Jordan and Yemen enhances the mutual co-operation between Arab countries in all fields, including work and workers.
	22	See the corrigendum printed in <i>Provisional Record</i> , No. 14.
11	1	Para. 6, third sentence should begin: "He regretted that the efforts made by his organisation to resolve the problem of the representation of the employers of his country...".
14	3	Left-hand column: the fourth name should be Mr. SANDHU (Government delegate, Pakistan), not Mr. Ahmed.
	4	Left-hand column, second paragraph, last sentence should begin: "As far as the changes in the composition of committees are concerned...".
	19	Right-hand column, fifth full paragraph, line 2, for "fresh" read "new".
	20	Left-hand column, second full paragraph, line 3, for "recent thinking" read "new thinking".
16	23	Right-hand column, last paragraph, Mr. Kawesh's title should read: "Chairman, Central Labour and Social Security Administration".
	26	Left-hand column, second full paragraph, should end: "...including Mohammad Zaher, former King of Afghanistan, and his supporters".
	37	Left-hand column, seventh paragraph, line 2, for "ideas" read "ideals".
		Right-hand column, line 2, insert "and" after "employment"; third paragraph, second sentence should begin: "I would, in this connection, like to commend the very valuable work...".
19	38	See the corrigendum printed in <i>Provisional Record</i> , No. 22.
20	1	The title of the report should read "Action Taken on the Declaration concerning Action against Apartheid in South Africa and Namibia".
21	2	Left-hand column, fourth paragraph after "representatives," should read: "but without mentioning the functions of those representatives—which made it impossible to check whether they were nominated in accordance with the relevant provisions of the Constitution".
22	32	See the corrigendum printed in <i>Provisional Record</i> , No. 32 (which should refer to page 22/32 and not 22/23).
	33	Right-hand column, last full paragraph, delete the word "firmly" in line 4.
23	23	Left-hand column, Point 6(a), line 4, for "mean" read "include".
24	22	Left-hand column, sixth full paragraph, delete the word "States" in line 3.

No.	Page	
25	1	Para. 6, line 3, for "right" read "rights".
	6	Para. 26, lines 1 and 25, correct spelling = "Inuit".
	7	Para. 33, second sentence should read: "He felt that it expressed recognition of the rights of these peoples to their culture, respect and self-identity."
		Para. 36, fifth sentence should read: "The Government member of Peru stated that his delegation accepted the term 'populations' so that the use of the term 'peoples' would not be linked, in accordance with usual international texts, to rights to free determination and secession. He also indicated that an explanatory footnote should make it clear that the term 'peoples' in the text should not be understood as having the usual meaning applied in international law; nor was it appropriate in this context to introduce for the first time an 'exception' to the commonly-used meaning of the term. He thus considered it better to continue to speak of 'populations'".
	12	Para. 73, line 36, for "would give" read "could be understood as giving".
	15	Para. 97, last line, delete the word "further".
	17	Para. 111, fourth sentence should begin: "As far as land rights were concerned, he felt that the Committee was moving away from the minimum rights necessary..."
	19	Para. 128, second sentence should begin: "In the Northern Territory, where the Commonwealth had legislation on the resources..."
		Para. 133. Delete the word "territories" in line 3.
	21	Para 150, fifth sentence should read: "Regarding Articles 14(1) and (2), which dealt with collective land rights, she stated..."
	24	Para. 168, line 5, insert "and" after "Peru".
26	111	Left-hand column, under <i>Papua New Guinea</i> , add "102" after "Paras. 94, 101".
27	22	Para. 198, line 8, insert "were" before "reducing".
28	6	Right-hand column, second full paragraph, second sentence should read: "How can one expect any prospect of economic recovery or social progress in such circumstances?"; third full paragraph, line 9, delete "and" before "financial".
	7	Left-hand column, fourth full paragraph, line 2, read "direct contacts mission". After this paragraph insert the following three new paragraphs: My delegation would like to express its thanks and appreciation for the efforts the ILO has made in support of the people of South Africa. The apartheid policy of South Africa requires collective action by the entire international community to erase it from existence, thus enabling the people of South Africa to determine their own destiny. We also recognise the efforts the ILO and other international bodies are making to bring about peace and progress in the Middle East. We hope that the ILO and other international bodies will not relax their efforts until peace is brought to that region.
29	2	Para. 10, as from line 5 the text should read: "...in agreement with the most representative organisations among them. As in the past, the leaders of several of these organisations, who were at the same time leaders of the large <i>de facto</i> umbrella organisations..."
32	1	Left-hand column, ninth paragraph, as from line 4 the text should read: "... which will permit the recognition of the <i>de facto</i> umbrella organisations (<i>centrales</i>) which group together the already existing legal confederations; this will mean..."
33	12	Right-hand column, first full paragraph, as from line 5 the text should read: "...our group has for many years observed the large number of groups that have asked to participate..." Third full paragraph, line 6, after "whether" insert "the implications of"; as from line 11, read: "... we consider that we should revise the procedures of the Committee of Experts and the frequency of the reports submitted by governments and that enough time should be given to the Committee to review and analyse in depth the application of the Conventions by every government. Also it is perhaps time to review the desirability of continuing to consider the application of the Employment Policy Convention, 1964 (No. 122), at length in the introductory part of the General Report which detracts from the real work of the Committee. In doing so the Committee of Experts goes beyond what it is supposed to do and makes comments which fall more within the functions of the policy-making bodies." Delete last sentence of the paragraph.

CONVENTION ADOPTED BY THE CONFERENCE

AUTHENTIC TEXT

Convention 169

CONVENTION CONCERNING INDIGENOUS AND TRIBAL PEOPLES IN INDEPENDENT COUNTRIES

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International
Labour Office, and having met in its 76th Session on 7 June 1989, and
Noting the international standards contained in the Indigenous and Tribal
Populations Convention and Recommendation, 1957, and
Recalling the terms of the Universal Declaration of Human Rights, the
International Covenant on Economic, Social and Cultural Rights, the
International Covenant on Civil and Political Rights, and the many
international instruments on the prevention of discrimination, and
Considering that the developments which have taken place in international law
since 1957, as well as developments in the situation of indigenous and tribal
peoples in all regions of the world, have made it appropriate to adopt new
international standards on the subject with a view to removing the
assimilationist orientation of the earlier standards, and
Recognising the aspirations of these peoples to exercise control over their own
institutions, ways of life and economic development and to maintain and
develop their identities, languages and religions, within the framework of
the States in which they live, and
Noting that in many parts of the world these peoples are unable to enjoy their
fundamental human rights to the same degree as the rest of the population
of the States within which they live, and that their laws, values, customs and
perspectives have often been eroded, and
Calling attention to the distinctive contributions of indigenous and tribal
peoples to the cultural diversity and social and ecological harmony of
humankind and to international co-operation and understanding, and
Noting that the following provisions have been framed with the co-operation of
the United Nations, the Food and Agriculture Organisation of the United
Nations, the United Nations Educational, Scientific and Cultural
Organisation and the World Health Organisation, as well as of the Inter-
American Indian Institute, at appropriate levels and in their respective
fields, and that it is proposed to continue this co-operation in promoting and
securing the application of these provisions, and
Having decided upon the adoption of certain proposals with regard to the
partial revision of the Indigenous and Tribal Populations Convention, 1957
(No. 107), which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international
Convention revising the Indigenous and Tribal Populations Convention,
1957;
adopts this twenty-seventh day of June of the year one thousand nine hundred and
eighty-nine the following Convention, which may be cited as the Indigenous and
Tribal Peoples Convention, 1989:

PART I. GENERAL POLICY

Article 1

1. This Convention applies to:
- (a) tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations;
 - (b) peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geo-

**CONVENTION CONCERNANT LES PEUPLES INDIGÈNES ET TRIBAUX
DANS LES PAYS INDÉPENDANTS**

La Conférence générale de l'Organisation internationale du Travail,
Convoquée à Genève par le Conseil d'administration du Bureau international
du Travail, et s'y étant réunie le 7 juin 1989, en sa 76^e session ;
Notant les normes internationales énoncées dans la convention et la recom-
mandation relatives aux populations autochtones et tribales, 1957 ;
Rappelant les termes de la Déclaration universelle des droits de l'homme, du
Pacte international relatif aux droits économiques, sociaux et culturels, du
Pacte international relatif aux droits civils et politiques, et des nombreux
instruments internationaux concernant la prévention de la discrimination ;
Considérant que, étant donné l'évolution du droit international depuis 1957 et
l'évolution qui est intervenue dans la situation des peuples indigènes et tri-
bales dans toutes les régions du monde, il y a lieu d'adopter de nouvelles
normes internationales sur la question en vue de supprimer l'orientation des
normes antérieures, qui visaient à l'assimilation ;
Prenant acte de l'aspiration des peuples en question à avoir le contrôle de leurs
institutions, de leurs modes de vie et de leur développement économique
propres et à conserver et développer leur identité, leur langue et leur reli-
gion dans le cadre des Etats où ils vivent ;
Notant que, dans de nombreuses parties du monde, ces peuples ne peuvent
jouir des droits fondamentaux de l'homme au même degré que le reste de la
population des Etats où ils vivent et que leurs lois, valeurs, coutumes et
perspectives ont souvent subi une érosion ;
Appelant l'attention sur la contribution particulière des peuples indigènes et
tribaux à la diversité culturelle et à l'harmonie sociale et écologique de
l'humanité ainsi qu'à la coopération et à la compréhension internationales ;
Notant que les dispositions ci-après ont été établies avec la collaboration des
Nations Unies, de l'Organisation des Nations Unies pour l'alimentation et
l'agriculture, de l'Organisation des Nations Unies pour l'éducation, la
science et la culture et de l'Organisation mondiale de la santé ainsi que de
l'Institut indigéniste interaméricain, aux niveaux appropriés et pour leurs
domaines respectifs, et que l'on se propose de poursuivre cette coopération
en vue de promouvoir et d'assurer leur application ;
Après avoir décidé d'adopter diverses propositions concernant la révision par-
tielle de la convention (n° 107) relative aux populations autochtones et tri-
bales, 1957, question qui constitue le quatrième point à l'ordre du jour de la
session ;
Après avoir décidé que ces propositions prendraient la forme d'une convention
internationale révisant la convention relative aux populations autochtones et
tribales, 1957,
adopte, ce vingt-septième jour de juin mil neuf cent quatre-vingt-neuf, la conven-
tion ci-après, qui sera dénommée Convention relative aux peuples indigènes et
tribaux, 1989.

PARTIE I. POLITIQUE GÉNÉRALE

Article 1

1. La présente convention s'applique :
- a) aux peuples tribaux dans les pays indépendants qui se distinguent des autres
secteurs de la communauté nationale par leurs conditions sociales, culturelles et
économiques et qui sont régis totalement ou partiellement par des coutumes ou
des traditions qui leur sont propres ou par une législation spéciale ;
 - b) aux peuples dans les pays indépendants qui sont considérés comme indigènes
du fait qu'ils descendent des populations qui habitaient le pays, ou une région

graphical region to which the country belongs, at the time of conquest or colonisation or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

2. Self-identification as indigenous or tribal shall be regarded as a fundamental criterion for determining the groups to which the provisions of this Convention apply.

3. The use of the term "peoples" in this Convention shall not be construed as having any implications as regards the rights which may attach to the term under international law.

Article 2

1. Governments shall have the responsibility for developing, with the participation of the peoples concerned, co-ordinated and systematic action to protect the rights of these peoples and to guarantee respect for their integrity.

2. Such action shall include measures for:

- (a) ensuring that members of these peoples benefit on an equal footing from the rights and opportunities which national laws and regulations grant to other members of the population;
- (b) promoting the full realisation of the social, economic and cultural rights of these peoples with respect for their social and cultural identity, their customs and traditions and their institutions;
- (c) assisting the members of the peoples concerned to eliminate socio-economic gaps that may exist between indigenous and other members of the national community, in a manner compatible with their aspirations and ways of life.

Article 3

1. Indigenous and tribal peoples shall enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination. The provisions of the Convention shall be applied without discrimination to male and female members of these peoples.

2. No form of force or coercion shall be used in violation of the human rights and fundamental freedoms of the peoples concerned, including the rights contained in this Convention.

Article 4

1. Special measures shall be adopted as appropriate for safeguarding the persons, institutions, property, labour, cultures and environment of the peoples concerned.

2. Such special measures shall not be contrary to the freely-expressed wishes of the peoples concerned.

3. Enjoyment of the general rights of citizenship, without discrimination, shall not be prejudiced in any way by such special measures.

Article 5

In applying the provisions of this Convention:

- (a) the social, cultural, religious and spiritual values and practices of these peoples shall be recognised and protected, and due account shall be taken of the nature of the problems which face them both as groups and as individuals;
- (b) the integrity of the values, practices and institutions of these peoples shall be respected;
- (c) policies aimed at mitigating the difficulties experienced by these peoples in facing new conditions of life and work shall be adopted, with the participation and co-operation of the peoples affected.

géographique à laquelle appartient le pays, à l'époque de la conquête ou de la colonisation ou de l'établissement des frontières actuelles de l'Etat, et qui, quel que soit leur statut juridique, conservent leurs institutions sociales, économiques, culturelles et politiques propres ou certaines d'entre elles.

2. Le sentiment d'appartenance indigène ou tribale doit être considéré comme un critère fondamental pour déterminer les groupes auxquels s'appliquent les dispositions de la présente convention.

3. L'emploi du terme «peuples» dans la présente convention ne peut en aucune manière être interprété comme ayant des implications de quelque nature que ce soit quant aux droits qui peuvent s'attacher à ce terme en vertu du droit international.

Article 2

1. Il incombe aux gouvernements, avec la participation des peuples intéressés, de développer une action coordonnée et systématique en vue de protéger les droits de ces peuples et de garantir le respect de leur intégrité.

2. Cette action doit comprendre des mesures visant à :

- a) assurer que les membres desdits peuples bénéficient, sur un pied d'égalité, des droits et possibilités que la législation nationale accorde aux autres membres de la population ;
- b) promouvoir la pleine réalisation des droits sociaux, économiques et culturels de ces peuples, dans le respect de leur identité sociale et culturelle, de leurs coutumes et traditions et de leurs institutions ;
- c) aider les membres desdits peuples à éliminer les écarts socio-économiques qui peuvent exister entre des membres indigènes et d'autres membres de la communauté nationale, d'une manière compatible avec leurs aspirations et leur mode de vie.

Article 3

1. Les peuples indigènes et tribaux doivent jouir pleinement des droits de l'homme et des libertés fondamentales, sans entrave ni discrimination. Les dispositions de cette convention doivent être appliquées sans discrimination aux femmes et aux hommes de ces peuples.

2. Aucune forme de force ou de coercition ne doit être utilisée en violation des droits de l'homme et des libertés fondamentales des peuples intéressés, y compris des droits prévus par la présente convention.

Article 4

1. Des mesures spéciales doivent être adoptées, en tant que de besoin, en vue de sauvegarder les personnes, les institutions, les biens, le travail, la culture et l'environnement des peuples intéressés.

2. Ces mesures spéciales ne doivent pas être contraires aux désirs librement exprimés des peuples intéressés.

3. Lesdites mesures ne doivent porter aucune atteinte à la jouissance, sans discrimination, de la généralité des droits qui s'attachent à la qualité de citoyen.

Article 5

En appliquant les dispositions de la présente convention, il faudra :

- a) reconnaître et protéger les valeurs et les pratiques sociales, culturelles, religieuses et spirituelles de ces peuples et prendre dûment en considération la nature des problèmes qui se posent à eux, en tant que groupes comme en tant qu'individus ;
- b) respecter l'intégrité des valeurs, des pratiques et des institutions desdits peuples ;
- c) adopter, avec la participation et la coopération des peuples affectés, des mesures tendant à aplanir les difficultés que ceux-ci éprouvent à faire face à de nouvelles conditions de vie et de travail.

Article 6

1. In applying the provisions of this Convention, governments shall:

- (a) consult the peoples concerned, through appropriate procedures and in particular through their representative institutions, whenever consideration is being given to legislative or administrative measures which may affect them directly;
- (b) establish means by which these peoples can freely participate, to at least the same extent as other sectors of the population, at all levels of decision-making in elective institutions and administrative and other bodies responsible for policies and programmes which concern them;
- (c) establish means for the full development of these peoples' own institutions and initiatives, and in appropriate cases provide the resources necessary for this purpose.

2. The consultations carried out in application of this Convention shall be undertaken, in good faith and in a form appropriate to the circumstances, with the objective of achieving agreement or consent to the proposed measures.

Article 7

1. The peoples concerned shall have the right to decide their own priorities for the process of development as it affects their lives, beliefs, institutions and spiritual well-being and the lands they occupy or otherwise use, and to exercise control, to the extent possible, over their own economic, social and cultural development. In addition, they shall participate in the formulation, implementation and evaluation of plans and programmes for national and regional development which may affect them directly.

2. The improvement of the conditions of life and work and levels of health and education of the peoples concerned, with their participation and co-operation, shall be a matter of priority in plans for the overall economic development of areas they inhabit. Special projects for development of the areas in question shall also be so designed as to promote such improvement.

3. Governments shall ensure that, whenever appropriate, studies are carried out, in co-operation with the peoples concerned, to assess the social, spiritual, cultural and environmental impact on them of planned development activities. The results of these studies shall be considered as fundamental criteria for the implementation of these activities.

4. Governments shall take measures, in co-operation with the peoples concerned, to protect and preserve the environment of the territories they inhabit.

Article 8

1. In applying national laws and regulations to the peoples concerned, due regard shall be had to their customs or customary laws.

2. These peoples shall have the right to retain their own customs and institutions, where these are not incompatible with fundamental rights defined by the national legal system and with internationally recognised human rights. Procedures shall be established, whenever necessary, to resolve conflicts which may arise in the application of this principle.

3. The application of paragraphs 1 and 2 of this Article shall not prevent members of these peoples from exercising the rights granted to all citizens and from assuming the corresponding duties.

Article 9

1. To the extent compatible with the national legal system and internationally recognised human rights, the methods customarily practised by the peoples

Article 6

1. En appliquant les dispositions de la présente convention, les gouvernements doivent :

- a) consulter les peuples intéressés, par des procédures appropriées, et en particulier à travers leurs institutions représentatives, chaque fois que l'on envisage des mesures législatives ou administratives susceptibles de les toucher directement ;
- b) mettre en place les moyens par lesquels lesdits peuples peuvent, à égalité au moins avec les autres secteurs de la population, participer librement et à tous les niveaux à la prise de décisions dans les institutions électives et les organismes administratifs et autres qui sont responsables des politiques et des programmes qui les concernent ;
- c) mettre en place les moyens permettant de développer pleinement les institutions et initiatives propres à ces peuples et, s'il y a lieu, leur fournir les ressources nécessaires à cette fin.

2. Les consultations effectuées en application de la présente convention doivent être menées de bonne foi et sous une forme appropriée aux circonstances, en vue de parvenir à un accord ou d'obtenir un consentement au sujet des mesures envisagées.

Article 7

1. Les peuples intéressés doivent avoir le droit de décider de leurs propres priorités en ce qui concerne le processus du développement, dans la mesure où celui-ci a une incidence sur leur vie, leurs croyances, leurs institutions et leur bien-être spirituel et les terres qu'ils occupent ou utilisent d'une autre manière, et d'exercer autant que possible un contrôle sur leur développement économique, social et culturel propre. En outre, lesdits peuples doivent participer à l'élaboration, à la mise en œuvre et à l'évaluation des plans et programmes de développement national et régional susceptibles de les toucher directement.

2. L'amélioration des conditions de vie et de travail des peuples intéressés et de leur niveau de santé et d'éducation, avec leur participation et leur coopération, doit être prioritaire dans les plans de développement économique d'ensemble des régions qu'ils habitent. Les projets particuliers de développement de ces régions doivent également être conçus de manière à promouvoir une telle amélioration.

3. Les gouvernements doivent faire en sorte que, s'il y a lieu, des études soient effectuées en coopération avec les peuples intéressés, afin d'évaluer l'incidence sociale, spirituelle, culturelle et sur l'environnement que les activités de développement prévues pourraient avoir sur eux. Les résultats de ces études doivent être considérés comme un critère fondamental pour la mise en œuvre de ces activités.

4. Les gouvernements doivent prendre des mesures, en coopération avec les peuples intéressés, pour protéger et préserver l'environnement dans les territoires qu'ils habitent.

Article 8

1. En appliquant la législation nationale aux peuples intéressés, il doit être dûment tenu compte de leurs coutumes ou de leur droit coutumier.

2. Les peuples intéressés doivent avoir le droit de conserver leurs coutumes et institutions dès lors qu'elles ne sont pas incompatibles avec les droits fondamentaux définis par le système juridique national et avec les droits de l'homme reconnus au niveau international. Des procédures doivent être établies, en tant que de besoin, pour résoudre les conflits éventuellement soulevés par l'application de ce principe.

3. L'application des paragraphes 1 et 2 du présent article ne doit pas empêcher les membres desdits peuples d'exercer les droits reconnus à tous les citoyens et d'assumer les obligations correspondantes.

Article 9

1. Dans la mesure où cela est compatible avec le système juridique national et avec les droits de l'homme reconnus au niveau international, les méthodes aux-

concerned for dealing with offences committed by their members shall be respected.

2. The customs of these peoples in regard to penal matters shall be taken into consideration by the authorities and courts dealing with such cases.

Article 10

1. In imposing penalties laid down by general law on members of these peoples account shall be taken of their economic, social and cultural characteristics.

2. Preference shall be given to methods of punishment other than confinement in prison.

Article 11

The exaction from members of the peoples concerned of compulsory personal services in any form, whether paid or unpaid, shall be prohibited and punishable by law, except in cases prescribed by law for all citizens.

Article 12

The peoples concerned shall be safeguarded against the abuse of their rights and shall be able to take legal proceedings, either individually or through their representative bodies, for the effective protection of these rights. Measures shall be taken to ensure that members of these peoples can understand and be understood in legal proceedings, where necessary through the provision of interpretation or by other effective means.

PART II. LAND

Article 13

1. In applying the provisions of this Part of the Convention governments shall respect the special importance for the cultures and spiritual values of the peoples concerned of their relationship with the lands or territories, or both as applicable, which they occupy or otherwise use, and in particular the collective aspects of this relationship.

2. The use of the term "lands" in Articles 15 and 16 shall include the concept of territories, which covers the total environment of the areas which the peoples concerned occupy or otherwise use.

Article 14

1. The rights of ownership and possession of the peoples concerned over the lands which they traditionally occupy shall be recognised. In addition, measures shall be taken in appropriate cases to safeguard the right of the peoples concerned to use lands not exclusively occupied by them, but to which they have traditionally had access for their subsistence and traditional activities. Particular attention shall be paid to the situation of nomadic peoples and shifting cultivators in this respect.

2. Governments shall take steps as necessary to identify the lands which the peoples concerned traditionally occupy, and to guarantee effective protection of their rights of ownership and possession.

3. Adequate procedures shall be established within the national legal system to resolve land claims by the peoples concerned.

Article 15

1. The rights of the peoples concerned to the natural resources pertaining to their lands shall be specially safeguarded. These rights include the right of these peoples to participate in the use, management and conservation of these resources.

quelles les peuples intéressés ont recours à titre coutumier pour réprimer les délits commis par leurs membres doivent être respectées.

2. Les autorités et les tribunaux appelés à statuer en matière pénale doivent tenir compte des coutumes de ces peuples dans ce domaine.

Article 10

1. Lorsque des sanctions pénales prévues par la législation générale sont infligées à des membres des peuples intéressés, il doit être tenu compte de leurs caractéristiques économiques, sociales et culturelles.

2. La préférence doit être donnée à des formes de sanction autres que l'emprisonnement.

Article 11

La prestation obligatoire de services personnels, rétribués ou non, imposée sous quelque forme que ce soit aux membres des peuples intéressés, doit être interdite sous peine de sanctions légales, sauf dans les cas prévus par la loi pour tous les citoyens.

Article 12

Les peuples intéressés doivent bénéficier d'une protection contre la violation de leurs droits et pouvoir engager une procédure légale, individuellement ou par l'intermédiaire de leurs organes représentatifs, pour assurer le respect effectif de ces droits. Des mesures doivent être prises pour faire en sorte que, dans toute procédure légale, les membres de ces peuples puissent comprendre et se faire comprendre, au besoin grâce à un interprète ou par d'autres moyens efficaces.

PARTIE II. TERRES

Article 13

1. En appliquant les dispositions de cette partie de la convention, les gouvernements doivent respecter l'importance spéciale que revêt pour la culture et les valeurs spirituelles des peuples intéressés la relation qu'ils entretiennent avec les terres ou territoires, ou avec les deux, selon le cas, qu'ils occupent ou utilisent d'une autre manière, et en particulier des aspects collectifs de cette relation.

2. L'utilisation du terme «terres» dans les articles 15 et 16 comprend le concept de territoires, qui recouvre la totalité de l'environnement des régions que les peuples intéressés occupent ou qu'ils utilisent d'une autre manière.

Article 14

1. Les droits de propriété et de possession sur les terres qu'ils occupent traditionnellement doivent être reconnus aux peuples intéressés. En outre, des mesures doivent être prises dans les cas appropriés pour sauvegarder le droit des peuples intéressés d'utiliser les terres non exclusivement occupées par eux, mais auxquelles ils ont traditionnellement accès pour leurs activités traditionnelles et de subsistance. Une attention particulière doit être portée à cet égard à la situation des peuples nomades et des agriculteurs itinérants.

2. Les gouvernements doivent en tant que de besoin prendre des mesures pour identifier les terres que les peuples intéressés occupent traditionnellement et pour garantir la protection effective de leurs droits de propriété et de possession.

3. Des procédures adéquates doivent être instituées dans le cadre du système juridique national en vue de trancher les revendications relatives à des terres émanant des peuples intéressés.

Article 15

1. Les droits des peuples intéressés sur les ressources naturelles dont sont dotées leurs terres doivent être spécialement sauvegardés. Ces droits comprennent celui, pour ces peuples, de participer à l'utilisation, à la gestion et à la conservation de ces ressources.

2. In cases in which the State retains the ownership of mineral or sub-surface resources or rights to other resources pertaining to lands, governments shall establish or maintain procedures through which they shall consult these peoples, with a view to ascertaining whether and to what degree their interests would be prejudiced, before undertaking or permitting any programmes for the exploration or exploitation of such resources pertaining to their lands. The peoples concerned shall wherever possible participate in the benefits of such activities, and shall receive fair compensation for any damages which they may sustain as a result of such activities.

Article 16

1. Subject to the following paragraphs of this Article, the peoples concerned shall not be removed from the lands which they occupy.

2. Where the relocation of these peoples is considered necessary as an exceptional measure, such relocation shall take place only with their free and informed consent. Where their consent cannot be obtained, such relocation shall take place only following appropriate procedures established by national laws and regulations, including public inquiries where appropriate, which provide the opportunity for effective representation of the peoples concerned.

3. Whenever possible, these peoples shall have the right to return to their traditional lands, as soon as the grounds for relocation cease to exist.

4. When such return is not possible, as determined by agreement or, in the absence of such agreement, through appropriate procedures, these peoples shall be provided in all possible cases with lands of quality and legal status at least equal to that of the lands previously occupied by them, suitable to provide for their present needs and future development. Where the peoples concerned express a preference for compensation in money or in kind, they shall be so compensated under appropriate guarantees.

5. Persons thus relocated shall be fully compensated for any resulting loss or injury.

Article 17

1. Procedures established by the peoples concerned for the transmission of land rights among members of these peoples shall be respected.

2. The peoples concerned shall be consulted whenever consideration is being given to their capacity to alienate their lands or otherwise transmit their rights outside their own community.

3. Persons not belonging to these peoples shall be prevented from taking advantage of their customs or of lack of understanding of the laws on the part of their members to secure the ownership, possession or use of land belonging to them.

Article 18

Adequate penalties shall be established by law for unauthorised intrusion upon, or use of, the lands of the peoples concerned, and governments shall take measures to prevent such offences.

Article 19

National agrarian programmes shall secure to the peoples concerned treatment equivalent to that accorded to other sectors of the population with regard to:

- (a) the provision of more land for these peoples when they have not the area necessary for providing the essentials of a normal existence, or for any possible increase in their numbers;

2. Dans les cas où l'Etat conserve la propriété des minéraux ou des ressources du sous-sol ou des droits à d'autres ressources dont sont dotées les terres, les gouvernements doivent établir ou maintenir des procédures pour consulter les peuples intéressés dans le but de déterminer si et dans quelle mesure les intérêts de ces peuples sont menacés avant d'entreprendre ou d'autoriser tout programme de prospection ou d'exploitation des ressources dont sont dotées leurs terres. Les peuples intéressés doivent, chaque fois que c'est possible, participer aux avantages découlant de ces activités et doivent recevoir une indemnisation équitable pour tout dommage qu'ils pourraient subir en raison de telles activités.

Article 16

1. Sous réserve des paragraphes suivants du présent article, les peuples intéressés ne doivent pas être déplacés des terres qu'ils occupent.

2. Lorsque le déplacement et la réinstallation desdits peuples sont jugés nécessaires à titre exceptionnel, ils ne doivent avoir lieu qu'avec leur consentement, donné librement et en toute connaissance de cause. Lorsque ce consentement ne peut être obtenu, ils ne doivent avoir lieu qu'à l'issue de procédures appropriées établies par la législation nationale et comprenant, s'il y a lieu, des enquêtes publiques où les peuples intéressés aient la possibilité d'être représentés de façon efficace.

3. Chaque fois que possible, ces peuples doivent avoir le droit de retourner sur leurs terres traditionnelles, dès que les raisons qui ont motivé leur déplacement et leur réinstallation cessent d'exister.

4. Dans le cas où un tel retour n'est pas possible, ainsi que déterminé par un accord ou, en l'absence d'un tel accord, au moyen de procédures appropriées, ces peuples doivent recevoir, dans toute la mesure possible, des terres de qualité et de statut juridique au moins égaux à ceux des terres qu'ils occupaient antérieurement et leur permettant de subvenir à leurs besoins du moment et d'assurer leur développement futur. Lorsque les peuples intéressés expriment une préférence pour une indemnisation en espèces ou en nature, ils doivent être ainsi indemnisés, sous réserve des garanties appropriées.

5. Les personnes ainsi déplacées et réinstallées doivent être entièrement indemnisées de toute perte ou de tout dommage subi par elles de ce fait.

Article 17

1. Les modes de transmission des droits sur la terre entre leurs membres établis par les peuples intéressés doivent être respectés.

2. Les peuples intéressés doivent être consultés lorsque l'on examine leur capacité d'aliéner leurs terres ou de transmettre d'une autre manière leurs droits sur ces terres en dehors de leur communauté.

3. Les personnes qui n'appartiennent pas à ces peuples doivent être empêchées de se prévaloir des coutumes desdits peuples ou de l'ignorance de leurs membres à l'égard de la loi en vue d'obtenir la propriété, la possession ou la jouissance de terres leur appartenant.

Article 18

La loi doit prévoir des sanctions adéquates pour toute entrée non autorisée sur les terres des peuples intéressés, ou toute utilisation non autorisée de ces terres, et les gouvernements doivent prendre des mesures pour empêcher ces infractions.

Article 19

Les programmes agraires nationaux doivent garantir aux peuples intéressés des conditions équivalentes à celles dont bénéficient les autres secteurs de la population en ce qui concerne :

- a) l'octroi de terres supplémentaires quand les terres dont lesdits peuples disposent sont insuffisantes pour leur assurer les éléments d'une existence normale, ou pour faire face à leur éventuel accroissement numérique ;

- (b) the provision of the means required to promote the development of the lands which these peoples already possess.

PART III. RECRUITMENT AND CONDITIONS OF EMPLOYMENT

Article 20

1. Governments shall, within the framework of national laws and regulations, and in co-operation with the peoples concerned, adopt special measures to ensure the effective protection with regard to recruitment and conditions of employment of workers belonging to these peoples, to the extent that they are not effectively protected by laws applicable to workers in general.

2. Governments shall do everything possible to prevent any discrimination between workers belonging to the peoples concerned and other workers, in particular as regards:

- (a) admission to employment, including skilled employment, as well as measures for promotion and advancement;
- (b) equal remuneration for work of equal value;
- (c) medical and social assistance, occupational safety and health, all social security benefits and any other occupationally related benefits, and housing;
- (d) the right of association and freedom for all lawful trade union activities, and the right to conclude collective agreements with employers or employers' organisations.

3. The measures taken shall include measures to ensure:

- (a) that workers belonging to the peoples concerned, including seasonal, casual and migrant workers in agricultural and other employment, as well as those employed by labour contractors, enjoy the protection afforded by national law and practice to other such workers in the same sectors, and that they are fully informed of their rights under labour legislation and of the means of redress available to them;
- (b) that workers belonging to these peoples are not subjected to working conditions hazardous to their health, in particular through exposure to pesticides or other toxic substances;
- (c) that workers belonging to these peoples are not subjected to coercive recruitment systems, including bonded labour and other forms of debt servitude;
- (d) that workers belonging to these peoples enjoy equal opportunities and equal treatment in employment for men and women, and protection from sexual harassment.

4. Particular attention shall be paid to the establishment of adequate labour inspection services in areas where workers belonging to the peoples concerned undertake wage employment, in order to ensure compliance with the provisions of this Part of this Convention.

PART IV. VOCATIONAL TRAINING, HANDICRAFTS AND RURAL INDUSTRIES

Article 21

Members of the peoples concerned shall enjoy opportunities at least equal to those of other citizens in respect of vocational training measures.

Article 22

1. Measures shall be taken to promote the voluntary participation of members of the peoples concerned in vocational training programmes of general application.

- b) l'octroi des moyens nécessaires à la mise en valeur des terres que ces peuples possèdent déjà.

PARTIE III. RECRUTEMENT ET CONDITIONS D'EMPLOI

Article 20

1. Les gouvernements doivent, dans le cadre de la législation nationale et en coopération avec les peuples intéressés, prendre des mesures spéciales pour assurer aux travailleurs appartenant à ces peuples une protection efficace en ce qui concerne le recrutement et les conditions d'emploi, dans la mesure où ils ne sont pas efficacement protégés par la législation applicable aux travailleurs en général.

2. Les gouvernements doivent faire tout ce qui est en leur pouvoir pour éviter toute discrimination entre les travailleurs appartenant aux peuples intéressés et les autres travailleurs, notamment en ce qui concerne :

- a) l'accès à l'emploi, y compris aux emplois qualifiés, ainsi que les mesures de promotion et d'avancement ;
- b) la rémunération égale pour un travail de valeur égale ;
- c) l'assistance médicale et sociale, la sécurité et la santé au travail, toutes les prestations de sécurité sociale et tous autres avantages découlant de l'emploi, ainsi que le logement ;
- d) le droit d'association, le droit de se livrer librement à toutes activités syndicales non contraires à la loi et le droit de conclure des conventions collectives avec des employeurs ou avec des organisations d'employeurs.

3. Les mesures prises doivent notamment viser à ce que :

- a) les travailleurs appartenant aux peuples intéressés, y compris les travailleurs saisonniers, occasionnels et migrants employés dans l'agriculture ou dans d'autres activités, de même que ceux employés par des pourvoyeurs de main-d'œuvre, jouissent de la protection accordée par la législation et la pratique nationales aux autres travailleurs de ces catégories dans les mêmes secteurs, et qu'ils soient pleinement informés de leurs droits en vertu de la législation du travail et des moyens de recours auxquels ils peuvent avoir accès ;
- b) les travailleurs appartenant à ces peuples ne soient pas soumis à des conditions de travail qui mettent en danger leur santé, en particulier en raison d'une exposition à des pesticides ou à d'autres substances toxiques ;
- c) les travailleurs appartenant à ces peuples ne soient pas soumis à des systèmes de recrutement coercitifs, y compris la servitude pour dette sous toutes ses formes ;
- d) les travailleurs appartenant à ces peuples jouissent de l'égalité de chances et de traitement entre hommes et femmes dans l'emploi et d'une protection contre le harcèlement sexuel.

4. Une attention particulière doit être portée à la création de services adéquats d'inspection du travail dans les régions où des travailleurs appartenant aux peuples intéressés exercent des activités salariées, de façon à assurer le respect des dispositions de la présente partie de la convention.

PARTIE IV. FORMATION PROFESSIONNELLE, ARTISANAT ET INDUSTRIES RURALES

Article 21

Les membres des peuples intéressés doivent pouvoir bénéficier de moyens de formation professionnelle au moins égaux à ceux accordés aux autres citoyens.

Article 22

1. Des mesures doivent être prises pour promouvoir la participation volontaire des membres des peuples intéressés aux programmes de formation professionnelle d'application générale.

2. Whenever existing programmes of vocational training of general application do not meet the special needs of the peoples concerned, governments shall, with the participation of these peoples, ensure the provision of special training programmes and facilities.

3. Any special training programmes shall be based on the economic environment, social and cultural conditions and practical needs of the peoples concerned. Any studies made in this connection shall be carried out in co-operation with these peoples, who shall be consulted on the organisation and operation of such programmes. Where feasible, these peoples shall progressively assume responsibility for the organisation and operation of such special training programmes, if they so decide.

Article 23

1. Handicrafts, rural and community-based industries, and subsistence economy and traditional activities of the peoples concerned, such as hunting, fishing, trapping and gathering, shall be recognised as important factors in the maintenance of their cultures and in their economic self-reliance and development. Governments shall, with the participation of these people and whenever appropriate, ensure that these activities are strengthened and promoted.

2. Upon the request of the peoples concerned, appropriate technical and financial assistance shall be provided wherever possible, taking into account the traditional technologies and cultural characteristics of these peoples, as well as the importance of sustainable and equitable development.

PART V. SOCIAL SECURITY AND HEALTH

Article 24

Social security schemes shall be extended progressively to cover the peoples concerned, and applied without discrimination against them.

Article 25

1. Governments shall ensure that adequate health services are made available to the peoples concerned, or shall provide them with resources to allow them to design and deliver such services under their own responsibility and control, so that they may enjoy the highest attainable standard of physical and mental health.

2. Health services shall, to the extent possible, be community-based. These services shall be planned and administered in co-operation with the peoples concerned and take into account their economic, geographic, social and cultural conditions as well as their traditional preventive care, healing practices and medicines.

3. The health care system shall give preference to the training and employment of local community health workers, and focus on primary health care while maintaining strong links with other levels of health care services.

4. The provision of such health services shall be co-ordinated with other social, economic and cultural measures in the country.

PART VI. EDUCATION AND MEANS OF COMMUNICATION

Article 26

Measures shall be taken to ensure that members of the peoples concerned have the opportunity to acquire education at all levels on at least an equal footing with the rest of the national community.

2. Lorsque les programmes de formation professionnelle d'application générale existants ne répondent pas aux besoins propres des peuples intéressés, les gouvernements doivent, avec la participation de ceux-ci, faire en sorte que des programmes et des moyens spéciaux de formation soient mis à leur disposition.

3. Les programmes spéciaux de formation doivent se fonder sur le milieu économique, la situation sociale et culturelle et les besoins concrets des peuples intéressés. Toute étude en ce domaine doit être réalisée en coopération avec ces peuples, qui doivent être consultés au sujet de l'organisation et du fonctionnement de ces programmes. Lorsque c'est possible, ces peuples doivent assumer progressivement la responsabilité de l'organisation et du fonctionnement de ces programmes spéciaux de formation, s'ils en décident ainsi.

Article 23

1. L'artisanat, les industries rurales et communautaires, les activités relevant de l'économie de subsistance et les activités traditionnelles des peuples intéressés, telles que la chasse, la pêche, la chasse à la trappe et la cueillette, doivent être reconnus en tant que facteurs importants du maintien de leur culture ainsi que de leur autosuffisance et de leur développement économiques. Les gouvernements doivent, avec la participation de ces peuples, et, s'il y a lieu, faire en sorte que ces activités soient renforcées et promues.

2. A la demande des peuples intéressés, il doit leur être fourni, lorsque c'est possible, une aide technique et financière appropriée qui tienne compte des techniques traditionnelles et des caractéristiques culturelles de ces peuples ainsi que de l'importance d'un développement durable et équitable.

PARTIE V. SÉCURITÉ SOCIALE ET SANTÉ

Article 24

Les régimes de sécurité sociale doivent être progressivement étendus aux peuples intéressés et être appliqués sans discrimination à leur rencontre.

Article 25

1. Les gouvernements doivent faire en sorte que des services de santé adéquats soient mis à la disposition des peuples intéressés ou doivent leur donner les moyens leur permettant d'organiser et de dispenser de tels services sous leur responsabilité et leur contrôle propres, de manière à ce qu'ils puissent jouir du plus haut niveau possible de santé physique et mentale.

2. Les services de santé doivent être autant que possible organisés au niveau communautaire. Ces services doivent être planifiés et administrés en coopération avec les peuples intéressés et tenir compte de leurs conditions économiques, géographiques, sociales et culturelles, ainsi que de leurs méthodes de soins préventifs, pratiques de guérison et remèdes traditionnels.

3. Le système de soins de santé doit accorder la préférence à la formation et à l'emploi de personnel de santé des communautés locales et se concentrer sur les soins de santé primaires, tout en restant en rapport étroit avec les autres niveaux de services de santé.

4. La prestation de tels services de santé doit être coordonnée avec les autres mesures sociales, économiques et culturelles prises dans le pays.

PARTIE VI. EDUCATION ET MOYENS DE COMMUNICATION

Article 26

Des mesures doivent être prises pour assurer aux membres des peuples intéressés la possibilité d'acquérir une éducation à tous les niveaux au moins sur un pied d'égalité avec le reste de la communauté nationale.

Article 27

1. Education programmes and services for the peoples concerned shall be developed and implemented in co-operation with them to address their special needs, and shall incorporate their histories, their knowledge and technologies, their value systems and their further social, economic and cultural aspirations.

2. The competent authority shall ensure the training of members of these peoples and their involvement in the formulation and implementation of education programmes, with a view to the progressive transfer of responsibility for the conduct of these programmes to these peoples as appropriate.

3. In addition, governments shall recognise the right of these peoples to establish their own educational institutions and facilities, provided that such institutions meet minimum standards established by the competent authority in consultation with these peoples. Appropriate resources shall be provided for this purpose.

Article 28

1. Children belonging to the peoples concerned shall, wherever practicable, be taught to read and write in their own indigenous language or in the language most commonly used by the group to which they belong. When this is not practicable, the competent authorities shall undertake consultations with these peoples with a view to the adoption of measures to achieve this objective.

2. Adequate measures shall be taken to ensure that these peoples have the opportunity to attain fluency in the national language or in one of the official languages of the country.

3. Measures shall be taken to preserve and promote the development and practice of the indigenous languages of the peoples concerned.

Article 29

The imparting of general knowledge and skills that will help children belonging to the peoples concerned to participate fully and on an equal footing in their own community and in the national community shall be an aim of education for these peoples.

Article 30

1. Governments shall adopt measures appropriate to the traditions and cultures of the peoples concerned, to make known to them their rights and duties, especially in regard to labour, economic opportunities, education and health matters, social welfare and their rights deriving from this Convention.

2. If necessary, this shall be done by means of written translations and through the use of mass communications in the languages of these peoples.

Article 31

Educational measures shall be taken among all sections of the national community, and particularly among those that are in most direct contact with the peoples concerned, with the object of eliminating prejudices that they may harbour in respect of these peoples. To this end, efforts shall be made to ensure that history textbooks and other educational materials provide a fair, accurate and informative portrayal of the societies and cultures of these peoples.

Article 27

1. Les programmes et les services d'éducation pour les peuples intéressés doivent être développés et mis en œuvre en coopération avec ceux-ci pour répondre à leurs besoins particuliers et doivent couvrir leur histoire, leurs connaissances et leurs techniques, leurs systèmes de valeurs et leurs autres aspirations sociales, économiques et culturelles.

2. L'autorité compétente doit faire en sorte que la formation des membres des peuples intéressés et leur participation à la formulation et à l'exécution des programmes d'éducation soient assurées afin que la responsabilité de la conduite desdits programmes puisse être progressivement transférée à ces peuples s'il y a lieu.

3. De plus, les gouvernements doivent reconnaître le droit de ces peuples de créer leurs propres institutions et moyens d'éducation, à condition que ces institutions répondent aux normes minimales établies par l'autorité compétente en consultation avec ces peuples. Des ressources appropriées doivent leur être fournies à cette fin.

Article 28

1. Lorsque cela est réalisable, un enseignement doit être donné aux enfants des peuples intéressés pour leur apprendre à lire et à écrire dans leur propre langue indigène ou dans la langue qui est le plus communément utilisée par le groupe auquel ils appartiennent. Lorsque cela n'est pas réalisable, les autorités compétentes doivent entreprendre des consultations avec ces peuples en vue de l'adoption de mesures permettant d'atteindre cet objectif.

2. Des mesures adéquates doivent être prises pour assurer que ces peuples aient la possibilité d'atteindre la maîtrise de la langue nationale ou de l'une des langues officielles du pays.

3. Des dispositions doivent être prises pour sauvegarder les langues indigènes des peuples intéressés et en promouvoir le développement et la pratique.

Article 29

L'éducation doit viser à donner aux enfants des peuples intéressés des connaissances générales et des aptitudes qui les aident à participer pleinement et sur un pied d'égalité à la vie de leur propre communauté ainsi qu'à celle de la communauté nationale.

Article 30

1. Les gouvernements doivent prendre des mesures adaptées aux traditions et aux cultures des peuples intéressés, en vue de leur faire connaître leurs droits et obligations, notamment en ce qui concerne le travail, les possibilités économiques, les questions d'éducation et de santé, les services sociaux et les droits résultant de la présente convention.

2. A cette fin, on aura recours, si nécessaire, à des traductions écrites et à l'utilisation des moyens de communication de masse dans les langues desdits peuples.

Article 31

Des mesures de caractère éducatif doivent être prises dans tous les secteurs de la communauté nationale, et particulièrement dans ceux qui sont le plus directement en contact avec les peuples intéressés, afin d'éliminer les préjugés qu'ils pourraient nourrir à l'égard de ces peuples. A cette fin, des efforts doivent être faits pour assurer que les livres d'histoire et autres matériels pédagogiques fournissent une description équitable, exacte et documentée des sociétés et cultures des peuples intéressés.

PART VII. CONTACTS AND CO-OPERATION ACROSS BORDERS

Article 32

Governments shall take appropriate measures, including by means of international agreements, to facilitate contacts and co-operation between indigenous and tribal peoples across borders, including activities in the economic, social, cultural, spiritual and environmental fields.

PART VIII. ADMINISTRATION

Article 33

1. The governmental authority responsible for the matters covered in this Convention shall ensure that agencies or other appropriate mechanisms exist to administer the programmes affecting the peoples concerned, and shall ensure that they have the means necessary for the proper fulfilment of the functions assigned to them.

2. These programmes shall include:

- (a) the planning, co-ordination, execution and evaluation, in co-operation with the peoples concerned, of the measures provided for in this Convention;
- (b) the proposing of legislative and other measures to the competent authorities and supervision of the application of the measures taken, in co-operation with the peoples concerned.

PART IX. GENERAL PROVISIONS

Article 34

The nature and scope of the measures to be taken to give effect to this Convention shall be determined in a flexible manner, having regard to the conditions characteristic of each country.

Article 35

The application of the provisions of this Convention shall not adversely affect rights and benefits of the peoples concerned pursuant to other Conventions and Recommendations, international instruments, treaties, or national laws, awards, custom or agreements.

PART X. FINAL PROVISIONS

Article 36

This Convention revises the Indigenous and Tribal Populations Convention, 1957.

Article 37

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 38

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

PARTIE VII. CONTACTS ET COOPÉRATION À TRAVERS LES FRONTIÈRES

Article 32

Les gouvernements doivent prendre les mesures appropriées, y compris au moyen d'accords internationaux, pour faciliter les contacts et la coopération entre les peuples indigènes et tribaux à travers les frontières, y compris dans les domaines économique, social, culturel, spirituel et de l'environnement.

PARTIE VIII. ADMINISTRATION

Article 33

1. L'autorité gouvernementale responsable des questions faisant l'objet de la présente convention doit s'assurer que des institutions ou autres mécanismes appropriés existent pour administrer les programmes affectant les peuples intéressés et qu'ils disposent des moyens nécessaires à l'accomplissement de leurs fonctions.

2. Ces programmes doivent inclure :

- a) la planification, la coordination, la mise en œuvre et l'évaluation, en coopération avec les peuples intéressés, des mesures prévues par la présente convention ;
- b) la soumission aux autorités compétentes de propositions de mesures législatives et autres et le contrôle de l'application de ces mesures, en coopération avec les peuples intéressés.

PARTIE IX. DISPOSITIONS GÉNÉRALES

Article 34

La nature et la portée des mesures à prendre pour donner effet à la présente convention doivent être déterminées avec souplesse, compte tenu des conditions particulières à chaque pays.

Article 35

L'application des dispositions de la présente convention ne doit pas porter atteinte aux droits et aux avantages garantis aux peuples intéressés en vertu d'autres conventions et recommandations, d'instruments internationaux, de traités, ou de lois, sentences, coutumes ou accords nationaux.

PARTIE X. DISPOSITIONS FINALES

Article 36

La présente convention révisé la convention relative aux populations aborigènes et tribales, 1957.

Article 37

Les ratifications formelles de la présente convention seront communiquées au Directeur général du Bureau international du Travail et par lui enregistrées.

Article 38

1. La présente convention ne liera que les Membres de l'Organisation internationale du Travail dont la ratification aura été enregistrée par le Directeur général.

2. Elle entrera en vigueur douze mois après que les ratifications de deux Membres auront été enregistrées par le Directeur général.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 39

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 40

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 41

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 42

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 43

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 39 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 44

The English and French versions of the text of this Convention are equally authoritative.

3. Par la suite, cette convention entrera en vigueur pour chaque Membre douze mois après la date où sa ratification aura été enregistrée.

Article 39

1. Tout Membre ayant ratifié la présente convention peut la dénoncer à l'expiration d'une période de dix années après la date de la mise en vigueur initiale de la convention, par un acte communiqué au Directeur général du Bureau international du Travail et par lui enregistré. La dénonciation ne prendra effet qu'une année après avoir été enregistrée.

2. Tout Membre ayant ratifié la présente convention qui, dans le délai d'une année après l'expiration de la période de dix années mentionnée au paragraphe précédent, ne fera pas usage de la faculté de dénonciation prévue par le présent article sera lié pour une nouvelle période de dix années et, par la suite, pourra dénoncer la présente convention à l'expiration de chaque période de dix années dans les conditions prévues au présent article.

Article 40

1. Le Directeur général du Bureau international du Travail notifiera à tous les Membres de l'Organisation internationale du Travail l'enregistrement de toutes les ratifications et dénonciations qui lui seront communiquées par les Membres de l'Organisation.

2. En notifiant aux Membres de l'Organisation l'enregistrement de la deuxième ratification qui lui aura été communiquée, le Directeur général appellera l'attention des Membres de l'Organisation sur la date à laquelle la présente convention entrera en vigueur.

Article 41

Le Directeur général du Bureau international du Travail communiquera au Secrétaire général des Nations Unies, aux fins d'enregistrement, conformément à l'article 102 de la Charte des Nations Unies, des renseignements complets au sujet de toutes ratifications et de tous actes de dénonciation qu'il aura enregistrés conformément aux articles précédents.

Article 42

Chaque fois qu'il le jugera nécessaire, le Conseil d'administration du Bureau international du Travail présentera à la Conférence générale un rapport sur l'application de la présente convention et examinera s'il y a lieu d'inscrire à l'ordre du jour de la Conférence la question de sa révision totale ou partielle.

Article 43

1. Au cas où la Conférence adopterait une nouvelle convention portant révision totale ou partielle de la présente convention, et à moins que la nouvelle convention ne dispose autrement :

- a) la ratification par un Membre de la nouvelle convention portant révision entraînerait de plein droit, nonobstant l'article 39 ci-dessus, dénonciation immédiate de la présente convention, sous réserve que la nouvelle convention portant révision soit entrée en vigueur ;
- b) à partir de la date de l'entrée en vigueur de la nouvelle convention portant révision, la présente convention cesserait d'être ouverte à la ratification des Membres.

2. La présente convention demeurerait en tout cas en vigueur dans sa forme et teneur pour les Membres qui l'auraient ratifiée et qui ne ratifieraient pas la convention portant révision.

Article 44

Les versions française et anglaise du texte de la présente convention font également foi.

**RESOLUTIONS
ADOPTED BY THE CONFERENCE**

RESOLUTIONS

I

Resolution on ILO action concerning indigenous and tribal peoples¹

The General Conference of the International Labour Organisation,
Having adopted the Indigenous and Tribal Peoples Convention, 1989,

Determined to improve the situation and status of these peoples in the light of the developments which have taken place since the adoption of the Indigenous and Tribal Populations Convention (No. 107) in 1957,

Convinced of the vital contribution that indigenous and tribal peoples from the regions of the world make towards national societies, and reaffirming their socio-cultural identity,

Motivated by its firm desire to support the implementation and enhancement of the provisions of the revised Convention;

National action

1. Calls upon member States to consider ratifying the revised Convention at the earliest possible time; to fulfil the obligations laid down in the Convention; and to implement its provisions in the most effective manner.

2. Calls upon governments to co-operate in this respect with national and regional organisations and institutions of the peoples concerned.

3. Calls upon governments and employers' and workers' organisations to engage in a dialogue with the organisations and institutions of the peoples concerned about the most appropriate ways of securing the implementation of the Convention, and to establish appropriate consultative machinery enabling indigenous and tribal peoples to express their views on all aspects of the Convention.

4. Calls upon governments and employers' and workers' organisations to promote educational programmes, in collaboration with the organisations and institutions of the peoples concerned, in order to disseminate knowledge of the Convention in all sectors of national society including programmes consisting of, for example:

- (a) material on the content and objectives of the Convention;
- (b) information at regular intervals on the measures taken to implement the Convention;
- (c) seminars designed to promote a better understanding, the ratification, and the effective implementation of the standards laid down in the Convention.

International action

5. Urges the international organisations cited in the preamble of the Convention and others, within existing budgetary resources, to collaborate in developing activities to achieve the objectives of the Convention within their respective fields of competence, and urges the ILO to facilitate the co-ordination of such efforts.

ILO action

6. Urges the Governing Body of the International Labour Office to instruct the Director-General to take the following action, within existing budgetary resources,

¹ Adopted on 26 June 1989.

and to propose the allocation of further resources in future budgets for these purposes:

- (a) promoting the ratification of the Convention and supervising its application;
- (b) assisting governments in developing effective measures for implementing the Convention with the full participation of the indigenous and tribal peoples;
- (c) providing the organisations of the peoples concerned with information and training on the scope and content of this Convention and of other ILO Conventions that may be of direct concern to them, and possibilities for exchanging their experiences and knowledge;
- (d) strengthening the dialogue between governments and employers' and workers' organisations about the objectives and content of the Convention, with the active participation of organisations and institutions of the peoples concerned;
- (e) conducting a general survey, at an appropriate time, under article 19 of the ILO Constitution on the measures taken in member States for the implementation of the revised Convention;
- (f) producing, analysing and publishing relevant, comparable and up-to-date qualitative and quantitative information on the social and economic conditions of the peoples concerned;
- (g) developing technical co-operation programmes and projects that will directly benefit the peoples concerned, addressing the severe poverty and unemployment affecting them. These activities should include income and employment generation schemes, rural development, including vocational training, promotion of handicrafts and rural industries, public works programmes and appropriate technology. These programmes should be financed by the regular budget, subject to existing budgetary constraints, and by multi-bilateral and other sources.

II

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Safety in the use of chemicals at work"¹

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the sixth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning safety in the use of chemicals at work;

Decides that an item entitled "Safety in the use of chemicals at work" shall be included in the agenda of its next ordinary session for a second discussion with a view to the adoption of a Convention and a Recommendation.

III

Resolution concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work¹

The General Conference of the International Labour Organisation,

Considering the importance of chemicals in industry, agriculture and services,

Recognising the common concern for avoiding risks associated with the use of chemicals at work,

¹ Adopted on 26 June 1989.

Stressing the need to provide information to the user about hazardous properties of chemicals,

Recognising the value of the existing system of classification and labelling for transport of dangerous goods by road, rail, ship and air and also of several national and regional classification systems for the protection of the general public, marketing and use of chemicals at work,

Noting the existence of the International Register of Potentially Toxic Chemicals established by the United Nations Environment Programme (UNEP),

Bearing in mind the cost of establishing individual national classification and labelling systems for the use of chemicals at work,

Considering the large volume of trade of chemicals between countries and regions,

Expressing concern about the varying systems for classification and labelling for the use of chemicals at work and for the transport of dangerous goods,

Noting that many governments in their replies to the questionnaire of the ILO on Safety in the Use of Chemicals at Work in connection with the envisaged adoption of international instruments by the International Labour Conference have stressed the need for international harmonisation of systems for classification and labelling as incorporated in Report VI (2) to the 76th Session of the International Labour Conference, 1989;

Invites the Governing Body of the International Labour Office to request the Director-General:

- (a) to assess the size of the task of harmonising national and regional criteria and classification systems established for the use of chemicals at work, consistent with the United Nations classification system for transport of dangerous goods, in co-operation with UNEP and WHO within the International Programme on Chemical Safety (IPCS), with other relevant international organisations, and with government, employers' and workers' organisations;
- (b) to prepare a report on the result of this assessment and present this report as soon as possible;
- (c) to establish co-operation with other international bodies to ensure a system of harmonised national and regional criteria and classifications which protect workers using chemicals.

IV

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Night work"¹

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Convention and a Recommendation concerning night work and for a Protocol revising the Night Work (Women) Convention (Revised), 1948;

Decides that an item entitled "Night work" shall be included in the agenda of its next ordinary session for a second discussion with a view to the adoption of a Convention and a Recommendation concerning night work and of a Protocol revising the Night Work (Women) Convention (Revised), 1948.

¹ Adopted on 28 June 1989.

V

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organisation¹

The General Conference of the International Labour Organisation,

In accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organisation;

Extends the terms of office of Tun Mohamed Suffian (Malaysia) as judge and Mr. Pierre Pescatore (Luxembourg) as deputy judge for a further period of three years.

VI

Resolution concerning appointments to the Administrative Board (ILO Staff Pensions Fund) and Staff Pension Committee (United Nations Joint Staff Pension Fund)²

The General Conference of the International Labour Organisation;

Appoints to the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund), for a period of three years until 8 October 1992, the following members and substitute members of these bodies, namely:

Members:

Mr. D. Pelekanos (Cyprus)

Mr. R.M. Schibli (Switzerland)

Mr. W.M. Yoffee (United States)

Substitute members:

Mr. Y. Chotard (France)

Mr. W.M. Rogers (Barbados)

Mr. R. Vanni (Italy)

VII

Resolution concerning the long-term strategy on Budget exchange rates²

The General Conference of the International Labour Organisation,

Recalling that adverse wide fluctuations in the Swiss franc/US dollar rate of exchange have had disruptive effects on the implementation of the Organisation's approved Programme and Budget and have resulted in unforeseeable and often major increases in member States' assessed contributions,

Noting the past consideration of possible solutions to this problem by the Governing Body and its Programme, Financial and Administrative Committee,

Recalling the decision of the Governing Body at its 240th Session (May-June 1988) to endorse in principle the introduction in 1990-91 of a system of Swiss franc assessments combined with forward purchasing of the biennium's dollar requirements, and its agreement to take a final decision at its 241st Session (November 1988) based on a more detailed proposal by the Director-General, together with consequential changes in the Financial Regulations and the Financial Rules,

¹ Adopted on 28 June 1989.

² Adopted on 19 June 1989.

Noting the decision of the Governing Body at its 241st Session (November 1988) to propose to the General Conference at its 76th Session (June 1989) the adoption of such a scheme;

1. Decides to introduce in 1990-91 a system of Swiss franc assessments combined with forward purchasing of the biennium's dollar requirements and to approve, effective 1 January 1990, the consequential changes in the Financial Regulations contained in the Appendix to the present resolution.

2. Decides that the net premium earned from forward purchasing of the dollar requirements for the biennium be distributed in the ratio of one-half to member States and one-half to the incentive scheme for early payment of member States' contributions, the net premium being arrived at by adding to, or subtracting from the premium earned, any residual gain or loss on exchange from the operation of the Swiss franc assessment system and any gain or loss on exchange resulting from any supplementary forward purchasing contracts that might have to be concluded in order to reduce or increase the approved level of spending in US dollars.

3. Decides additionally that the one-half share of the net premium to be distributed to eligible member States shall be apportioned among the member States on the basis of the proportion of the total of each member State's assessed contributions during the biennium in which the net premium was earned to the total of the assessed contributions for the biennium of all member States; the amounts so established shall be used to reduce the contributions of member States in the following way: member States which have paid their assessed contributions in full during the biennium in which the net premium was earned shall have their share of the net premium deducted from their contributions assessed for the second year of the succeeding biennium; other member States shall not be credited with their share of the net premium until they have paid in full their assessed contributions for the biennium in which the net premium was earned; when they have done so, their share of the net premium shall be deducted from their contributions assessed for the first year of the next biennium for which a budget is adopted after such payment.

4. Decides further to adopt the following transitional measures:

- (a) the conversion of all arrears of contributions and undistributed surpluses from previous biennia at 1 January 1990 from United States dollars to Swiss francs at the budget rate of exchange for 1990-91;
- (b) the conversion of any cash surpluses for 1988-89 from United States dollars to Swiss francs at the budget rate of exchange for 1990-91 for the purpose of reducing the assessed contributions of qualifying member States, under article 18 of the Financial Regulations;
- (c) the conversion of any cash deficit for 1988 and 1989 or for the 1988-89 biennium from United States dollars to Swiss francs at the budget rate of exchange for 1990-91 for the purpose of making an additional assessment on member States in accordance with article 21.2 of the Financial Regulations;
- (d) the conversion of the balance of the Working Capital Fund at 1 January 1990 from United States dollars to Swiss francs at the United Nations accounting rate of exchange for January 1990.

APPENDIX

AMENDMENTS TO FINANCIAL REGULATIONS (AMENDMENTS AND ADDITIONS ARE IN ITALICS, DELETIONS ARE SHOWN IN PARENTHESES)

Article 2

- (1) For every financial period, the Director-General shall prepare programme and budget proposals containing estimates of the income and expenditure of the Organisation *and the proposed budget rate of exchange between the United States dollar and the Swiss franc*;
- (2) the estimates of expenditure shall be expressed in United States dollars. *The estimates of income shall be expressed in United States dollars and in Swiss francs converted at the budget rate of exchange.*

Article 9.3 (New)

- *The assessed contributions shall be payable in Swiss francs.*

Article 10.2

- As soon as possible after the Conference has adopted the budget and the total amount appropriated has been apportioned among the Members of the Organisation in the manner prescribed by the Conference, the Director-General shall transmit all relevant documents to the Members of the Organisation, indicating that the contributions for the financial period are due and payable *in Swiss francs* on 1 January of each of the years to which they relate and requesting each Member to remit its contribution on or as soon as possible after the due date. (The Director-General shall, at the same time, request each Member of the Organisation to state the methods it desires to employ for cash remittance.)

Article 10.5 (New)

- *All contributions received in a financial period shall be accounted for in United States dollars at the budget rate of exchange for that financial period.*

Article 18

- If the difference between budgetary income and expenditure in any complete financial period *expressed in United States dollars* constitutes a credit balance, the *Swiss franc equivalent* of the corresponding cash surplus, *calculated at the budget rate of exchange for that financial period*, shall be used to reduce the contributions of Members in the following way: Members which paid their ordinary contributions in the financial period in which the cash surplus accrued shall have their share of the cash surplus deducted from their contributions assessed for the second year of the succeeding financial period; other Members shall not be credited with their share until they have paid the contributions due from them for the financial period in which the cash surplus accrued. When they have done so their share of such cash surplus shall be deducted from their contributions assessed for the first year of the next financial period for which a budget is adopted after such payment.

Article 21.2

- If in any calendar year sums withdrawn from the Working Capital Fund or borrowed to finance budgetary expenditure pending receipt of contributions or other income and/or expenditure incurred in the financing of contingencies and emergencies under prior authorisation of the Governing Body cannot be reimbursed in the course of the same year owing to the fact that the total budgetary income for that year falls short of total authorised expenditure incurred during the year, the sums so borrowed or withdrawn shall be reimbursed to the lender or lenders and to the Fund in the second year following the year of such withdrawal by adding to the contributions assessed on member States for that year an additional assessment *in Swiss francs*, equivalent to the amount so borrowed or withdrawn; provided that temporary surpluses of budgetary income over expenditure occurring at any time shall be utilised to the extent possible to reduce the amount of outstanding loans or advances.

Article 26

- The final accounts of the Organisation shall be prepared in United States dollars. The accounting records may, however, be kept in such currency or currencies as the Director-General may deem necessary. *Details of contributions assessed, received and outstanding shall be presented in Swiss francs in supporting schedules.*

VIII

Resolution concerning the abolition of Part V (Undistributed Reserve) of the Budget¹

The General Conference of the International Labour Organisation,

Recalling the circumstances which led it to decide in respect of the budgets for the 1978-79 biennium onwards to include provision in the Budget for an

¹ Adopted on 19 June 1989.

Undistributed Reserve (Part V) equal to the net assessment on certain member States which, based on certain criteria, are deemed not to participate actively in the work of the Organisation,

Noting that the criteria adopted have, in recent years, applied to only one member State and that the amount provided in Part V of the Budget has not been significant, representing only 0.01 per cent of the Budget;

Decides to abolish Part V (Undistributed Reserve) of the Budget with effect from 1 January 1990.

IX

Resolution concerning the adoption of the Programme and Budget for the 62nd financial period (1990-91) and the allocation of expenses among member States¹

The General Conference of the International Labour Organisation,

In virtue of the Financial Regulations,

Passes for the 62nd financial period, ending 31 December 1991; the budget of expenditure for the International Labour Organisation amounting to US\$330,440,000 and the budget of income amounting to US\$330,440,000, which, at the budget rate of exchange of 1.75 Swiss francs to the US dollar, amounts to 578,270,000 Swiss francs, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

¹ Adopted on 20 June 1989 by 394 votes in favour, 3 against, with no abstentions.

INDEX OF SPEAKERS IN PLENARY SITTING

INDEX OF SPEAKERS IN PLENARY SITTING

	No.	Page
ABBADI, Mr.: Reports of the Governing Body and of the Director-General	8	25
ABDI, Mr. A.I.: Reports of the Governing Body and of the Director-General	8	46
ABDI, Mr. K.A.: Reports of the Governing Body and of the Director-General	19	37
ABDOON, Mr.: Ninth report of the Selection Committee	19	2, 10
ABDULGHANI, Mr.: Report of the Committee on Action against Apartheid	22	15
ABDULLA, Mr.: Reports of the Governing Body and of the Director-General	24	18
ABU KHORMAH, Mr.: Ninth report of the Selection Committee	19	5
Reports of the Governing Body and of the Director-General	24	13
	28	1
ACHMAD, Mr.: Reports of the Governing Body and of the Director-General	21	35
ADEWOYE, Mr.: Report of the Committee on safety in the use of chemicals at work	31	20
ADUGNA, Mr.: Reports of the Governing Body and of the Director-General	12	47
AGRAMONTE, Mr.: Reports of the Governing Body and of the Director-General	12	29
AHMED, Mr.: Reports of the Governing Body and of the Director-General	12	22
Report of the Committee on Action against Apartheid	22	16
Report of the Committee on the Application of Standards	31	29
AL-ANSARI, Mr.: Reports of the Governing Body and of the Director-General	9	8
AL-BDOUR, Mr.: Reports of the Governing Body and of the Director-General	8	1
ALDER, Mr.: Report of the Committee on Action against Apartheid	22	20
ALENCHUK, Mr.: Reports of the Governing Body and of the Director-General	16	19
AL-FAYEZ, Mr.: Reports of the Governing Body and of the Director-General	21	10
AL-JASSEM, Mr.: Reports of the Governing Body and of the Director-General	8	43
Ninth report of the Selection Committee	19	2
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	21	24
Report of the Committee on Action against Apartheid	22	34
AL-JUMAIRY, Mr.: Reports of the Governing Body and of the Director-General	9	12
Sixth report of the Selection Committee	14	2
Ninth report of the Selection Committee	19	5
AL-KHALIDI, Mr.: Report of the Committee on the Application of Standards	31	34
AL-KHALIFA, Mr.: Reports of the Governing Body and of the Director-General	9	3
ALLINI, Mr.: Reports of the Governing Body and of the Director-General	21	20
AL-OMAR, Mr.: Ninth report of the Selection Committee	19	2
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	21	22
AL-SABAH, Mr.: Reports of the Governing Body and of the Director-General	8	11
AL-SABBAH, Mr.: Reports of the Governing Body and of the Director-General	24	15
AL-THAMER, Mr.: Ninth report of the Selection Committee	19	4, 10
AL-YAHYA, Mr.: Sixth report of the Selection Committee	14	2
Ninth report of the Selection Committee	19	2
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	21	23
AMADOR ZAMORA, Mr.: Reports of the Governing Body and of the Director-General	28	7
ANDREEV, Mr.: Reports of the Governing Body and of the Director-General	16	9
APUNTE FRANCO, Mr.: Report of the Committee on Convention No. 107	31	14
ARAGON MARIN, Mr.: Reports of the Governing Body and of the Director-General	28	11
ARBESSER-RASTBURG, Mr.: Reports of the Governing Body and of the Director-General	9	12
ARBUCKLE, Mr.: Reports of the Governing Body and of the Director-General	16	38
ARNESEN, Mr.: Report of the Committee on Convention No. 107	31	13
ARTACHO CASTELLANO, Mr.: Report of the Committee on Action against Apartheid	22	25
ARTHUR ERRAZURIZ, Mr.: Reports of the Governing Body and of the Director-General	19	23
ATAPATTU, Mr.: Reports of the Governing Body and of the Director-General	8	38
ATASAYAR, Mr.: Reports of the Governing Body and of the Director-General	10	34
AUNG THANT, U: Reports of the Governing Body and of the Director-General	14	16
AYKUT, Miss: Reports of the Governing Body and of the Director-General	12	4
AZIKIWE, Mr.: Report of the Committee on Action against Apartheid	22	5
BAHR, Mr.: Reports of the Governing Body and of the Director-General	8	22
BAIER, Mr.: Report of the Committee on Action against Apartheid	22	20
BAKER, Mr.: Reports of the Governing Body and of the Director-General	24	30
BAPPOO, Mrs.: Reports of the Governing Body and of the Director-General	19	12
BARKER, Mr.: Report of the Committee on safety in the use of chemicals at work	31	19

	No.	Page
BARRAGAN, Mr.: Reports of the Governing Body and of the Director-General	19	39
BARSH, Mr.: Report of the Committee on Convention No. 107	31	8
BASAIID, Mr.: Ninth report of the Selection Committee	19	2
BATUBARA, Mr.: Reports of the Governing Body and of the Director-General	8	4
BAYART, Mr.: Reports of the Governing Body and of the Director-General	16	11
BENLAKHDAR, Mr.: Reports of the Governing Body and of the Director-General	12	3
BENNANI, Mr.: Reports of the Governing Body and of the Director-General	18	32
BERAN, Mr.: Report of the Committee on Action against Apartheid	22	26
BERGES, Mr.: Reports of the Governing Body and of the Director-General	12	53
BEYREUTHER, Mr.: Reports of the Governing Body and of the Director-General	10	16
BHAGIRUTTY, Mr.: Ninth report of the Selection Committee	19	11
Reports of the Governing Body and of the Director-General	19	34
BIN GHANEM, Mr.: Reports of the Governing Body and of the Director-General	9	14
BINTA, Mr.: Report of the Committee on Night Work	33	8
BISTA, Mr.: Reports of the Governing Body and of the Director-General	10	11
BLANCHARD, Mr. Francis: Reply to tribute by the Conference to the former Director-General of the International Labour Office	13	9
BLEUX, Mr.: Reports of the Governing Body and of the Director-General	18	11
BOATENG, Mr.: Reports of the Governing Body and of the Director-General	24	4
BOBAK, Mr.: Reports of the Governing Body and of the Director-General	12	54
BOCHOW, Mr.: Reports of the Governing Body and of the Director-General	14	21
BODA, Mr.: Reports of the Governing Body and of the Director-General	16	31
BOGGS, Mr.: Reports of the Governing Body and of the Director-General	18	28
BONMATI PORTILLO, Mr.: Report of the Committee on Action against Apartheid	22	31
BORG CARDONA, Mr.: Reports of the Governing Body and of the Director-General	7	8
Report of the Committee on Action against Apartheid	16	43
Report of the Committee on Action against Apartheid	22	36
BORGEN, Mr.: Reports of the Governing Body and of the Director-General	9	21
BOULIN, Mr.: Reports of the Governing Body and of the Director-General	10	27
BOZHINOV, Mr.: Reports of the Governing Body and of the Director-General	14	12
BOZO, Mr.: Reports of the Governing Body and of the Director-General	21	5
BRANDE, Mr. van den: Reports of the Governing Body and of the Director-General	10	24
BRITO GOMES, Mr.: Reports of the Governing Body and of the Director-General	16	21
BROWN-YOUNG, Mr.: Reports of the Governing Body and of the Director-General	18	15
BUCHANAN, Mr.: Reports of the Governing Body and of the Director-General	10	12
BULGAK, Mr.: Reports of the Governing Body and of the Director-General	9	31
CAL, Mr.: Reports of the Governing Body and of the Director-General	12	32
CALAMATTA, Mr.: Reports of the Governing Body and of the Director-General	16	26
CALIFICE, Mr.: Submitting the reports of the Credentials Committee	14	4
.....	21	1
.....	32	1
CALVO GALINDO, Mr.: Reports of the Governing Body and of the Director-General	9	26
CAMARA, Mr.: Reports of the Governing Body and of the Director-General	17	1
CARR, Mrs.: Reports of the Governing Body and of the Director-General	18	24
CARRILLO ROJAS, Mr.: Reports of the Governing Body and of the Director-General	16	1
CASTANEDA SANCHEZ, Mr.: Reports of the Governing Body and of the Director-General	24	26
CASTLE, Mr.: Report of the Resolutions Committee	32	2
CASTRO, Mr.: Reports of the Governing Body and of the Director-General	10	1
Report of the Committee on Action against Apartheid	22	21
CEBALLOS GOMEZ, Mr.: Reports of the Governing Body and of the Director-General	21	37
CHANG, Mr.: Reports of the Governing Body and of the Director-General	7	20
CHANTAWONG, Mr.: Reports of the Governing Body and of the Director-General	19	37
CHARLTON, Mr.: Report of the Committee on Action against Apartheid	22	12
CHAVES GONZALEZ, Mr.: Reports of the Governing Body and of the Director-General	24	13
CHILUBA, Mr.: Election of the President	5	4
CHRISTOFIDES, Mr.: Reports of the Governing Body and of the Director-General	8	32
CIGANIK, Mr.: Reports of the Governing Body and of the Director-General	14	13
CLERK OF THE CONFERENCE: Third and fourth reports of the Credential Committee	32	1
CRATE, Mr.: Report of the Committee on Convention No. 107	31	6
CZARSKI, Mr.: Reports of the Governing Body and of the Director-General	7	15
DANIELI, Mr.: Reports of the Governing Body and of the Director-General	21	21
Report of the Resolutions Committee	32	15
DA SILVA, Mr.: Reports of the Governing Body and of the Director-General	28	13
DECOSTERD, Mr.: Reports of the Governing Body and of the Director-General	24	27
DEGIMBE, Mr.: Reports of the Governing Body and of the Director-General	14	6
DE JESUS, Mr.: Reports of the Governing Body and of the Director-General	12	44

	No.	Page
DELAMURAZ, His Excellency Mr. Jean-Pascal: Address by His Excellency Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation	6	1
DELEZA, Mr.: Reports of the Governing Body and of the Director-General	16	37
DELPINO, Mr.: Closing speeches	33	13
DEMBA, Mr.: Report of the Committee on Action against Apartheid	22	28
DERBY, Mr.: Sixth report of the Selection Committee	14	2
Ninth report of the Selection Committee	19	4
DE REGIL GOMEZ, Mr.: Report of the Committee on Convention No. 107	31	2
DE ROJAS, Mr.: Report of the Resolutions Committee	32	4
DHAR, Mr.: Reports of the Governing Body and of the Director-General	12	30
DIAKENGO SERAO, Mr.: Reports of the Governing Body and of the Director-General	12	26
DIALLO, Mrs.: Reports of the Governing Body and of the Director-General	9	24
DJEMAM, Mr.: Reports of the Governing Body and of the Director-General	18	33
DOLE, Ms.: Reports of the Governing Body and of the Director-General	24	6
DOLGU, Mr.: Reports of the Governing Body and of the Director-General	19	20
Report of the Committee on the Application of Standards	31	35
DREIFUSS, Mrs.: Report of the Committee on Night Work	33	5
DRZEWICKI, Mr.: Report of the Committee on Action against Apartheid	22	13
DUPONT, Mr.: Final record vote on the Convention concerning indigenous and tribal peoples in independent countries	32	12
DYREMOSE, Mr.: Reports of the Governing Body and of the Director-General	19	15
ELAMAWY, Mr.: Reports of the Governing Body and of the Director-General	16	15
EL-HAK, Mr.: Reports of the Governing Body and of the Director-General	10	3
ELMIGER, Mr.: Report of the Committee on Night Work	33	7
ELTAYEB, Mr.: Reports of the Governing Body and of the Director-General	12	34
ENGELBERTS, Mr.: Reports of the Governing Body and of the Director-General	24	10
ESCANDELL ROMERO, Mr.: Reports of the Governing Body and of the Director-General	8	12
ESPAÑA-SMITH, Mr.: Report of the Committee on Convention No. 107	31	4
ETTY, Mr.: Reports of the Governing Body and of the Director-General	24	21
FAVELEVIC, Mr.: Reports of the Governing Body and of the Director-General	9	29
FELDMAN, Mr.: Reports of the Governing Body and of the Director-General	21	13
FLOREA, Mr.: Reports of the Governing Body and of the Director-General	18	29
Report of the Committee on Action against Apartheid	22	35
FOMICHI, Mr.: Reports of the Governing Body and of the Director-General	24	1
FORERO de SAADE, Mrs.: Reports of the Governing Body and of the Director-General	10	26
FORMICA, Mr.: Reports of the Governing Body and of the Director-General	7	17
FORTUNE, Mr.: Report of the Committee on Convention No. 107	31	12
FOULKS, Mrs.: Report of the Committee on Action against Apartheid	22	11
Reports of the Governing Body and of the Director-General	28	4
FOWLER, Mr.: Reports of the Governing Body and of the Director-General	21	9
FRANCIS de los REYES, Mr.: Reports of the Governing Body and of the Director-General	21	40
FREELAND, Mr.: Reports of the Governing Body and of the Director-General	12	37
FREY, Mr.: Reports of the Governing Body and of the Director-General	10	37
FRYBORTOVA, Mrs.: Report of the Committee on Action against Apartheid	22	18
GACIC, Mr.: Reports of the Governing Body and of the Director-General	8	20
GAIDAIENKO, Mr.: Reports of the Governing Body and of the Director-General	16	28
GAMAH, Mr.: Sixth report of the Selection Committee	14	3
GANANCIO, Mr.: Reports of the Governing Body and of the Director-General	10	33
GANJEI, Mr.: Reports of the Governing Body and of the Director-General	9	5
GARCIA, Mr.: Reports of the Governing Body and of the Director-General	18	30
GARONG, Mr.: Reports of the Governing Body and of the Director-General	8	18
GARRIDO SOTO, Mr.: Reports of the Governing Body and of the Director-General	12	51
GATTEGNO, Mr.: Reports of the Governing Body and of the Director-General	28	12
GAZARIN, Mr.: Reports of the Governing Body and of the Director-General	14	18
Closing speeches	33	12
GEORGET, Mr.: Second report of the Selection Committee	8	1
GEPPERT, Mr.: Reports of the Governing Body and of the Director-General	12	9
GHARIB, Mr.: Reports of the Governing Body and of the Director-General	8	45
GLADE, Mr.: Reports of the Governing Body and of the Director-General	19	33
Report of the Committee on Night Work	33	9
GLAIEL, Mr.: Submitting the report of the Resolutions Committee	32	2
GOLDSON, Mr.: Reports of the Governing Body and of the Director-General	21	12
GONZALEZ DUBON, Mr.: Reports of the Governing Body and of the Director-General	21	4
GOPAL, Mr.: Reports of the Governing Body and of the Director-General	19	18
GRAN OLSEN, Mrs.: Reports of the Governing Body and of the Director-General	21	42
GROBA, Mr.: Reports of the Governing Body and of the Director-General	24	31

	No.	Page
GRUBER, Mr.: Report of the Committee on Night Work	33	7
GUBBINS GRANGER, Mr.: Reports of the Governing Body and of the Director-General	21	32
GUERRIER, Mr.: Reports of the Governing Body and of the Director-General	8	39
HABIB ZAY, Mr.: Reports of the Governing Body and of the Director-General	21	36
HABIYAKARE, Mr.: Reports of the Governing Body and of the Director-General	21	30
HALFAOUI, Mr.: Ninth report of the Selection Committee	19	3
HALMOS, Mr.: Reports of the Governing Body and of the Director-General	10	30
HAMMOND, Mr.: Submitting the reports of the Selection Committee	7	1
	8	1
	9	1
	10	1
	12	1
	14	1
	16	1
	17	1
	19	1
	21	1
	22	1
	24	1
	28	1
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	21	23
HAMZA, Mr.: Ninth report of the Selection Committee	19	5
HARRIS, Mr.: Reports of the Governing Body and of the Director-General	16	39
HARYONO, Mr.: Reports of the Governing Body and of the Director-General	18	14
HATEM, Mr.: Sixth report of the Selection Committee	14	3
HELMS, Mr.: Submitting the report of the Committee on Convention No. 107	31	1
HENDY, Mr.: Reports of the Governing Body and of the Director-General	14	22
HERNANDEZ, Mr.: Reports of the Governing Body and of the Director-General	19	13
Report of the Committee on Action against Apartheid	22	2
HEWITT, Mr.: Election of the President	5	4
Ninth report of the Selection Committee	19	10
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	21	23
HICKEY, Mr.: Report of the Committee on Application of Standards	31	31
HILBURN, Mr.: Report of the Resolutions Committee	32	16
HINNEKENS, Mr.: Reports of the Governing Body and of the Director-General	10	38
HOLTEN, Mr. von: Preliminary debate on the draft Programme and Budget for 1990-91	9	1
Reports of the Governing Body and of the Director-General	19	21
HOODAKHT, Mr.: Sixth report of the Selection Committee	14	1
Ninth report of the Selection Committee	19	4
Reports of the Governing Body and of the Director-General	19	27
HOSSAIN, Mr.: Reports of the Governing Body and of the Director-General	8	3
Final record vote on the Convention concerning indigenous and tribal peoples in independent countries	32	11
HOUTHUYS, Mr.: Report of the Committee on Application of Standards	31	27
HOWAYDI, Mr.: Reports of the Governing Body and of the Director-General	28	8
HUSSAIN, Mr.: Reports of the Governing Body and of the Director-General	19	36
Report of the Committee on Action against Apartheid	22	18
HUSSAMI, Mr.: Reports of the Governing Body and of the Director-General	21	14
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	21	23
HYDER, Mr.: Reports of the Governing Body and of the Director-General	12	49
IBARRA, Mr.: Reports of the Governing Body and of the Director-General	19	41
ISAK BIHI, Mrs.: Reports of the Governing Body and of the Director-General	19	26
ISSA, Mr.: Reports of the Governing Body and of the Director-General	24	8
JAGHMAN, Mr.: Sixth report of the Selection Committee	14	2
JAMES, Mr.: Reports of the Governing Body and of the Director-General	21	7
JENNINGS, Mr.: Reports of the Governing Body and of the Director-General	21	16
JESIC, Mr.: Reports of the Governing Body and of the Director-General	12	48
JILANI, Mr.: Reports of the Governing Body and of the Director-General	12	28
JIMENEZ AGUILAR, Mr.: Reports of the Governing Body and of the Director-General	8	27
JONZON, Mr.: Report of the Finance Committee of Government Representatives	18	2
JOUE, Mr.: Reports of the Governing Body and of the Director-General	16	13
KACHIMA, Mr.: Report of the Committee on Action against Apartheid	22	19
KAILMBO, Mr.: Report of the Committee on Action against Apartheid	22	6
KARIKURUBU, Mr.: Election of the President	5	3
Reports of the Governing Body and of the Director-General	12	43
Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	5

	No.	Page
KAWESH, Mr.: Reports of the Governing Body and of the Director-General	16	23
KCHAOU, Mr.: Submitting the report of the Committee on the Application of Standards	31	23
KEARNEY, Mr.: Reports of the Governing Body and of the Director-General	21	33
KERKINOS, Mr.: Reports of the Governing Body and of the Director-General	19	31
KERN, Mr.: Report of the Committee on Action against Apartheid	22	30
KGABO, Mr.: Election of the President	5	3
Reports of the Governing Body and of the Director-General	14	8
KHAN, Mr.: Reports of the Governing Body and of the Director-General	12	45
KHORAMMIAN KERMANCHAH, Mr.: Reports of the Governing Body and of the Director-General	22	37
KHOURY, Mr.: Reports of the Governing Body and of the Director-General	24	25
KICKINGBIRD, Mr.: Report of the Committee on Convention No. 107	31	14
KONING, Mr. de: Reports of the Governing Body and of the Director-General	18	21
KOVALEVSKI, Mr.: Reports of the Governing Body and of the Director-General	10	35
KUMBU-KI-LUTETE, Mr.: Report of the Resolutions Committee	32	15
Report of the Committee on Night Work	33	8
LAMPRECHT, Mr.: Report of the Committee on Action against Apartheid	22	27
LAZO RODRIGUEZ, Mr.: Election of the President	5	4
Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	6
LE BESCOND, Mr.: Reports of the Governing Body and of the Director-General	12	55
LEBRUN, Mr.: Reports of the Governing Body and of the Director-General	24	28
LEE, Mr.: Reports of the Governing Body and of the Director-General	7	24
LEGAL ADVISER: Ninth report of the Selection Committee	19	3, 12
LEORO FRANCO, Mr.: Reports of the Governing Body and of the Director-General	8	41
LI, Mr.: Reports of the Governing Body and of the Director-General	8	15
Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	6
LINDNER, Mr.: Reports of the Governing Body and of the Director-General	24	20
LIPATOV, Mr.: Reports of the Governing Body and of the Director-General	14	19
LUQMAN, Mr.: Reports of the Governing Body and of the Director-General	10	13
MADOUGOU, Mr.: Reports of the Governing Body and of the Director-General	8	14
MAKHANDA, Mr.: Report of the Committee on Action against Apartheid	22	8
MALDONADO RUIZ, Mr.: Reports of the Governing Body and of the Director-General	7	12
MALLIA MILANES, Mr.: Reports of the Governing Body and of the Director-General	16	10
	21	43
MALVIYA, Mr.: Reports of the Governing Body and of the Director-General	8	9
Final record vote on the Convention concerning indigenous and tribal peoples in independent countries	32	11
MAPURANGA, Mr.: Reports of the Governing Body and of the Director-General	9	28
MARIUS, Mr.: Reports of the Governing Body and of the Director-General	10	18
MARTANS, Mr.: Reports of the Governing Body and of the Director-General	16	22
MARTINEK, Mr.: Report of the Resolutions Committee	32	3
MARTINEZ BRITO, Mr.: Reports of the Governing Body and of the Director-General	12	13
MARTOS, Mr.: Reports of the Governing Body and of the Director-General	16	6
MARUYAMA, Mr.: Reports of the Governing Body and of the Director-General	10	21
MARX, Mr.: Reports of the Governing Body and of the Director-General	24	17
MATTSON, Mr.: Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	21	23
MAWANDE, Mr.: Reports of the Governing Body and of the Director-General	10	32
MAYILA, Mr.: Reports of the Governing Body and of the Director-General	14	15
McCAFFREY Mrs.: Ninth report of the Selection Committee	19	10
McGUIRE, Mr.: Reports of the Governing Body and of the Director-General	10	8
McLELLAN, Mr.: Submitting the report of the Committee on safety in the use of chemicals at work	31	18
MEDINA GALVEZ, Mr.: Reports of the Governing Body and of the Director-General	24	2
Report of the Committee on Application of Standards	31	33
MEIRELLES, Mr.: Reports of the Governing Body and of the Director-General	9	32
MENESES FONSECA, Mr.: Reports of the Governing Body and of the Director-General	16	17
MENSAH, Mr.: Opening of the session	5	1
Address by His Excellency Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation	6	5
Submission of the annual report of the Governing Body to the Conference	7	3
Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	2
MERCIER, Mr.: Report of the Committee on Action against Apartheid	22	2
MEZA SOZA, Mr.: First report of the Selection Committee	7	1
Report of the Committee on Application of Standards	31	34
MIODOWICZ, Mr.: Reports of the Governing Body and of the Director-General	12	24
MIRO, Mr.: Report of the Committee on Action against Apartheid	22	21
MOHAMED, Mr.: Report of the Resolutions Committee	32	4
MOLANO, Mr.: Reports of the Governing Body and of the Director-General	8	42
MOLKOVA, Mrs.: Reports of the Governing Body and of the Director-General	21	2
Closing speeches	33	11

	No.	Page
MORRIS, Mr.: Reports of the Governing Body and of the Director-General	9	18
MORTON, Mr.: Reports of the Governing Body and of the Director-General	21	27
Report of the Resolutions Committee	32	3
MOSHIRIAN, Mr.: Sixth report of the Selection Committee	14	2
Ninth report of the Selection Committee	19	5, 11
Reports of the Governing Body and of the Director-General	21	18
MOUBARAK, Mr.: Election of the President	5	4
Reports of the Governing Body and of the Director-General	16	7
MOURGUES, Mr.: Report of the Committee on the Application of Standards	31	33
MUDUKA, Mrs.: Reports of the Governing Body and of the Director-General	8	33
MUHR, Mr.: Election of the President	5	3
Address by His Excellency Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation	6	7
Preliminary debate on the draft Programme and Budget for 1990-91	9	2
Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	4
Sixth report of the Selection Committee	14	3
Report of the Finance Committee of Government Representatives	18	2
Ninth report of the Selection Committee	19	11
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	21	22
Reports of the Governing Body and of the Director-General	24	23
Report of the Committee on Night Work	33	10
MULARONI, Mr.: Reports of the Governing Body and of the Director-General	7	11
MULIMBA, Mr.: Reports of the Governing Body and of the Director-General	16	34
MULLOR GARCIA, Mgr: Reports of the Governing Body and of the Director-General	12	15
MURRY, Mr.: Report of the Committee on Convention No. 107	31	15
NABIAN, Mr.: Reports of the Governing Body and of the Director-General	7	22
Sixth report of the Selection Committee	8	46
Ninth report of the Selection Committee	14	3
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	19	10
Reports of the Governing Body and of the Director-General	21	23
NAGY, Mr.: Reports of the Governing Body and of the Director-General	12	11
NAIGOW, Mr.: Reports of the Governing Body and of the Director-General	28	6
NARAYAN, Mr.: Report of the Committee on safety in the use of chemicals at work	31	21
NASR, Mr.: Report of the Committee on Action against Apartheid	22	34
Report of the Resolutions Committee	32	14
NATCHEV, Mr.: Reports of the Governing Body and of the Director-General	12	7
NDOYE, Mr.: Reports of the Governing Body and of the Director-General	12	16
Submitting the Report of the Committee on Action against Apartheid	22	1
NEUBERT, Mr.: Reports of the Governing Body and of the Director-General	8	35
NIK AMIN, Mr.: Reports of the Governing Body and of the Director-General	18	22
NIÑO, Mr.: Report of the Committee on Convention No. 107	31	15
NISHIBAYASHI, Mr.: Report of the Committee on Action against Apartheid	22	33
NKOMO, Mr.: Presidential Address	5	5
Address by His Excellency Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation	6	4
Statement to the Conference	7	5
Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	1
Closing speeches	33	14
NOACK, Mr.: Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	8
Report of the Committee on Action against Apartheid	22	29
Report of the Committee on the Application of Standards	31	34
NOAKES, Mr.: Report of the Committee on Night Work	33	3
NORUSHE, Mr.: Report of the Committee on Action against Apartheid	22	7
NOWAK, Mr.: Reports of the Governing Body and of the Director-General	18	16
NSIBANDZE, Mr.: Reports of the Governing Body and of the Director-General	12	38
NZISABIRA, Mr.: Report of the Committee on Action against Apartheid	22	14
NZOMWITZA, Mr.: Report of the Committee on Action against Apartheid	22	22
OECHSLIN, Mr.: Election of the President	5	3
Address by His Excellency Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation	6	6
Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	3
Sixth report of the Selection Committee	14	3
Reports of the Governing Body and of the Director-General	16	32
Ninth report of the Selection Committee	19	11
Second report of the Credentials Committee	21	2
Report of the Committee on Night Work	33	9
OKONDO, Mr.: Reports of the Governing Body and of the Director-General	7	6
OKURUT, Mr.: Reports of the Governing Body and of the Director-General	18	5

	No.	Page
OLUMIDE, Mr.: Report of the Committee on Action against Apartheid	22	17.
OMAR, Mr.: Sixth report of the Selection Committee	14	3
Reports of the Governing Body and of the Director-General	21	39
ONDONDA, Mr.: Reports of the Governing Body and of the Director-General	17	3
ONTIVEROS YULQUILA, Mr.: Report of the Committee on Convention No. 107	31	7
OSHIOMHOLE, Mr.: Reports of the Governing Body and of the Director-General	18	13
OZADOVSKI, Mr.: Report of the Committee on Action against Apartheid	22	24
PADRON QUERO, Mrs.: Reports of the Governing Body and of the Director-General	9	15
PEÑA RUEDA, Mr.: Reports of the Governing Body and of the Director-General	8	30
PESHKOV, Mr.: Submitting the Report of the Finance Committee of Government Representatives	18	1
PINTO CARDOSO, Mr.: Reports of the Governing Body and of the Director-General	18	7
PONOMAREV, Mr.: Reports of the Governing Body and of the Director-General	18	27
PRESIDENT of the Conference: See under NKOMO, Mr.		
PUHAKKA, Mr.: Reports of the Governing Body and of the Director-General	14	7
PUTHIRASIGAMONEY, Mr.: Reports of the Governing Body and of the Director-General	28	14
RAMIREZ SALAS, Mr.: Reports of the Governing Body and of the Director-General	17	6
RANDI, Mrs.: Reports of the Governing Body and of the Director-General	19	40
REAL MAZULA, Mr.: Reports of the Governing Body and of the Director-General	10	15
REDONDO URBETA, Mr.: Reports of the Governing Body and of the Director-General	9	7
REINI, Mr.: Reports of the Governing Body and of the Director-General	16	42
REYES, Mr.: Reports of the Governing Body and of the Director-General	9	4
RICUPERO, Mr.: Final record vote on the Convention concerning indigenous and tribal peoples in independent countries	32	11
RIOS MUÑOZ, Mr.: Report of the Committee on Convention No. 107	31	16
ROBEL, Mr.: Report of the Committee on Action against Apartheid	22	32
RODGER, Mr.: Election of the President	5	3
Reports of the Governing Body and of the Director-General	8	6
RODRIGUEZ CAMPOS, Mr.: Reports of the Governing Body and of the Director-General	10	28
ROSAS LANDA, Mr.: Reports of the Governing Body and of the Director-General	10	6
ROUISSI, Mr.: Reports of the Governing Body and of the Director-General	9	10
ROUTOUANG, Mr.: Reports of the Governing Body and of the Director-General	12	5
ROZAS, Mr.: Report of the Committee on Convention No. 107	31	10
RUGE, Mrs.: Report of the Committee on Action against Apartheid	22	23
Report of the Resolutions Committee	32	16
RUPHIN, Mr.: Reports of the Governing Body and of the Director-General	8	28
SAHBANI, Mr.: Reports of the Governing Body and of the Director-General	16	4
SAICHEUA, Mr.: Reports of the Governing Body and of the Director-General	19	16
SAID, Mr.: Reports of the Governing Body and of the Director-General	7	21
Sixth report of the Selection Committee	14	2
Report of the Resolutions Committee	32	5
SAIF de PREPERIER, Mrs.: Final record vote on the Convention concerning indigenous and tribal peoples in independent countries	32	12
SALWAY, Ms.: Report of the Committee on Convention No. 107	31	11
SAMPEBOGO, Mr.: Reports of the Governing Body and of the Director-General	21	29
SANCHEZ SORIANO, Mr.: Report of the Committee on the Application of Standards	31	30
SANDHU, Mr.: Reports of the Governing Body and of the Director-General	9	22
Sixth report of the Selection Committee	14	3
Report of the Committee on Action against Apartheid	22	36
SA N'DOUDJINANG, Mr.: Reports of the Governing Body and of the Director-General	10	22
SANKEY, Mr.: Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office ..	13	7
SASSO MAZZUFFERI, Mrs.: Reports of the Governing Body and of the Director-General	14	11
SAYERS, Mrs.: Report of the Committee on Convention No. 107	31	9
SECRETARY-GENERAL: Introducing His Excellency Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation	6	1
Address by His Excellency Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation	6	8
Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	13	8
Reply of the Director-General to the discussion of his Report	32	7
Closing speeches	33	13
SEHOULIA, Mr.: Reports of the Governing Body and of the Director-General	12	40
SELA, Mr.: Reports of the Governing Body and of the Director-General	24	12
SHA, Mr.: Reports of the Governing Body and of the Director-General	16	3
SHAHATIT, Mr.: Sixth report of the Selection Committee	14	2
SHARMA, Mr.: Reports of the Governing Body and of the Director-General	9	33
Report of the Committee on Action against Apartheid	22	36
SHIRAI, Mr.: Reports of the Governing Body and of the Director-General	10	9

	No.	Page
SIDIQUE, Mr.: Reports of the Governing Body and of the Director-General	8	47
SIGURDARDOTTIR, Mrs.: Reports of the Governing Body and of the Director-General	8	16
SILVA PENEDA, Mr.: Reports of the Governing Body and of the Director-General	21	15
SIMMONS, Mr.: Reports of the Governing Body and of the Director-General	8	24
SOISSON, Mr.: Reports of the Governing Body and of the Director-General	14	9
STEFANSSON, Mr.: Reports of the Governing Body and of the Director-General	9	25
SUMA'MUR, Mr.: Report of the Committee on Night Work	33	6
SUNMONU, Mr.: Reports of the Governing Body and of the Director-General	12	14
Report of the Committee on Action against Apartheid	22	4
SUZUKI, Mr.: Reports of the Governing Body and of the Director-General	7	10
SVENNINGSEN, Mr.: Report of the Committee on Convention No. 107	31	3
TABANI, Mr.: Reports of the Governing Body and of the Director-General	18	9
Ninth report of the Selection Committee	19	2
TAN, Mr.: Reports of the Governing Body and of the Director-General	17	4
Report of the Resolutions Committee	32	14
TANAKA, Mr.: Report of the Committee on Action against Apartheid	22	10
TAPIOLA, Mr.: Reports of the Governing Body and of the Director-General	18	18
Report of the Committee on Action against Apartheid	22	14
TCHECHENKO, Mr.: Reports of the Governing Body and of the Director-General	8	23
TCHERNYCHOV, Mr.: Report of the Finance Committee of Government Representatives	18	3
TCHINDE, Mr.: Reports of the Governing Body and of the Director-General	21	31
TEFERI, Mr.: Report of the Committee on Action against Apartheid	22	28
TEGTMEIER, Mr.: Reports of the Governing Body and of the Director-General	21	24
TEODORESCU, Mr.: Reports of the Governing Body and of the Director-General	16	36
THALEN, Mrs.: Reports of the Governing Body and of the Director-General	18	4
THIEL, Mr.: Reports of the Governing Body and of the Director-General	8	7
TIHELI, Mr.: Reports of the Governing Body and of the Director-General	12	10
TITIMUR, Mr.: Reports of the Governing Body and of the Director-General	16	29
TIZMAAGHZ, Mr.: Sixth report of the Selection Committee	14	1
Ninth report of the Selection Committee	19	1
Reports of the Governing Body and of the Director-General	28	2
TLILI, Mr.: Report of the Resolutions Committee	32	13
TODOROVIC, Mrs.: Reports of the Governing Body and of the Director-General	28	9
TSAGAAN, Mr.: Reports of the Governing Body and of the Director-General	16	41
TSEMBEL, Mr.: Reports of the Governing Body and of the Director-General	18	26
TSYBA, Mr.: Report of the Committee on Action against Apartheid	22	26
Report of the Resolutions Committee	32	14
UBALDINI, Mr.: Reports of the Governing Body and of the Director-General	12	1
UMAR, Mr.: Reports of the Governing Body and of the Director-General	7	13
VAJNAR, Mr.: Election of the President	5	4
VALDES SAENZ, Mr.: Reports of the Governing Body and of the Director-General	19	29
VANDERVEKEN, Mr.: Reports of the Governing Body and of the Director-General	9	20
VAN RUSSEL, Mr.: Reports of the Governing Body and of the Director-General	24	22
VASURATNA, Mr.: Reports of the Governing Body and of the Director-General	19	23
VAZ D'ALMEIDA, Mr.: Reports of the Governing Body and of the Director-General	12	52
VENNE, Ms.: Report of the Committee on Convention No. 107	31	6
VERZETNITSCH, Mr.: Reports of the Governing Body and of the Director-General	12	18
VOLLEBAEK, Mr.: Report of the Committee on Action against Apartheid	22	4
WALCOTT, Mr.: Reports of the Governing Body and of the Director-General	12	42
WALDEN, Mr.: Report of the Committee on Action against Apartheid	22	35
WALGRAVE, Mrs.: Submitting the Report of the Committee on Night Work	33	1
WANG, Mr.: Reports of the Governing Body and of the Director-General	9	35
Report of the Committee on Action against Apartheid	18	8
Report of the Committee on Action against Apartheid	22	25
WERNECK, Mrs.: Reports of the Governing Body and of the Director-General	10	4
WHITAKER, Ms.: Final record vote on the Convention concerning indigenous and tribal peoples in independent countries	32	12
WHITE, Mr.: Reports of the Governing Body and of the Director-General	8	36
WISSKIRCHEN, Mr.: Report of the Committee on the Application of Standards	31	26
WRIGHT, Mr.: Report of the Committee on safety in the use of chemicals at work	31	19
YANAIEV, Mr.: Reports of the Governing Body and of the Director-General	16	14
YILMAZ, Mr.: Reports of the Governing Body and of the Director-General	12	36
YURGENS, Mr.: Report of the Committee on Action against Apartheid	22	10

	No.	Page
ZAINAL RAMPAK, Mr. : Reports of the Governing Body and of the Director-General	18	20
ZAKARIA, Mr. : Reports of the Governing Body and of the Director-General	12	21
ZAMORA HERNANDEZ, Mr. : Report of the Committee on Action against Apartheid	22	31
ZHANG, Mr. : Report of the Committee on Action against Apartheid	22	33
Reports of the Governing Body and of the Director-General	24	33
ZINSOU, Mr. : Reports of the Governing Body and of the Director-General	21	26
ZLITNI, Mr. : Ninth report of the Selection Committee	19	2

PROVISIONAL RECORD



Resolutions

Resolutions submitted in accordance with article 17 of the Standing Orders of the Conference

Resolution concerning the effective participation of delegations to the International Labour Conference, submitted by Mr. Georget, Employers' delegate, Niger; Mr. Lindner, Employers' delegate, Federal Republic of Germany; Miss Mackie, Employers' delegate, United Kingdom; Mr. Nasr, Employers' delegate, Lebanon; Mr. Oeschlin, Employers' delegate, France; and Mr. Pierides, Employers' delegate, Cyprus

The General Conference of the International Labour Organisation,

Stressing the obligation for all member States of the International Labour Organisation to designate complete delegations and the need for them to participate effectively in the full range of the work of the International Labour Conference,

Conscious of the fact that the widely different costs of sending delegations to Geneva from all over the world are not taken into account in the assessment of contributions to the ILO,

Recalling the resolution concerning the financing of expenses of delegations to the International Labour Conference, unanimously adopted at the 59th Session (1974) of the Conference,

Noting that since then there has been an increased awareness of the imperative need to strengthen the tripartite basis of the work of the International Labour Conference and of regional conferences,

Recalling to this effect the resolution concerning freedom of association and the tripartite participation of African member States in the work of the International Labour Conference, adopted by the Sixth African Regional Conference (Tunis, 1983),

Recalling further the resolution concerning the strengthening of tripartism in the States of the Americas and in the activities of the International Labour Organisation, adopted by the 12th Conference of American States Members of the ILO (Montreal, 1986),

Recalling also the resolution concerning the financing of delegations to the International Labour Conference, adopted by the Seventh African Regional Conference (Harare, 1988),

Noting the deliberations of the Working Party on Constitutional Amendments concerning Conference Delegations, designated by the Governing Body in February-March 1987;

1. Requests the Governing Body of the International Labour Office to instruct the Director-General to prepare concrete proposals aimed at:

- (a) the designation of complete tripartite delegations to the International Labour Conference, in accordance with constitutional obligations;
- (b) the payment of travel expenses and adequate subsistence to members of Conference delegations to enable them to be present at the conference.

2. Invites the Governing Body of the International Labour Office to instruct its Working Party to give further and urgent consideration to the financing out of its regular budget or otherwise of the expenses of delegations to the International Labour Conference.

3. Requests the Governing Body of the International Labour Office to consider the extent to which the above measures could apply to regional conferences.

Resolution concerning the role of enterprises in employment growth, submitted by Mr. Georget, Employers' delegate, Niger; Mr. Lindner, Employers' delegate, Federal Republic of Germany; Miss Mackie, Employers' delegate, United Kingdom; Mr. Nasr, Employers' delegate, Lebanon; Mr. Oeschlin, Employers' delegate, France; Mr. Pierides, Employers' delegate, Cyprus; and Mr. Smith, Employers' delegate, United States

The General Conference of the International Labour Organisation,

Recalling the conclusions and resolution concerning the promotion of small and medium-sized enterprises adopted at the 72nd Session of the International Labour Conference,

Recalling also the resolution concerning the creation of enterprises and the growth of employment, which was adopted by the Fourth European Regional Conference in September 1987,

Recalling further the conclusions of the High-level Meeting on Employment and Structural Adjustment, held in November 1987,

Convinced that a key to solving the problems of unemployment and underemployment faced by many countries lies in the creation of a favourable climate for the efficient utilisation of human skills, including management skills, and the exercise of individual initiative within the framework of policies that encourage the creation and growth of enterprises that are competitive nationally, regionally and internationally,

Noting that the potential for employment growth is particularly strong in small and medium-sized enterprises,

Considering that the entrepreneurial spirit can thrive only in an environment where markets and enterprises are free from government interference,

Convinced therefore of the need for such an environment so that enterprises, including small and medium-sized enterprises, can fully realise their growth potential,

Noting that, in the framework of structural adjustments, the ILO and other United Nations agencies are increasingly responding to requests by member States for assistance to encourage and develop entrepreneurial spirit, as well as to foster the private-sector potential for growth and employment,

Considering that technological developments and changes in world markets make continuing structural adjustments in the economies of all countries inevitable, especially as economic interdependence between countries is increasing,

Convinced further of the need to deregulate national economies to facilitate the necessary adjustments in ways that maximise economic growth while encouraging job creation and sustainable employment;

Invites the Governing Body of the International Labour Office to instruct the Director-General:

- (a) to give emphasis in the Programme and Budget of the ILO to:
 - (i) activities that encourage the spirit of entrepreneurship, especially in small and medium-sized enterprises;
 - (ii) training and retraining programmes directed towards enabling unemployed people, including new entrants to the workforce and those displaced by structural adjustment, to acquire the necessary skills and qualifications to be absorbed into the workforce or re-employed;
 - (iii) activities fostering the creation of new enterprises as a prime means of re-employing people who may lose their jobs in the process of structural adjustment, as well as providing employment for new entrants to the workforce;
- (b) to promote and organise exchanges of experience among countries adopting, as essential elements of their economic and employment policies, the encouragement of enterprise free from government interference.

Resolution concerning the contribution of the International Labour Organisation to sustainable and environmentally sound development, submitted by Mr. Andersen, Government delegate, Denmark; Mr. Kristinsson, Government delegate, Iceland; Mr. Lidal, Government delegate, Sweden; Mr. Riikonen, Government delegate, Finland; and Ms. Ruge, Government delegate, Norway

The General Conference of the International Labour Organisation,

Recalling the United Nations General Assembly resolutions 42/186 on the environmental perspective to the year 2000 and beyond, and 42/187 on the report of the World Commission on Environment and Development, and in particular the conclusions and recommendations as they relate to the field of competence of the International Labour Organisation,

Noting also that the General Assembly will consider at its 44th session the question of the convening of a United Nations conference on environment and development,

Recalling the resolutions concerning the questions of the environment and employment adopted by the Fourth European and Seventh African Regional Conferences of the International Labour Organisation,

Considering that sustainable and environmentally sound development should be a guiding principle for all relevant activities of the International Labour Organisation, and that the Organisation can make an important contribution to the international efforts towards such development,

Recognising that "environmental concerns" have been established as one of the priority themes in the Programme and Budget for 1990-91, and commending the Director-General for activities already undertaken or started in this area,

Convinced that through judicious policy measures at the national and international level a positive link can be established between the requirements of environmental protection and employment creation,

Stressing that the working environment forms an important and integral part of the general environment as a whole and that improvements in the working environment will enhance the quality of the latter,

Recalling in this connection the resolution concerning the role of the ILO in technical co-operation, adopted at the 73rd Session of the International Labour Conference, particularly operative paragraphs 2 and 4;

1. Invites governments and, as appropriate, employers' and workers' organisations to:

- (a) take account of the analysis and recommendations contained in the report of the World Commission on Environment and Development and of United Nations General Assembly resolution 42/186 on the environmental perspective to the year 2000 and beyond, in determining their policies and programmes in areas related to the mandate of the International Labour Organisation;
- (b) ensure that government ministries, agencies and other institutions review their policies and programmes, including their industrial and employment policies, with a view to promoting sustainable and environmentally sound development;
- (c) encourage initiatives which promote sustainable development in areas such as agriculture, fisheries, energy, industry, construction and road building, and which also promote employment and income opportunities;
- (d) encourage investments in key areas, such as clean air, soil and water programmes, public transport, rational use of energy, waste disposal, recycling of used materials, environment supervision, nature conservation, countryside protection, improvement of housing areas, which would create jobs as well as protect the environment;
- (e) promote environmental policies which contribute to preserving and creating employment and

employment policies which contribute to environmental protection and rehabilitation,

- (f) stimulate the industrial restructuring of enterprises which constitute a heavy burden on the environment in order to enable them to attain the necessary environmental standards as rapidly as possible and at the same time, as far as possible, to maintain or increase the number of jobs involved on the restructuring process;
- (g) take special measures for the safe production, manufacture, import, export, sale, use, storage, transport and disposal, compatible with the environment, of highly hazardous substances and for the development of substitutes which are harmless or less harmful to the health and environment;
- (h) take special and effective measures for the elimination and, pending the elimination, for minimising the hazardous effects, of the excessive and improper use of pesticides and other hazardous substances in rural areas, particularly in developing countries, and to seek their replacement by substitutes which are harmless or less harmful to health and the environment;
- (i) strengthen international co-operation in the fields of environmental protection and employment, in particular in order to slow down, stop and, as far as possible, reverse the process of deforestation and desertification, to prevent transborder pollution and pollution of the seas, as well as to minimise the environmental effects of industrial accidents.

2. Requests the Governing Body of the International Labour Office to instruct the Director-General to:

- (a) continue to explore ways and means of integrating environmental considerations in all relevant ILO activities, and to ensure that relevant ILO projects and programmes are screened in the light of their compatibility with sustainable and environmentally sound development;
- (b) give higher priority to drawing together expertise from more than one ILO technical unit, so as to ensure that projects reflect a more co-ordinated and integrated approach to sustainable development;
- (c) establish a practical environmental impact review process so as to ensure that relevant projects and programmes take adequate account of environmental considerations;
- (d) ensure that the study on employment and environment included in the Programme and Budget for 1990-91 examines the interrelationship and positive links between sustainable and environmentally sound policies and employment creation, in both developed and developing countries, with particular emphasis on environmental policies which contribute to preserving and creating employment and employment policies which contribute to environmental protection and rehabilitation;
- (e) ensure that activities aimed at alleviating poverty and income generating activities in developing countries will be given due attention in this study in the context of the ILO's technical co-operation programmes, especially its labour-

intensive public works programmes and its programmes for rural employment promotion;

- (f) give increased attention to the linkages between the working environment and the general environment, and co-ordinate the ILO's activities concerning the working environment more closely with the work of other international agencies and organisations dealing with the general environment;
- (g) give high priority, particularly through the ILO's PIACT programme, to the development of innovative approaches to the improvement of the working environment of the rural and urban poor in developing countries, giving special attention to activities which will improve the conditions of work and life of women and children;
- (h) give increased attention to the need for effective assistance to member States to formulate national policies on major hazard control and for training programmes to prevent major industrial accidents;
- (i) continue to strengthen the linkage between the ILO's technical co-operation activities and international labour standards so as to assist developing countries to implement ratified Conventions, especially those concerned with the working environment;
- (j) give increased attention to environmental education and training by integrating environmental considerations more effectively within training activities related to ILO programmes in all areas, e.g. concerning rural development, co-operatives, labour-intensive public works projects, employment and technology projects, and activities related to occupational safety and health and conditions of work and life;
- (k) develop internal staff training and advisory support activities in order to assist ILO staff at headquarters and in the field to integrate environmental and sustainable development considerations more effectively in their traditional activities;
- (l) collaborate more closely with other international agencies and organisations working in the area of environmental education and training, in particular UNESCO and UNEP;
- (m) consider, when preparing the Programme and Budget Proposals for 1992-93, including early in the biennium a special tripartite meeting of experts to review a priority topic of special relevance to the work of the International Labour Organisation in the field of sustainable and environmentally sound development;
- (n) collaborate with the Secretary-General of the United Nations with a view to preparing the ILO's contribution to the proposed global conference on environment and development.

Resolution concerning the protection of Arab workers' and employers' rights and freedoms in Palestine and other occupied Arab territories, submitted by the Government delegations of: Algeria, Bahrain, Democratic Yemen, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libyan Arab Jamahiriya, Morocco, Qatar, Saudi Arabia, Somalia, Sudan, Syrian Arab Republic, Tunisia, United Arab Emirates, and Yemen; Mr. Al-Ahlasi, Employers' delegate, Yemen;

Mr. Al-Jassem, Employers' delegate, Kuwait; Mr. Habaybeh, Employers' delegate, Jordan; Mr. Hussain, Employers' delegate, Iraq; Mr. Abu Khormah, Workers' delegate, Jordan; Mr. Al-Na'ami, Workers' delegate, Yemen; Mr. Gharib, Workers' delegate, Iraq; Mr. Issa, Workers' delegate, Syrian Arab Republic; and Mr. Sahbani, Workers' delegate, Tunisia

The General Conference of the International Labour Organisation,

Taking into consideration the preamble to the Constitution of the ILO which states that "universal and lasting peace can be established only if it is based upon social justice" and that "conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled",

Recalling the resolution concerning the policy of discrimination, racism and violation of trade union freedoms and rights practised by the Israeli authorities in Palestine and in the other occupied Arab territories, adopted by the International Labour Conference in 1974, and the resolution concerning the implications of Israeli settlements in Palestine and other occupied Arab territories in connection with the situation of Arab workers, adopted by the Conference in 1980;

1. Deplores the persistent refusal of the Israeli occupying authorities to implement the terms of the aforementioned resolutions.

2. Condemns the policies and practices of these authorities towards Arab workers and employers in Palestine and other occupied Arab territories which take the form of the constant deportation and arbitrary detention of trade unionists, the demolition of houses and destruction of productive establishments, the dismissal of Arab workers and the denial of their fundamental rights and freedoms, particularly the right to work and their economic and social rights.

3. Decides to constitute a special committee composed of delegates to the Conference at its 77th Session (1990) to look into the annual reports of the Director-General to the Conference, as well as the reports on the situation of Arab workers and employers in Palestine and other occupied Arab territories, and determine what can be provided to them in terms of programmes and technical assistance and to submit a report on its conclusions to the Conference.

Resolution concerning the promotion of self-employment, submitted by the Government delegation of the Islamic Republic of Iran; and Mr. Hoobakht, Employers' delegate, Islamic Republic of Iran

The General Conference of the International Labour Organisation,

Recalling the Declaration of Philadelphia which recognises the solemn obligation of the ILO to further among the nations of the world programmes which will achieve full employment and the raising of standards of living, and that the Preamble to the Constitution of the ILO provides for the prevention of unemployment,

Recalling the Universal Declaration of Human Rights as it relates to the right to work, to equitable

and satisfactory conditions of work and to protection against unemployment,

Noting the international labour standards and resolutions of relevance to self-employment, particularly the Employment Policy Recommendation, 1964, (No. 122), the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), and the resolution concerning the contribution of small and medium undertakings to economic and social progress and to the creation of employment, in particular in developing countries, and the resolution concerning the promotion of small and medium-sized enterprises, adopted respectively at the 60th and 72nd Sessions of the International Labour Conference,

Noting that self-employment as one of the vehicles for employment creation with modest capital needs can contribute to socio-economic development, particularly in developing countries,

Considering that self-employment can, by marshalling managerial and entrepreneurial initiative, stimulate the development of a pool of managers, entrepreneurs and skilled workers,

Noting with concern the precarious conditions of employment and social security of the self-employed, particularly in developing countries where many of those engaged in self-employment are not covered by the greater part of the labour and social security laws;

1. Invites governments, in consultation with employers' and workers' organisations:

- (a) to promote, as a part of overall employment policy, productive self-employment activities in both the rural and the urban sector;
- (b) to review all policies and regulations affecting self-employment, with a view to removing specific obstacles thereto, providing the self-employed with credit facilities and all forms of assistance, improving their conditions of employment, gradually extending labour and social protection to them and, as appropriate, making special and more flexible regulations for the promotion of self-employment;
- (c) to develop closer links between educational institutions and the world of work so as to strengthen and expand self-employment and entrepreneurship training in the formal as well as in the informal sector;
- (d) to develop reliable and systematic labour market information, occupational information and guidance services in areas offering opportunities for self-employment.

2. Calls on the Governing Body of the ILO to instruct the Director-General:

- (a) to carry out studies on recent trends in self-employment, governments' policies and programmes concerning the conditions of employment and social protection for the self-employed, with emphasis on the urban informal sectors in developing countries;
- (b) to strengthen the ILO's technical co-operation activities in the field of self-employment by increasing the number of appropriate projects and by training policy-makers and officials concerned with self-employment promotion;

- (c) to encourage and strengthen regional co-operation among the member States for the exchange of information and experiences with respect to self-employment policies and programmes.

Resolution concerning environmental protection and employment, submitted by Mr. Ahmed, Workers' delegate, Pakistan; Ms. Andriassen, Workers' delegate, Norway; Mr. Baker, Workers' delegate, United States; Mr. Cal, Workers' delegate, Italy; Mrs. Dreifuss, Workers' delegate, Switzerland; Mr. Edstroem, Workers' delegate, Sweden; Mr. Etty, Workers' delegate, Netherlands; Mr. Foulkes, Workers' delegate, New Zealand; Mr. Gopal, Workers' delegate, India; Mr. Madariaga, Workers' delegate, Mexico; Mr. Mansfield, Workers' delegate, Australia; Mr. Maruyama, Workers' delegate, Japan; Mr. Mercier, Workers' delegate, Canada; Mr. Morton, Workers' delegate, United Kingdom; Mr. Mourgues, Workers' delegate, France; Mr. Muhr, Workers' delegate, Federal Republic of Germany; Mr. Redondo, Workers' delegate, Spain; Mr. Svenningsen, Workers' delegate, Denmark; and Mr. Walcott, Workers' delegate Barbados

The General Conference of the International Labour Organisation,

Supporting the conclusions and recommendations contained in the report of the World Commission on Environment and Development entitled *Our common future*,

Noting with deep concern that continuing problems of environmental damage present an increasing threat to the human environment and to the quality of human life,

Considering that only economic activity and employment compatible with public health and the environment are secure and acceptable agents of progress,

Emphasising that the problems of drought and the excessive and improper use of pesticides are a danger to both the working environment and the general environment in rural areas of developing countries in particular,

Emphasising that the application of adequate regulations in some countries should not result in the disposal of hazardous wastes in other countries with less comprehensive regulations,

Stressing that the working environment forms an important and integral part of the general environment as a whole and that improvements in the working environment will enhance the quality of the latter,

Convinced that through judicious policy measures at the national and international level a positive link can be established between the requirements of environmental protection and employment creation,

Considering that environmental protection measures at the national level are essential but not sufficient, since pollution does not stop at national borders, and that therefore close international co-operation is also needed to protect the environment and to ensure the positive effect of environmental measures on employment;

1. Calls upon all member States:

- (a) to encourage, through appropriate economic and employment policies, the creation of jobs which are conducive to the establishment and maintenance of a clean and healthy environment;

- (b) to encourage investments in key areas, such as clean air, soil and water programmes, public transport, rational use of energy, waste disposal, recycling of used materials, environment supervision, nature preservation, countryside protection, improvement of housing areas, which would create jobs as well as protect the environment;

- (c) to stimulate the industrial restructuring of enterprises which constitute a heavy burden on the environment in order to enable them to attain the necessary environmental standards as rapidly as possible and at the same time, as far as possible, to maintain or increase the number of jobs involved in the restructuring process;

- (d) to take special measures for the safe production, use, storage, transport and disposal, compatible with the environment, of highly hazardous substances and for the development of substitutes which are harmless or less harmful for the health and environment;

- (e) to promote actively national and international measures and regulations to ensure that the export and disposal of hazardous waste is subjected to strict and universal regulations with proper control and enforcement so as to secure worldwide observance of the highest possible health, safety and environmental standards;

- (f) to take special and effective measures for the elimination, and pending the elimination for minimising the hazardous effects, of the excessive and improper use of pesticides in rural areas, particularly in developing countries;

- (g) to engage in effective tripartite consultations with a view to bringing about an integrated approach in the elaboration and pursuance of policies for full employment and a clean and healthy environment;

- (h) to strengthen international co-operation in the fields of environmental protection and employment, in particular in order to slow down, stop and, as far as possible, reverse the process of desertification, to prevent transborder pollution and pollution of the seas, as well as to minimise the environmental effects of industrial accidents.

2. Invites the Governing Body of the International Labour Office to request the Director-General to undertake, in collaboration with the United Nations Environment Programme, a programme of ILO action concerning the environment which provides especially for educational and training activities in this field, as well as studies on the economic and social consequences of environmental policies.

Resolution concerning AIDS and the workplace, submitted by Mr. Ahmed, Workers' delegate, Pakistan; Ms. Andriassen, Workers' delegate, Norway; Mr. Baker, Workers' delegate, United States; Mr. Cal, Workers' delegate, Italy; Mrs. Dreifuss, Workers' delegate, Switzerland; Mr. Edstroem, Workers' delegate, Sweden; Mr. Etty, Workers' delegate, Netherlands; Mr. Foulkes, Workers' delegate, New Zealand; Mr. Mansfield, Workers' delegate, Australia; Mr. Maruyama, Workers' delegate, Japan; Mr. Mercier, Workers' delegate, Canada; Mr. Morton, Workers' delegate, United Kingdom; Mr. Mourgues, Workers' delegate, France; Mr. Muhr, Workers' delegate, Federal Republic of Germany; Mr. Redondo, Workers' delegate,

Spain; Mr. Svenningsen, Workers' delegate, Denmark; and Mr. Walcott, Workers' delegate Barbados

The General Conference of the International Labour Organisation,

Expressing grave concern that infection with the human immunodeficiency virus (HIV) and the acquired immunodeficiency syndrome (AIDS) represents an urgent worldwide problem with broad social, cultural, economic, political, ethical and legal dimensions and impact,

Recognising, however, that there is no evidence to suggest that HIV can be transmitted via insects, food, water, sneezing, coughing, toilet facilities, urine, swimming pools, sweat, tears, shared eating and drinking utensils or other shared items such as protective clothing or telephones and that there is also no evidence to suggest that HIV can be transmitted by casual person-to-person contact in any setting,

Considering that in the vast majority of occupations and occupational settings, work does not involve a risk of acquiring HIV or of its transmission between workers or between workers and clients, with the possible exception of employment in health, laboratory and some social services,

Emphasising the need to protect the human rights and dignity of individuals affected – or believed to be affected – by the AIDS virus, in particular by avoiding their stigmatisation and discrimination against them at the workplace,

Stressing the urgent need, including at the workplace, to demystify the problems of AIDS and HIV by eliminating ignorance, prejudice, misinformation and misunderstanding concerning infection risks,

Affirming, at the same time, the common interest of both trade unions and employers in participating actively in public information and education programmes focused on ways and means of avoiding the contraction and transmission of AIDS, and that the workplace, as a location for industrial relations, occupational health and safety, training, education and information activities, offers an excellent platform and multiple opportunities for this purpose,

Welcoming the joint initiatives undertaken by the WHO and the ILO to examine the problems and possibilities for action related to AIDS and the workplace,

Supporting in particular the comprehensive set of guide-lines and proposals for action concerning health promotion and health education strategies for HIV/AIDS in the workplace, adopted by the WHO/ILO Tripartite Consultation on AIDS and the Workplace (June 1988);

1. Invites the Governing Body of the International Labour Office to call upon employers' and workers' organisations in all member States to examine the above-mentioned WHO/ILO guide-lines with a view to engaging, where appropriate in co-operation with governmental agencies and other organisations including the ILO, in information and educational activities for the protection of workers' rights and health in relation to HIV/AIDS at the workplace.

2. Invites the Governing Body of the International Labour Office to request the Director-General:

(a) to make a maximum effort to follow up and implement the WHO/ILO guide-lines concerning

health promotion and health education strategies for HIV/AIDS in the workplace and to hold regular consultations with the WHO to this effect;

(b) to undertake further initiatives in co-operation with the WHO on the question of AIDS and the workplace, including full ILO involvement on a tripartite basis in planned consultation on the problems and conditions of workers employed in specific occupations that involve a risk of acquiring or transmitting HIV/AIDS;

(c) to make every effort to encourage and assist employers' and workers' organisations to participate actively in the development and practical implementation of health promotion and education strategies in respect of HIV/AIDS and the workplace.

Resolution concerning drugs and human rights, submitted by by Mr. Ahmed, Workers' delegate, Pakistan; Ms. Andriassen, Workers' delegate, Norway; Mr. Baker, Workers' delegate, United States; Mr. Cal, Workers' delegate, Italy; Mrs. Dreifuss, Workers' delegate, Switzerland; Mr. Edstroem, Workers' delegate, Sweden; Mr. Etty, Workers' delegate, Netherlands; Mr. Foulkes, Workers' delegate, New Zealand; Mr. Madariaga, Workers' delegate, Mexico; Mr. Mansfield, Workers' delegate, Australia; Mr. Maruyama, Workers' delegate, Japan; Mr. Mercier, Workers' delegate, Canada; Mr. Morton, Workers' delegate, United Kingdom; Mr. Mourgues, Workers' delegate, France; Mr. Muhr, Workers' delegate, Federal Republic of Germany; Mr. Redondo, Workers' delegate, Spain; Mr. Svenningsen, Workers' delegate, Denmark; and Mr. Walcott, Workers' delegate Barbados

The General Conference of the International Labour Organisation,

Expressing deep concern at the devastating effects of drug abuse and illicit drug trafficking on the lives of working people and their families throughout the world,

Stressing that criminal activities and corruption emanating from drug production and trafficking pose a threat to the stability and integrity of nations and are depriving individuals of their basic human rights, including the fundamental right of freedom of association which is essential to sustained progress and development,

Condemning particularly, in the strongest terms, the killings, violence, and atrocities committed in some countries against large numbers of trade unionists, peasant leaders and human rights activists by armed drug gangs and hired killers,

Emphasising that the condition of poverty affecting millions of rural workers is one of the main reasons why land and facilities remain abundantly available for drug cultivation,

Welcoming the measures taken, in some countries, to curb the cultivation and export of drugs as well as the criminal practices of drug gangs and death squads, and the steps taken, in other countries, to prevent the import and distribution of drugs as well as of the huge dividends derived from illicit drug trafficking,

Regretting, however, that these measures have proved to be largely insufficient,

Welcoming the efforts undertaken by the United Nations system to promote and co-ordinate international action against drug abuse and illicit trafficking,

Welcoming also, in this connection, the valuable contribution made by the ILO on the basis of the resolution concerning measures against drug and alcohol abuse in working and social life, adopted by the International Labour Conference at its 73rd Session, and of the complementary proposals for action approved by the 242nd Session (February-March 1989) of the Governing Body;

1. Invites the Governing Body of the International Labour Office to call upon governments of all member States:

- (a) to promote actively and strengthen effective national and international strategies to combat drug abuse and drug trafficking through campaigns for the simultaneous reduction in the supply of and demand for illicit drugs;
- (b) to devote special measures and priority to the adequate protection of citizens from drug-related violence, corruption and intimidation, with particular attention to major target groups and potential victims such as trade unionists, peasant leaders and human rights activists.

2. Invites the Governing Body of the International Labour Office to call upon governments as well as upon employers' and workers' organisations in all member States to intensify their efforts and mutual co-operation with a view to:

- (a) expanding public information and education activities aimed at reducing drug problems at the workplace;
- (b) increasing their vigilance and efficiency at all levels in the tracing, identification, exposing and winding up of channels used for the export, import, and trafficking of drugs as well as for the manipulation of funds and assets derived from illicit drug-trade and related criminal activities.

3. Invites the Governing Body of the International Labour Office to request the Director-General:

- (a) to pursue and strengthen, as much as possible, the ILO's activities in combating drug abuse, focusing particularly on areas such as information and education aimed at reducing the demand for drugs; the promotion of integrated rural development programmes to reduce poverty among rural workers and their dependence on drug cultivation; vocational rehabilitation and social re-integration;
- (b) to encourage and assist the ILO's tripartite constituents in member States in developing their own programmes in the above-mentioned areas;
- (c) to continue the ILO's active co-operation with the United Nations system in the strengthening of a concerted programme of international action to combat drug abuse and illicit trafficking, and to put special emphasis in this context on the imperative need and priority to protect the basic rights and the lives of trade unionists and peasant leaders who are increasingly becoming the victims of drug-related crimes and violence.

Resolution concerning the promotion of self-employment, submitted by the Government delegations of Bolivia, Chile, Guatemala, Honduras, Nicaragua and Peru

The General Conference of the International Labour Organisation,

Recalling the Declaration of Philadelphia which recognises the solemn obligation of the ILO to further among the nations of the world programmes which will achieve full employment and the raising of standards of living, the Preamble to the Constitution of the ILO which provides for the prevention of unemployment, and the Universal Declaration of Human Rights as it relates to the right to work, to equitable and satisfactory conditions of work and to protection against unemployment,

Recalling the international labour standards of relevance to employment and self-employment, particularly the Employment Policy Recommendation, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169),

Recalling the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in Geneva in November 1987,

Convinced that one essential way of solving the unemployment and underemployment problems confronting many countries is to create a climate that is conducive to the efficient utilisation of human skills, including managerial skills, and the exercise of the individual's initiative,

Noting that self-employment as one of the vehicles for employment creation with modest capital means can contribute to social and economic development, particularly in developing countries,

Considering that self-employment can, by marshalling managerial and entrepreneurial initiative, stimulate the development of a pool of managers, entrepreneurs and skilled workers,

Recalling the decision taken by the Governing Body of the International Labour Office at its 241st Session (November 1988) to place the question of self-employment on the agenda of the International Labour Conference in 1990;

1. Invites governments, in consultation with employers' and workers' organisations:

- (a) to promote and stimulate, as a part of overall employment policy, productive self-employment activities in both the rural and the urban sector;
- (b) to review all policies and programmes affecting self-employment with a view to removing specific obstacles to its development and growth in the following crucial areas:
 - (i) promotional, training and organisational policies designed to ensure freer access to credit and all forms of technical assistance;
 - (ii) the removal or relaxation of restrictive regulations or administrative procedures which impede the development of such activities and the adoption of more flexible standards for the promotion of self-employment;
 - (iii) the improvement of conditions of employment and work with a view to gradually extending social and labour protection to such workers;
- (c) to develop closer links between educational and training institutions so that:
 - (i) more intensive vocational training can be imparted to self-employed workers to upgrade their skills;

- (ii) educational programmes contain elements which alter negative attitudes to self-employment;
- (d) to develop reliable and systematic labour market information and occupational information and guidance services in areas offering opportunities for self-employment;
- (e) to support the necessary measures to fend off false self-employed workers whose sole purpose is to evade social and labour protection obligations;
- (f) to co-operate amongst themselves for the exchange of information and experience on self-employment policies and programmes.

2. Calls on the Governing Body of the ILO to instruct the Director-General to ensure that the ILO's programme and budget lays emphasis on:

- (a) studies on recent trends in self-employment and in government policies and programmes concerning conditions of employment and social protection for the self-employed, with emphasis on the urban informal sectors in developing countries;
- (b) activities facilitating the promotion of self-employment as an essential means of providing employment for new entrants into the labour market who swell the ranks of the workforce, as well as new jobs for persons who have lost theirs in the process of structural readjustment;
- (c) the promotion of access to credit and, in particular, the creation of machinery to overcome the problem of real guarantees while at the same time providing more comprehensive information on how to approach international funding bodies;
- (d) the revision of the regulations and procedures in force so as to prevent their impeding its development;
- (e) the possibilities of protection for such workers and, in particular, the scope and potential of the existing social security systems;
- (f) the analysis and promotion of more adequate institutions for the implementation of policies in this sector;
- (g) vocational training and recycling programmes so that the unemployed may acquire the qualifications, attitudes and skills necessary for their entry into the labour market through self-employment;
- (h) technical co-operation activities by increasing the number of relevant projects and by training decision-makers and officials responsible for the promotion of self-employment;
- (i) measures designed to facilitate co-operation among member States for the exchange of information and experience.

Resolution concerning the 70th anniversary of the founding of the ILO and its future tasks in social and economic development, submitted by Mr. Andreev, Workers' delegate, Bulgaria; Mr. Bochow, Workers' delegate, German Democratic Republic; Mr. Bulgak, Workers' delegate, Byelorussian SSR; Mr. Escandell Romero, Workers' delegate, Cuba; Mr. Haibizai, Workers' delegate, Afghanistan; Mr. Kovalevski, Workers' delegate, Ukrainian SSR; Mr. Nagy, Workers' delegate, Hungary; Mr. Neubert, Work-

ers' delegate, Czechoslovakia; Mr. Tsagaan, Workers' delegate, Mongolia; and Mr. Yanaev, Workers' delegate, USSR

The General Conference of the International Labour Organisation,

Appreciating the role and contribution of the ILO, since its founding, to economic development, to social justice and to the promotion of human and trade union rights, and hoping that the Organisation's credit will be further enhanced in the years to come,

Recalling the Preamble to the Constitution of the International Labour Organisation and the Declaration of Philadelphia which affirms that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity",

Stressing that the continuing adverse economic situation underlines the urgent need for the establishment of a just and equitable world economic system that is conducive to growth, whilst also protecting the environment,

Recognising that full respect for freedom of association is an essential prerequisite for workers to be able to play a constructive role in the economic and social development of their countries,

Stressing that attacks on freedom of association and the right to collective bargaining also threaten countries' economic and social progress,

Considering that problems relating to employment and investment for the satisfaction of human needs, as well as other problems affecting the world of labour, are subjects of major concern in both industrialised and developing countries and are closely linked to economic and development problems,

Noting that a majority of the world's population still has no access to elementary education and knowledge, and that greater investment in training facilities is required in order to meet future labour market trends and provide all the workforce with meaningful employment opportunities and fair remuneration corresponding to qualifications,

Aware that it is only in the context of broad co-operation between countries on an equal footing, and only if such properly implemented co-operation is supported by adequate means and enjoys the democratic participation of the workers and peoples, that economic recovery and improved working and living conditions may be ensured,

Stressing that, if present trends in the world economy – that is, the low rates of growth which were a feature of the international economy in the 1980s – are still prevalent in the 1990s, they will only aggravate the already serious problems of adaptation faced by the heavily indebted developing countries and hinder any recovery in their growth,

Noting that the international financial institutions themselves have recognised that the structural adjustment policies they have recommended have often led to negative social consequences in the indebted countries, resulting in increased poverty and social tension;

1. Invites the Governing Body of the International Labour Office to call upon the governments of member States to:

- (a) ensure the full participation of workers' organisations in the formulation and implementation of economic and social development programmes;
- (b) create conditions for expanding industrial, agricultural and service activities to promote effectively policies aimed at full employment;
- (c) refrain from any action which calls trade union rights and civil liberties into question.

2. Invites the Governing Body of the International Labour Office to:

- (a) contribute to the preparation and implementation of a New International Development Strategy for the 1990s; in this connection, the ILO should emphasise that employment, environment, poverty, training, the conversion of the arms industries and the protection of vulnerable groups should be part of the International Development Strategy for the Fourth United Nations Development Decade;
- (b) contribute actively to the preparation and holding of the Special Session of the United Nations General Assembly devoted to international economic co-operation in April 1990;
- (c) pursue the action undertaken by the Office to assist member States to ensure the full application of the principles and standards relating to freedom of association and other trade union rights and freedoms based thereon.

3. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

- (a) explore constantly ways and means of intensifying the ILO's contribution to the furtherance of economic and social justice in the world and, in particular, its action against unemployment, poverty, exploitation, discrimination and the restriction of trade union rights;
- (b) concentrate in the follow-up action to the High-level Meeting on Structural Adjustment and Employment on the following objectives:
 - (i) ensuring that better account is taken in macro-economic policies of their social consequences and repercussions on the labour force;
 - (ii) promoting tripartite consultation;
 - (iii) strengthening the participation of the ILO in the search, along with other international financial institutions, for a global approach to structural adjustment that would integrate all economic and social factors;
- (c) promote larger training and human resources development programmes, taking account of long-term development concerns and associating the participants to the greatest extent possible in the general process of economic and social development;
- (d) undertake research on the consequences of new technology for employment and skill requirements;
- (e) prepare studies on the effect of the external debt of developing countries on employment and training and on workers' rights and living conditions;
- (f) intensify the ILO's studies on the social aspects of the conversion of the arms industries as part of structural adjustment;

- (g) when preparing the programme and budget proposals for the biennium 1992-93, include:

- (i) a tripartite conference on the influence of new technology on employment;
- (ii) an international symposium on workers' participation in decision-making at the enterprise and industrial level.

Resolution concerning development, employment and environmental protection, submitted by Mr. Andreev, Workers' delegate, Bulgaria; Mr. Bochow, Workers' delegate, German Democratic Republic; Mr. Bulgak, Workers' delegate, Byelorussian SSR; Mr. Escandell Romero, Workers' delegate, Cuba; Mr. Haibizai, Workers' delegate, Afghanistan; Mr. Kovalevski, Workers' delegate, Ukrainian SSR; Mr. Nagy, Workers' delegate, Hungary; Mr. Neubert, Workers' delegate, Czechoslovakia; Mr. Tsagaan, Workers' delegate, Mongolia; and Mr. Yanaev, Workers' delegate, USSR

The General Conference of the International Labour Organisation,

Convinced that all economic and social development policies should be designed effectively to protect and improve the environment and the workplace and that only economic activities and employment which are compatible with public health and the environment are real factors of progress,

Believing that the workers and their representatives should take action and enjoy their rights in all areas concerning the environment and the risks to the population and natural surroundings,

Noting with deep concern that continuing problems of environmental damage present an increasing threat to the human environment and to the quality of human life,

Emphasising in this connection that close national and international co-operation is needed to prevent the negative impact of structural adjustment measures and changes in the production process on the working and living environment and to increase the positive effect of an improved global environment on employment,

Noting that, in its resolution 43/196 of 20 December 1988, the United Nations General Assembly stressed the major importance of sustained economic growth and development in all countries, particularly in developing countries, for sound management of the environment,

Welcoming the fact that the report of the World Commission on Environment and Development, appointed by the United Nations, has proposed a comprehensive programme of action to deal with the vast problems of safeguarding the environment,

Recalling also the resolution concerning employment policy and environmental protection, adopted in 1987 by the 4th European Regional Conference of the International Labour Organisation,

Convinced that, through appropriate measures at the national and international level, a positive link can be established between the requirements of environmental protection and employment creation, particularly in the rural areas of developing countries,

Considering that the International Labour Organisation can contribute significantly to the efforts be-

ing made at the international level to ensure permanent development and environmental protection;

1. Invites governments and, as appropriate, employers' and workers' organisations to:

- (a) strengthen international co-operation on environmental protection to prevent the negative impact of ecologically unbalanced development;
- (b) engage in effective tripartite consultations aimed at the design and pursuance of policies to promote the creation of adequate numbers of skilled jobs in a clean and healthy environment;
- (c) participate actively in the development of integral activities designed to ensure both the safety and health of workers and the protection of the global environment;
- (d) strengthen and build up research and training in all areas concerning development, employment and environmental protection.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

- (a) ensure that, in the next programmes and budgets of the ILO, the connection between environmental investment and employment promotion be given due attention, along with the control of technological and natural hazards through the development of the appropriate means;
- (b) take into account the recommendations contained in the report of the World Commission on Environment and Development in all relevant ILO activities;
- (c) intensify action to assist member States in their economic and social development and, particularly, in promoting the creation of new jobs, followed by improvements in the working and living conditions of the working people;
- (d) expand the ILO's educational and training activities in the field of occupational safety and health and environmental protection;
- (e) support the idea of convening a United Nations Conference on environment and development and take an active part in its preparation.

Resolution concerning development, employment and the protection of the environment, submitted by Mr. Schweitzer, Workers' delegate, Luxembourg

The General conference of the International Labour Organisation,

Considering that in the present economic and social situation the pursuit of rapid economic growth, sustainable development and a solution to the social and labour problems affecting above all the world of work is a major preoccupation of industrialised and developing countries,

Noting that every country anxious to survive and prosper engages in productive activities and develops techniques that often entail serious hazards for the working environment, for the environment and health of human beings and for the protection of natural resources and ecosystems, because of pollution, the accumulation of toxic substances and residues and the abundant consumption of raw materials and energy,

Stressing the growing attention being devoted by public opinion to the need to protect and restore the environment,

Welcoming the report of the World Commission on Environment and Development entitled *Our common future*,

Welcoming also the Declaration issued in March 1989 at the Hague meeting regarding the fundamental duty of all States to protect the Earth's ecosystem and the adoption of the Basle Convention on the Control of Transboundary Movements of Hazardous Wastes,

Recalling the resolution concerning employment policy and environmental protection, adopted by the Fourth European Regional Conference of the ILO,

Convinced that a sustainable economic and social development that takes into account the vital need to combat poverty, satisfy the basic needs of mankind, create employment and safeguard the environment can be achieved by the pursuit of co-ordinated policies at the national, regional and international level,

Recalling the principles of international co-operation and the responsibility of the international community whereby all States have mutual obligations with respect to development and the protection of the environment;

1. Invites all member States:

A. *At the national level*

- (a) to implement programmes of sustainable social and economic development that are geared to needs and priorities, with particular attention to the most underprivileged strata of the population;
- (b) to adopt policies to:
 - (i) develop human resources;
 - (ii) restructure and develop services and productive activities that are conducive to conservation, the creation of employment and the safeguard of a livable environment;
- (c) to take appropriate measures to ensure the safety and health of workers and of the population as regards the problems posed by the production, transport, storage and elimination of dangerous residues;
- (d) to control the importation and use of agro-chemical products, especially in developing countries, by means of the dissemination of useful information and of research into new replacement products that are not toxic for health and the environment;
- (e) to undertake studies and research into the possibility of reducing the production of waste;
- (f) to ban for moral, ecological and safety reasons the exportation of toxic waste to third countries, by having them treated and eliminated where they are actually produced;
- (g) to encourage, and to involve workers' and employers' organisations fully in, the design and implementation of such programmes and measures;
- (h) to ratify and apply the international decisions and conventions on the protection of nature and of the environment;

B. At the regional and international level

- (a) to intensify regional and international co-operation and increase the allocation of financial resources in various domains, in close collaboration with the relevant international institutions, with a view to:
 - (i) the rational management and protection of natural resources;
 - (ii) the carrying out of studies and the adoption of model agreements and legal instruments for the prevention and control of pollution and the safeguard of the ecosystems;
- (b) to sign and ratify the international decisions and conventions on the protection of nature and of the environment, including the FAO's International Code of Conduct on the Distribution and Use of Pesticides;
- (c) to take all appropriate steps to promote their effective application;
- (d) to assist developing countries, and specifically those suffering from pollution and the degradation of the environment, in the carrying out of studies, the exchange of information and the gaining of access to the necessary technology and instruments to define standards and guarantee the protection of the environment.

2. Requests the Governing Body of the ILO to instruct the Director-General:

- (a) to urge governments:
 - (i) when formulating their restructuring and adjustment policies and their development programmes, to take into account the vital importance of creating productive employment in order to satisfy the priority needs of the rural and urban population and to ensure safety and health at work and the protection of the environment;
 - (ii) to involve the workers' and employers' organisations fully in the design and implementation of these economic and social development and environmental policies and programmes;
- (b) to strengthen the ILO's technical co-operation activities in order to help member States:
 - (i) to pursue an active manpower policy and resolve the most serious problem of our time, namely unemployment;
 - (ii) to adopt modern, rapid training methods, especially for young persons, and to improve the conditions of work, health, safety, life and the environment;
- (c) to carry out studies on the major hazards posed by industrial plants from the standpoint of the production, handling and storage of dangerous merchandise and their impact on the environment;
- (d) to disseminate widely the findings of these studies and all relevant information in order to generate an awareness of the environment crisis and tackle it effectively;
- (e) to define an ILO programme of environmental activities coming within its sphere of competence and to include it in the next programme and budget proposals.

Resolution concerning the achievements of the International Labour Organisation on its 70th anniversary, its role and the need to strengthen its activities in a changing world, submitted by Mr. Schweitzer, Workers' delegate, Luxembourg

The General Conference of the International Labour Organisation,

Considering that its present session is being held on the 70th anniversary of the ILO and on the 40th anniversary of the adoption of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98),

Recalling the Preamble to the Constitution and the Declaration of Philadelphia concerning the aims and purposes of the Organisation,

Stressing that the ILO, despite the fact that modern times have been troubled by war, ideological conflict, pockets of tension in some regions and economic and social crises, has successfully adapted its methods and structure so as to fulfil its mandate properly and foster greater social justice in the world,

Taking pride in the award of the Noble Peace Prize to the ILO on the occasion of its 50th anniversary,

Convinced that the adoption of standards accessible to all countries and having significant objectives, the supervision of the application of Conventions and Recommendations and the various activities undertaken to improve employment, conditions of work and equality and, above all, the defence of freedom of association, contribute to the social advancement of workers, to development and to world peace,

Noting the 'industrialised countries' spectacular progress in science and technology, which has not brought real social progress to all, while in many developing countries poverty is increasing and becoming more and more firmly entrenched and the population is growing and, in the North as well as the South, employment is precarious, unemployment is on the increase, purchasing power is declining and, often, social protection of workers is diminishing,

Considering likewise that the preservation of peace, cutbacks in military expenditure and the re-conversion of armaments industries into peaceful industries are preconditions for economic and social progress,

Concerned by the present world economic, social and political situation, which is characterised by:

- violations of human rights,
- economic, commercial, financial and monetary difficulties,
- the imbalance in North-South relations,
- the stockpiling of armaments,
- the developing countries' foreign debt burden, and
- the social consequences of austerity measures and adjustment programmes,

which do not further the development of all mankind in conditions of freedom and dignity, of economic security and equal opportunity,

Convinced that the ILO, by virtue of its social vocation, its long experience, the magnitude and diversified nature of its technical co-operation activities, its tripartite structure and its capacity for adaptation and innovation, still has an essential role to play in the implementation of programmes which promote economic and social development and justice in the various countries;

1. Reaffirms the basic principles on which the Organisation is founded.

2. Pays tribute to the ILO's beneficial achievements since its founding and hails its 70th anniversary.

3. Invites all States to celebrate the anniversary in an appropriate manner by:

- (a) promoting the application of international labour standards with the active co-operation of employers' and workers' organisations, by ratifying and applying them fully, notably those relating to basic human rights, freedom of association, the right to organise and collective bargaining, forced labour, equality of opportunity and treatment, employment, and the improvement of conditions of work;
- (b) redefining, in the context of adjustment measures and economic and structural change, their strategies and means of action with a view to achieving a harmonious development of the various strata of the population;
- (c) giving priority to the social problems connected with employment, education, vocational training and retraining, and social protection;
- (d) co-operating effectively with the ILO in the various fields falling within its competence and, in particular, by supporting technical co-operation activities through an increased allocation of technical and financial resources for the struggle against poverty and for social justice.

4. Calls upon:

- (a) the industrialised countries to improve their economic, commercial and financial policies so as to remove the obstacles hampering the development efforts of the Third World countries;
- (b) the chief military powers to make fresh and major efforts to speed up the disarmament process;
- (c) all States to reduce and effectively limit their expenditure on armaments and to utilise the resulting additional resources for productive investment, the struggle against unemployment, the improvement of the social conditions of the masses and the development of poor countries.

5. Requests the Governing Body of the ILO to instruct the Director-General:

- (a) to undertake:
 - (i) research, studies and meetings on the problems of development, employment, income and social security with a view to framing and implementing new programmes of action;
 - (ii) technical co-operation activities for the benefit of the developing countries, particularly those hard hit by the effects of the world economic crisis;
- (b) to take steps to bring about an effective decentralisation of activities, which is particularly important in its own right and at the same time enables the regions to act more in line with reality;
- (c) to invite the governments of the States Members of the ILO, and in particular those of the industrial and financial powers, to increase the volume of their development aid;

- (d) to take all necessary measures to develop relations with the international financial institutions and the specialised agencies of the United Nations in order to examine and co-ordinate their activities designed to achieve the economic and social objectives of the Charter of the United Nations.

Resolution concerning development, foreign debt and the social objectives of the International Labour Organisation, submitted by the Government delegations of Argentina, Bolivia, Chile, Guatemala, Honduras, Mexico, Nicaragua and Venezuela

The General Conference of the International Labour Organisation,

Reiterating the principles of the ILO Constitution and of the Declaration of Philadelphia, whereby universal and lasting peace can be established only if it is based on social justice, poverty anywhere constitutes a danger to prosperity everywhere, and national and international policies and measures, in particular those of an economic and financial character, should be accepted only in so far as they may be held to promote the material well-being and spiritual development of human beings, in conditions of freedom and dignity, of economic security and equal opportunity,

Having considered the 1989 Report of the Director-General of the International Labour Office entitled *Recovery and employment*,

Recalling its resolution on development, foreign debt and the social objectives of the International Labour Organisation, adopted on 24 June 1986,

Bearing in mind the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in November 1987,

Taking note of the Guatemala Agreement on the Social Debt, signed by the ministers of finance and planning present at the VIth Regional Conference of Employment Planners in Latin America and the Caribbean, and the First Conference on the Social Debt held in Guatemala from 5 to 8 December 1988, under the auspices of PREALC (ILO),

Concerned that, far from being resolved, the foreign debt crisis in developing countries is growing worse as time goes on, thereby seriously threatening their economic, social and political stability, compromising the progress of their peoples and their level of employment and income, rendering it more difficult to satisfy the basic needs of their inhabitants and giving rise to tensions that undermine workers' living standards and dignity and make industrial peace more precarious,

Convinced that the pursuit of strict adjustment policies with a view to improving the balance of payments and servicing the debt and its high interest leads to large transfers of wealth abroad, to the detriment of employment, social services and economic development, and that such adjustment policies seriously hamper compliance with international labour Conventions, particularly those relating to fundamental trade union rights;

1. Reaffirms its resolution concerning development, foreign debt and the social objectives of the International Labour Organisation, adopted on 24 June 1986.

2. Reiterates its profound concern at the situation created in numerous developing countries by their accumulation of a huge foreign debt and by the net transfer of resources, which are crucial economic factors that, as long as they exist, will continue to compromise the well-being of the people and social peace in those countries and, thereby, the achievement of the objectives embodied in the Declaration of Philadelphia and the Constitution of the International Labour Organisation.

3. Endorses and adopts as its own the Guatemala Agreement on the Social Debt signed on 8 December 1988 and invites the Governing Body to continue, by taking all appropriate measures, to support the national and international efforts of developing countries to cope with the social debt, as an essential factor in the structural adjustment of their economies.

4. Invites the Governing Body of the ILO to renew its request to the governments of all States Members of the ILO:

- (a) to examine jointly the problems involved in servicing the foreign debt, taking into account the capacity to pay based on export incomes, the needs of development and the economic and social requirements of developing countries;
- (b) to encourage a dialogue among governments, international financial institutions and investors to find practical means of resolving the problems of financial resources and external indebtedness and to find a more balanced solution to the international economic and social situation as well as improvements of the international monetary system.

5. Instructs the Governing Body of the ILO to request the Director-General:

- (a) to keep the Governing Body and the General Conference informed of the effects on employment, incomes and poverty of the various structural readjustment programmes applied in debtor countries and, to that end, to put forward proposals and suggestions to ensure that such policies and programmes are compatible with developing countries' growth and overall development;
- (b) to intensify the necessary measures to strengthen the role and influence of the International Labour Organisation in international discussions on the problems of financial resources, external indebtedness and the international monetary system, so that they take full account of social and labour considerations;
- (c) to continue to ensure that the international financial bodies take fully into account the social and political situation of debtor developing countries and that the expansion of employment and the protection of incomes form the basis of any strategy to promote stable economic and social development;
- (d) to convene a second world meeting of high-level officials, preceded if necessary by preparatory regional meetings, for the purpose of monitoring continuously, in the light of the ILO's social objectives, the world economic situation, and in

particular the repercussions of trade, financial and monetary practices on employment and poverty, and reviewing the application and implementation of the conclusions of the first High-Level Meeting on Employment and Structural Readjustment.

Resolution concerning the role of the ILO in environmental protection and employment, submitted by Mrs. Baljinyam, Government delegate, Mongolia; Mr. Chernyshov, Government delegate, USSR; Mr. Fomich, Government delegate, Byelorussian SSR; Mr. Lipatov, Government delegate, Ukrainian SSR; Mrs. Molkova, Government delegate, Czechoslovakia; Mr. Natchev, Government delegate, Bulgaria; and Mr. Noack, Government delegate, German Democratic Republic

The General Conference of the International Labour Organisation,

Considering that a criterion of success of the economic activities of member States, their associations and the world economy as a whole is the achievement of long-term social objectives, which according to the ILO's Constitution include the eradication of poverty and the promotion of material well-being and spiritual development in conditions of peace, freedom, dignity and equal opportunity,

Recalling that one of the ILO's basic aims is the protection of life, of workers' health and of the working environment,

Emphasising that the maintenance of the environmental equilibrium is a necessary condition for the permanent improvement of living conditions and social progress,

Expressing concern at the fact that industrial activity and the way of life of people on our planet are increasingly threatening that equilibrium, as well as the conditions of life of future generations,

Noting in particular the problem of desertification, the harm to vegetation and to human health caused by industrial waste, the development of transport, water pollution, the breaching of the ozone layer and the creation of conditions giving rise to a hothouse effect,

Believing that it is necessary to weigh efforts to achieve further economic development against the effects of human endeavour on the environment and to engage only in such economic activities as will not upset the ecological balance,

Welcoming the report of the World Commission on Environment and Development entitled *Our common future*, which analysed the above-mentioned and other ecological problems and emphasised that ecological problems transcend all frontiers,

Referring to the resolutions adopted by the United Nations General Assembly on environmental questions, and in particular resolutions 42/186 and 187 and 43/196 concerning the Environmental Perspective to the Year 2000 and Beyond, as well as the corresponding decisions of the United Nations Environment Programme (UNEP),

Stressing the importance of the United Nations Conference on Environment and Development to be held in 1992,

Recalling the resolution concerning employment policy and environmental protection, adopted by the Fourth European Regional Conference of the ILO,

Considering that efforts to preserve a healthy environment must be undertaken on the widest possible basis and must stem from active co-operation among all countries and the organisations of the United Nations system,

Noting the ILO's competence in respect of working environment issues, as well as the close link that exists between the working environment and the living environment,

Convinced that, within its sphere of competence, the ILO can contribute substantially to ensuring that increased world-wide attention is paid to environmental problems, as well as to joint efforts to promote sustainable and environmentally sound development;

1. Appeals to the governments of member States, as well as to employers' and workers' organisations:

- (a) to take into account environmental protection needs in carrying out energy, industrial, agricultural and transport activities as well as in implementing employment policies;
- (b) to ascertain whether economic and social plans that have been adopted and are due to be implemented take sufficiently into account their direct and indirect impact on the environment and whether they provide for alternative technologies aimed at protecting the environment;
- (c) to give increasing attention to working environment issues and to their inter-relationship with the general environment;
- (d) to give priority support to such types of development and capital investment policy as take into account long-term effects on the environment and are aimed at air, soil and water regeneration, the rational utilisation of human resources and energy, the reduction of energy wastage, the introduction of non-waste technologies, the protection of nature and the conservation of biological species;
- (e) to limit as far as possible the harmful effects of production processes, which are one of the main threats to the working and general environment;

- (f) to reduce to the minimum, in developing rural areas, the harmful effects of chemical substances, and in particular pesticides, and to favour biological methods for protecting agricultural crops;
- (g) to give due attention to environmental protection and conservation issues in educational and training policies;
- (h) when planning environmental protection measures, to take into consideration their effects on employment creation;
- (i) to foster regional co-operation with a view to protecting the environment.

2. Invites the Governing Body of the International Labour Office to request the Director-General:

- (a) to co-operate closely with the United Nations Environment Programme and the other bodies concerned in the United Nations system with a view to making full use of the ILO's possibilities in carrying out technical co-operation activities relating to environmental protection;
- (b) to take purposefully into account working and general environment aspects when carrying out vocational training and rural development programmes;
- (c) to prepare an analytical report on the inter-relationship between the environment and ILO programmes concerning employment, rural development, working conditions and other issues, in particular PIACT, with a view to ensuring the more efficient use of the resources allocated to these ILO technical assistance programmes and to reinforcing, within these programmes, measures for the protection of the environment (for example, afforestation, anti-desertification projects, etc.);
- (d) to submit this report, together with appropriate proposals for action, to the 245th Session of the Governing Body;
- (e) to provide in the ILO programme and budget proposals for 1992-93 for a tripartite meeting on ILO action in the field of environmental protection.

CONTENTS

Page

Resolutions

Resolution concerning the effective participation of delegations to the International Labour Conference	1
Resolution concerning the role of enterprises in employment growth	1
Resolution concerning the contribution of the International Labour Organisation to sustainable and environmentally sound development	2
Resolution concerning the protection of Arab workers' and employers' rights and freedoms in Palestine and other occupied Arab territories	3
Resolution concerning the promotion of self-employment	4
Resolution concerning environmental protection and employment	5
Resolution concerning AIDS and the workplace	5
Resolution concerning drugs and human rights	6
Resolution concerning the promotion of self-employment	7
Resolution concerning the 70th anniversary of the founding of the ILO and its future tasks in social and economic development	8
Resolution concerning development, employment and environmental protection	9
Resolution concerning development, employment and the protection of the environment	10
Resolution concerning the achievements of the ILO on its 70th anniversary, its role and the necessary strengthening of its activities in a changing world	11
Resolution concerning development, foreign debt and the social objectives of the International Labour Organisation	12
Resolution concerning the role of the ILO in environmental protection and employment	13



Provisional Record

Seventy-sixth Session, Geneva, 1989

The resolution appearing on pp. 1/3 and 1/4 of *Provisional Record* No. 1 should read as follows:

Resolution concerning the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories, submitted by the Government delegations of Algeria, Bahrain, Democratic Yemen, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libyan Arab Jamahiriya, Morocco, Qatar, Saudi Arabia, Somalia, Sudan, Syrian Arab Republic, Tunisia, United Arab Emirates and Yemen; and by Mr. Al-Ahlasi, Employers' delegate, Yemen; Mr. Al-Jassem, Employers' delegate, Kuwait; Mr. Habaybeh, Employers' delegate, Jordan; Mr. Hussain, Employers' delegate, Iraq; Mr. Abu Khor-mah, Workers' delegate, Jordan; Mr. Al-Na'ami, Workers' delegate, Yemen; Mr. Gharib, Workers' delegate, Iraq; Mr. Issa, Workers' delegate, Syrian Arab Republic; and Mr. Sahbani, Workers' delegate, Tunisia

The General Conference of the International Labour Organisation,

Taking into account the preamble to the Constitution of the International Labour Organisation which states that "universal and lasting peace can be established only if it is based upon social justice", and that "conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled",

Recalling the two resolutions adopted by the Conference in 1974 and 1980 concerning the violation of

trade union rights and freedoms, and the effect of Israeli settlements in Palestine and the other occupied Arab territories on the situation of Arab workers;

1. Deeply deplores the persistent refusal of the Israeli occupying authorities to implement the terms of the aforementioned resolutions.

2. Condemns the policies and the practices of these authorities towards Arab workers and employers in Palestine and the other occupied Arab territories which are manifested in the continuous deportation of trade unionists and arbitrary detention, as well as the demolition of houses and the destruction of productive establishments, the dismissal of Arab workers and the denial of their fundamental rights and freedoms, particularly the right to work and economic and social rights.

3. Decides to establish a special commission of members of the Conference at its 77th Session (1990) to study the annual reports of the Director-General to the Conference concerning the conditions of Arab workers and employers in Palestine and the other occupied Arab territories, as well as the other reports relating to this matter, to consider what further programmes and technical assistance can be provided to them and to submit a report on its conclusions to the Conference.



Provisional Record

Seventy-sixth Session, Geneva, 1989

Second Item on the Agenda: Programme and Budget Proposals and Other Financial Questions

Further Information and Proposals Submitted by the Governing Body of the International Labour Office to the 76th Session of the Conference

1. This number of the *Provisional Record* includes information and proposals by the Governing Body in respect of:

- A. Appointments to the Administrative Board (ILO Staff Pensions Fund) and Staff Pension Committee (UN Joint Staff Pension Fund) (paragraphs 2 and 3).
- B. Programme and Budget for 1990-91
Budget exchange rate (paragraph 4).

Appendix I Statements showing the status of collection of annual contributions.

The point for decision is in paragraph 3.

A. APPOINTMENTS TO THE ADMINISTRATIVE BOARD (ILO STAFF PENSIONS FUND) AND STAFF PENSION COMMITTEE (UN JOINT STAFF PENSION FUND)

2. The following is an extract from the second report of the Programme, Financial and Administrative Committee to the Governing Body at its 243rd Session (May-June 1989):

12. The Committee considered a paper (GB.243/PFA/6/6) which recalled that, in accordance with article 3 of the ILO Staff

Pensions Fund Regulations and article 6(c) of the Regulations of the United Nations Joint Staff Pension Fund, three members and three substitute members were appointed for three years by the Conference to the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee of the United Nations Joint Staff Pension Fund. In order to ensure a reasonable degree of continuity in the work of these committees, the Director-General proposed the reappointment of Mr. D. Pelekanos and Mr. R. M. Schibli and the appointment of Mr. W. M. Yoffee as titular members, and the reappointment of Mr. W. M. Rogers as a substitute member. Two vacancies having been created by the fact that Mr. G. Falchi and Mr. H. Maier would no longer be available to serve on these bodies, the appointment as substitute members of Mr. Y. Chotard, representative of the Government of France on the Governing Body, and Mr. R. Vanni, deputy Worker member on the Governing Body, was proposed.

13. The Committee recommends that the Governing Body submit the following resolution to the International Labour Conference at its forthcoming session:

The General Conference of the International Labour Organisation:

Appoints to the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund), for a period of three years until 8 October 1992, the following members and substitute members of these bodies, namely:

Members:

Mr. D. Pelekanos (*Cyprus*)
Mr. R. M. Schibli (*Switzerland*)
Mr. W. M. Yoffee (*United States*)

Substitute members:

Mr. Y. Chotard (*France*)
Mr. W. M. Rogers (*Barbados*)
Mr. R. Vanni (*Italy*)

FOR DECISION

3. On the recommendation of its Programme, Financial and Administrative Committee the Governing Body decided on 2 June 1989 to submit the following resolution to the International Labour Conference at its 76th (June 1989) Session, for adoption:

The General Conference of the International Labour Organisation:

Appoints to the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund), for a period of three years until 8 October 1992, the following members and substitute members of these bodies, namely:

Members:

Mr. D. Pelekanos (*Cyprus*)
Mr. R. M. Schibli (*Switzerland*)
Mr. W. M. Yoffee (*United States*)

Substitute members:

Mr. Y. Chotard (*France*)
Mr. W. M. Rogers (*Barbados*)
Mr. R. Vanni (*Italy*)

B. PROGRAMME AND BUDGET FOR 1990-91

4. The following is an extract from the first report of the Programme, Financial and Administrative Committee of the Governing Body at its 243rd Session (May-June 1989):

Budget exchange rate

13. The Committee had before it a paper (GB.243/PFA/2/2) concerning the budget exchange rate for the Programme and Budget for 1990-91.

14. The representative of the Director-General (the Treasurer and Financial Comptroller) pointed out that the paper before the Committee referred to a premium of some 7 million Swiss francs which would be produced on the forward purchase of the 1990-91 dollar requirements, based on the market conditions applicable at the time the document was prepared. Since then Swiss interest rates had been increased and under current market conditions the premium would be reduced to about 5.8 million Swiss francs. This would, however, be compensated for to some extent by the higher rates of interest that would be earned on Swiss franc deposits held by the Organisation.

15. The Committee took note of the Office paper.

APPENDIX

STATEMENTS SHOWING THE STATUS OF COLLECTION OF ANNUAL CONTRIBUTIONS

I. STATUS OF COLLECTION AS AT 26 MAY 1989 OF CONTRIBUTIONS ASSESSED FOR 1989 (in US dollars)

A. CONTRIBUTIONS FOR 1989 ASSESSED WITH THE BUDGET

A. STATES WHICH HAVE PAID THEIR CONTRIBUTIONS IN FULL

State (French alphabetical order)	Percentage of 1989 budgeted income	Amount received to 26 May 1989	State (French alphabetical order)	Percentage of 1989 budgeted income	Amount received to 26 May 1989
1. Saudi Arabia	0.97	1 887 553	23. Jamaica	0.02	38 919
2. Australia	1.66	3 230 245	24. Kuwait	0.29	564 320
3. Barbados	0.01	19 459	25. Lesotho	0.01	19 459
4. Belgium	1.18	2 296 199	26. Luxembourg	0.05	97 297
5. Burma	0.01	19 459	27. Malaysia	0.10	194 593
6. Botswana	0.01	19 459	28. Malta	0.01	19 459
7. Canada	3.07	5 974 007	29. Mauritius	0.01	19 459
8. Central African Republic	0.01	19 459	30. Mozambique	0.01	19 459
9. China	0.79	1 537 285	31. Nepal	0.01	19 459
10. Cyprus	0.02	38 919	32. Norway	0.54	1 050 802
11. Denmark	0.72	1 401 070	33. Papua New Guinea	0.01	19 459
12. Egypt	0.07	136 215	34. Portugal	0.18	350 267
13. Spain	2.04	3 969 699	35. German Dem. Rep.	1.33	2 588 088
14. Ethiopia	0.01	19 459	36. United Kingdom	4.87	9 476 682
15. Fiji	0.01	19 459	37. San Marino	0.01	19 459
16. Finland	0.50	972 965	38. Singapore	0.10	194 593
17. France	6.38	12 415 037	39. Sudan	0.01	19 459
18. Greece	0.44	856 209	40. Sweden	1.25	2 432 414
19. Honduras	0.01	19 459	41. Switzerland	1.12	2 179 443
20. Hungary	0.22	428 105	42. Chad	0.01	19 459
21. India	0.35	681 076	43. Thailand	0.09	175 134
22. Ireland	0.18	350 267	44. Zambia	0.01	19 459
			Total	28.70	55 848 206

B. STATES WHICH HAVE PAID PART OF THEIR 1989 CONTRIBUTIONS

State (French alphabetical order)	Percentage of 1989 budgeted income	Amount due for 1989	Amount received to 26 May 1989	Balance due on 26 May 1989
1. Germany (Fed. Rep. of)	8.27	16 092 845	8 050 000	8 042 845
2. Austria	0.74	1 439 988	915 538	524 450
3. Bahamas	0.01	19 459	13 822	5 637
4. Byelorussian SSR	0.34	661 616	329 045	332 571
5. Cameroon	0.01	19 459	3 273	16 186
6. Costa Rica	0.02	38 919	4 211	34 708
7. Dominica	0.01	19 459	16 240	3 219
8. Guinea	0.01	19 459	3 567	15 892
9. Haiti ¹	0.01	19 459	3 586	15 873
10. Indonesia	0.14	272 430	227 402	45 028
11. Italy	3.80	7 394 536	5 280 000	2 114 536
12. Kenya	0.01	19 459	8 596	10 863
13. Netherlands	1.74	3 385 920	1 692 960	1 692 960
14. São Tomé and Príncipe	0.01	19 459	2 179	17 280
15. Swaziland	0.01	19 459	3 216	16 243
16. Tunisia	0.03	58 378	34 094	24 284
17. Ukrainian SSR	1.28	2 490 792	1 239 151	1 251 641
18. USSR	10.21	19 867 950	9 318 338	10 549 612
19. Venezuela	0.60	1 167 558	974 580	192 978
Total	27.25	53 026 604	28 119 798	24 906 806

¹ For footnote, see p. 6.

C. STATES WHICH HAVE MADE NO PAYMENT TOWARDS THEIR 1989 CONTRIBUTIONS

State (French alphabetical order)	Percentage of 1989 budgeted income	Amount due on 26 May 1989	State (French alphabetical order)	Percentage of 1989 budgeted income	Amount due on 26 May 1989
1. Afghanistan	0.01	19 459	45. Liberia	0.01	19 459
2. Algeria	0.14	272 430	46. Libyan Arab Jamahiriya	0.26	505 942
3. Angola	0.01	19 459	47. Madagascar	0.01	19 459
4. Antigua and Barbuda	0.01	19 459	48. Malawi	0.01	19 459
5. Argentina	0.62	1 206 477	49. Mali	0.01	19 459
6. Bahrain	0.02	38 919	50. Morocco	0.05	97 297
7. Bangladesh	0.02	38 919	51. Mauritania	0.01	19 459
8. Belize	0.01	19 459	52. Mexico	0.89	1 731 879
9. Benin	0.01	19 459	53. Mongolia	0.01	19 459
10. Bolivia	0.01	19 459	54. Namibia	0.01	19 459
11. Brazil	1.40	2 724 303	55. Nicaragua	0.01	19 459
12. Bulgaria	0.16	311 349	56. Niger	0.01	19 459
13. Burkina Faso	0.01	19 459	57. Nigeria	0.19	369 727
14. Burundi	0.01	19 459	58. New Zealand	0.24	467 023
15. Cape Verde	0.01	19 459	59. Uganda	0.01	19 459
16. Chile	0.07	136 215	60. Pakistan	0.06	116 756
17. Colombia	0.13	252 971	61. Panama	0.02	38 919
18. Comoros	0.01	19 459	62. Paraguay	0.02	38 919
19. Congo	0.01	19 459	63. Peru	0.07	136 215
20. Côte d'Ivoire	0.02	38 919	64. Philippines	0.10	194 593
21. Cuba	0.09	175 134	65. Qatar	0.04	77 837
22. Djibouti	0.01	19 459	66. Romania	0.19	369 727
23. Dominican Republic	0.03	58 378	67. Rwanda	0.01	19 459
24. El Salvador	0.01	19 459	68. Saint Lucia	0.01	19 459
25. United Arab Emirates	0.18	350 267	69. Senegal	0.01	19 459
26. Ecuador	0.03	58 378	70. Seychelles	0.01	19 459
27. United States	25.00	48 648 259	71. Sierra Leone	0.01	19 459
28. Gabon	0.03	58 378	72. Somalia	0.01	19 459
29. Ghana	0.01	19 459	73. Sri Lanka	0.01	19 459
30. Grenada	0.01	19 459	74. Suriname	0.01	19 459
31. Guatemala	0.02	38 919	75. Syrian Arab Republic	0.04	77 837
32. Guinea-Bissau	0.01	19 459	76. Tanzania, United Rep. of	0.01	19 459
33. Equatorial Guinea	0.01	19 459	77. Czechoslovakia	0.70	1 362 151
34. Guyana	0.01	19 459	78. Togo	0.01	19 459
35. Solomon Islands	0.01	19 459	79. Trinidad and Tobago	0.04	77 837
36. Iran, Islamic Rep. of	0.63	1 225 936	80. Turkey	0.34	661 616
37. Iraq	0.12	233 512	81. Uruguay	0.04	77 837
38. Iceland	0.03	58 378	82. Yemen	0.01	19 459
39. Israel	0.22	428 105	83. Democratic Yemen	0.01	19 459
40. Japan	10.86	21 132 804	84. Yugoslavia	0.46	895 128
41. Jordan	0.01	19 459	85. Zaire	0.01	19 459
42. Democratic Kampuchea	0.01	19 459	86. Zimbabwe	0.02	38 919
43. Lao, People's Dem. Rep.	0.01	19 459	Total	44.05	85 718 223
44. Lebanon	0.01	19 459			

B. CONTRIBUTION FOR 1989 ASSESSED AFTER THE BUDGET HAD BEEN VOTED

State	Percentage	Amount due for 1989	Amount received to 26 May 1989	Amount due to 26 May 1989
Poland	0.64	1 245 395	-	1 245 395

II. ARREARS OF CONTRIBUTIONS DUE ON 26 MAY 1989

(in US dollars)

A. ARREARS OF CONTRIBUTIONS DUE BY MEMBER STATES WHICH ARE LESS THAN
TWO YEARS IN ARREARS

State (French alphabetical order)	Year of assessment	Total arrears due
Antigua and Barbuda	1988	16 243
Argentina	1987-88	1 432 002
Benin	1988	4 233
Bolivia ²	1969, 1988	22 828
Brazil	1988	2 034 333
Bulgaria	1988	615
Burkina Faso	1988	8 856
Burundi	1988	15 928
Colombia	1988	51 720
Cuba	1987-88	162 509
Djibouti	1988	8 121
El Salvador	1987-88	28 584
United Arab Emirates	1987-88	292 410
Ecuador	1988	39 781
United States	1988	24 959 958
Gabon	1987-88	77 528
Grenada	1988	9 254
Guatemala	1987-88	57 733
Iran, Islamic Republic of	1987-88	1 347 982
Iraq	1987-88	294 916
Israel	1988	43 598
Lebanon	1988	180
Libyan Arab Jamahiriya	1987-88	751 399
Malawi	1988	6 995
Mali	1987-88	19 241
Morocco	1988	170
Namibia	1988	16 243
Nicaragua	1987-88	17 241
Nigeria	1987-88	464 365
Uganda	1988	16 243
Pakistan	1988	23 193
Panama	1988	32 486
Peru	1988	111 811
Senegal	1988	15 050
Somalia	1988	15 928
Czechoslovakia	1988	41 854
Togo	1987-88	16 750
Turkey	1988	91 734
Yemen	1988	13 478
Democratic Yemen	1987-88	16 558
Yugoslavia	1988	747 178
Zaire	1988	347
Total		33 327 576

For footnote², see p. 6.

B. ARREARS OF CONTRIBUTIONS DUE BY MEMBER STATES WHICH ARE TWO YEARS OR MORE IN ARREARS AND WHICH ARE SUBJECT
TO ARTICLE 13, PARAGRAPH 4, OF THE CONSTITUTION ³

State (French alphabetical order)	Year of assessment	Total arrears due	Contributions 1987-88
Comoros ⁴	1980-88	106 033	28 900
Dominican Republic ⁵	1970-76 1985-88	321 712	86 700
Equatorial Guinea	1986-88	32 070	28 900
Guyana	1983-88	74 359	28 900
Democratic Kampuchea	1974-88	206 262	28 900
Lao, People's Democratic Republic	1985-88	50 580	28 900
Liberia	1986-88	40 585	28 585
Madagascar	1986-88	31 006	28 900
Mauritania	1986-88	40 907	28 900
Paraguay ⁶	1920-37 1956-88	722 840	57 800
Poland ⁷	1980-87	8 587 369	1 849 600
Romania	1981-88	1 828 236	549 100
Sierra Leone	1979-88	115 151	28 900
Suriname	1986-88	28 990	28 900
Chad ⁸	1976-82	85 477	28 900
Total . . .		12 271 577	

For footnotes, see p. 6.

C. ARREARS OF CONTRIBUTIONS DUE BY STATES
HAVING CEASED TO BE MEMBERS OF THE ILO

State (French alphabetical order)	Year of assessment	Total arrears due
Albania	1964-67	77 224
Republic of South Africa . . .	1964-66	298 701
Viet Nam	1982-85	104 549
Total . . .		480 474

¹ *Haiti*: In accordance with the arrangement approved by the Conference at its 65th Session (1979) Haiti is called upon: (a) to pay in 1979 its contribution for the year 1979 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1978, amounting to \$304,215, by the payment of ten equal annual instalments of \$27,656 beginning in 1979 and a final instalment of \$27,655. Haiti paid its annuities for 1979 to 1989, its contributions for 1979 to 1988, and has made a payment of \$3,586 on account of its 1989 contribution. Haiti has thus settled all of its outstanding arrears and recovered the right to vote under Article 13(4) of the Constitution.

² *Bolivia*: In accordance with the arrangement approved by the Conference at its 54th Session (1970), Bolivia is called upon: (a) to pay in 1970 its contribution for the year 1970 in full; (b) in subsequent years to pay each current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1969, amounting in total to \$159,597, by the payment of 19 equal annual instalments of \$7,980 beginning in 1970 and a final instalment of \$7,977. Bolivia has paid its annuities for 1970 to 1988 inclusive. Bolivia has also paid its contributions for 1970 to 1987 inclusive and has made a payment of \$1,392 on account of its 1988 contribution. Bolivia has thus reduced its outstanding arrears to an amount less than its contributions due for the preceding two full years (1987 and 1988) and is thus entitled to vote in accordance with Article 13(4) of the Constitution.

³ The member States included in this table are subject to the provisions of article 13, paragraph 4, of the Constitution of the International Labour Organisation, which reads as follows:

A Member of the Organisation which is in arrears in the payment of its financial contribution to the Organisation shall have no vote in the Conference, in the Governing Body, in any committee, or in the elections of members of the Governing Body, if the amount of its arrears equals or exceeds the amount of the contributions due from it for the preceding two full years: Provided that the Conference may by a two-thirds majority of the votes cast by the delegates present permit such a Member to vote if it is satisfied that the failure to pay is due to conditions beyond the control of the Member.

⁴ *Comoros*: In accordance with the arrangement approved by the Conference at its 70th Session (1984), the Comoros was called upon: (a) to pay in 1985 its contribution for the year 1985 (\$12,737) in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears accumulated up to and including 31 December 1984, amounting to \$56,739, by the payment of nine equal annual instalments of \$5,674 beginning in 1985 and a final instalment of \$5,673. The Comoros made a payment (\$5,000) on account of its 1985 annuity in 1986. The Conference also decided at its 70th Session (1984), under paragraph 4 of article 13 of the Constitution, that the Comoros should be permitted to vote. The Comoros failed to comply with the

terms of its arrangement in 1985 and therefore lost the right to vote as from 1 January 1986.

⁵ *Dominican Republic*: In accordance with the arrangement approved by the Conference at its 63rd Session (1977) the Dominican Republic was called upon: (a) to pay its current contribution for the year 1977 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1976, amounting to \$266,286, by the payment of 19 equal annual instalments of \$13,314 beginning in 1977 and a final instalment of \$13,320. The Dominican Republic has paid its annuities and contributions for 1977 to 1984 inclusive. The Conference at its 65th Session (1979) decided, under paragraph 4 of article 13 of the ILO Constitution, that the Dominican Republic should be permitted to vote. The Dominican Republic failed to comply with the terms of its arrangement in 1985 and therefore lost the right to vote as from 1 January 1986.

⁶ *Paraguay*: Includes \$140,038 arrears of contribution due from Paraguay in respect of the ILO and other League of Nations organisations for the period prior to 1939. The Conference at its 45th Session (1961) decided that these arrears should be cancelled, such cancellation to become effective on the payment by Paraguay of all its arrears of contributions due since 5 September 1956, the date when Paraguay rejoined the Organisation.

⁷ *Poland*: In accordance with the arrangement approved by the Conference at its 75th Session (1988), Poland is called upon: (a) to pay in 1988 its contribution for the year 1988 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1987, amounting to \$9,039,336, by the payment of 19 equal annual instalments of \$451,967 beginning in 1988 and a final instalment of \$451,963. Poland has paid its annuity and contribution for 1988. Poland has complied with the terms of its arrangement and thus continues to be entitled to vote under the provisions of article 32 of the Standing Orders of the Conference.

⁸ *Chad*: In accordance with the arrangement approved by the Conference at its 69th Session (1983), Chad is called upon: (a) to pay in 1983 its contribution for the year 1983 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1982, amounting to \$122,107, by the payment of 19 equal annual instalments of \$6,105 beginning in 1984 and a final instalment of \$6,112. The Conference also decided at its 69th Session (1983) that Chad should be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution. Chad has paid its annuities and contributions for 1983 to 1989 inclusive. Chad has complied with the terms of its arrangement and thus continues to be entitled to vote under the provisions of article 32 of the Standing Orders of the Conference.

CONTENTS

Page

Second item on the agenda: Programme and
budget proposals and other financial ques-
tion:

Further information and proposals submit-
ted by the Governing Body of the Interna-
tional Labour Office to the 76th Session of
the Conference 1

**Provisional Record**

Seventy-sixth Session, Geneva, 1989

Report submitted by the Governing Body to the Conference for the year 1988-89

1. The present report on the work of the Governing Body is submitted to the Conference in accordance with article 14(1) of the Standing Orders of the Governing Body. It covers the period since the last (June 1988) session of the Conference, i.e. the post-Conference sittings of the Governing Body's 240th Session (May-June 1988), and its 241st and 242nd Sessions (November 1988 and February-March 1989), but not the pre-Conference sittings of its 243rd Session (May 1989). An account of those sittings will be given to the Conference by the Chairman of the Governing Body when he introduces the present report. The information provided below is a summarised account of the work of the Governing Body, stressing the more important decisions. Detailed information can be found in the minutes and documents relating to the different sessions.

A. MATTERS RELATING TO THE GOVERNING BODY

2. At its resumed 240th Session the Governing Body elected its Officers for the year 1988-89 as follows: Chairman: Mr. N. G. Mensah (Bénin); Employer Vice-Chairman: Mr. J.-J. Oechslin (France); Worker Vice-Chairman: Mr. G. Muhr (Federal Republic of Germany).

3. During the period under review, the Governing Body took note of a number of changes in its composition and that of its committees and various bodies.

B. MATTERS RELATING TO THE INTERNATIONAL LABOUR CONFERENCE**1. Date, place and agenda of the 77th (1990) Session of the Conference**

4. At its 241st Session, the Governing Body had before it proposals concerning the date, place and agenda of the 77th (1990) Session of the Conference.

Date and place

5. The Governing Body decided that the 77th (1990) Session of the Conference should open on Wednesday, 6 June 1990, and that the session should be held in Geneva.

Agenda

6. Having followed the procedure laid down in article 18 of its Standing Orders concerning the method of voting in order to fix the agenda of the Conference when agreement had not been reached without a

vote, the Governing Body decided to place two new technical items on the 1988 Conference agenda, one being for general discussion. It noted that, as a result of this decision and having regard to the standing items which the Conference would have before it and the items likely to be carried forward for second discussion from the 76th Session (1989), the agenda of the 77th Session (1990) would be as follows:

Standing items

- Reports of the Governing Body and the Director-General
- Programme and budget proposals and other financial questions
- Information and reports on the application of Conventions and Recommendations

Items placed on the agenda by the Conference or the Governing Body

- Night work (*second discussion*)
- Safety in the use of chemicals at work (*second discussion*)
- Working conditions in hotels, restaurants and similar establishments (*first discussion*)
- Promotion of self-employment (*general discussion*)

7. The Governing Body also noted that the Conference would, in addition, have before it a special report on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia.

2. Action on resolutions adopted by the Conference at its 75th Session (1988)¹

8. At its 7th Session (1988) the Conference adopted a resolution calling for action by the Governing Body on the subject of rural employment promotion. At its 241st Session the Governing Body, having taken note of the information provided by the Office concerning ongoing and planned action in this field, requested the Director-General to take appropriate measures to give effect to the requests made in the resolution.

C. APPOINTMENT OF THE DIRECTOR-GENERAL

9. At its resumed 240th Session the Governing Body adopted a set of rules governing the election of the Director-General, and at its 242nd Session, in

¹ See also ILO: *Report of the Director-General*, International Labour Conference, 76th Session, 1989, Appendices.

accordance with those rules, elected Mr. Michel Hansenne as Director-General of the International Labour Office for a five-year term of office which began on 4 March 1989.

D. INTERNATIONAL LABOUR STANDARDS

1. *Application of Conventions and Recommendations*

Forms for reports on the application of ratified Conventions (article 22 of the Constitution of the ILO)

10. At its 241st Session the Governing Body approved the report forms on the application of the Safety and Health in Construction Convention, 1988 (No. 167), and the Employment Promotion and Protection Against Unemployment Convention, 1988 (No. 168).

2. *Freedom of association*

11. At its 241st and 242nd Sessions (November 1988 and February-March 1989) the Governing Body examined the reports submitted to it by its Committee on Freedom of Association and approved definitive or interim conclusions in 50 cases. Some of the cases were dealt with by on-the-spot missions to Colombia, Côte d'Ivoire, Haiti and Nicaragua.

12. In addition to the cases it examined, the Committee on Freedom of Association at the Governing Body's 241st and 242nd Sessions examined 27 cases in which the government concerned had kept it informed of the effect it had given to its recommendations. This procedure is of particular interest, as it enables the Committee on Freedom of Association to assess its activities and to note that, in many cases, the matters it has dealt with have shown positive developments. Thus, the Committee noted with interest the reinstatement of dismissed trade unionists in Côte d'Ivoire and Spain, as well as the condemnation by the courts in the United States/Puerto Rico of the practice of maintaining black lists of trade unionists.

3. *Special constitutional procedures*

Representations made under article 24 of the Constitution of the ILO

13. At its 240th Session the Governing Body postponed its consideration of the report of the Committee set up to examine the representation made by the Federation of Egyptian Trade Unions under article 24 of the Constitution of the ILO, alleging non-observance by the Libyan Arab Jamahiriya of the Protection of Wages Convention, 1949 (No. 95), and of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

14. At its 242nd Session the Governing Body appointed Mr. M. V. Russomano, representative of the Government of Brazil on the Governing Body, as a replacement for Mr. H. Charry Samper, former representative of the Government of Colombia on the Governing Body, as the Government member of the Committee which it had set up to examine a representation submitted by the Trade Union Federation of Workers' Commissions under article 24 of the Constitution of the ILO, alleging non-observance by Spain of the Minimum Wage-Fixing Convention, 1970 (No. 131).

15. During the period under consideration, the Governing Body approved two interim reports of its Committee on Freedom of Association on the representation submitted by the General Confederation of Norwegian Trade Unions concerning the application of the Right of Association (Agriculture) Convention, 1921 (No. 11), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), by Turkey.

Complaints submitted under article 26 of the Constitution of the ILO

16. At its 240th Session the Governing Body noted that the complaint made under article 26 of the Constitution of the ILO by the Government of Tunisia in connection with the expulsion of foreign workers by the Libyan Arab Jamahiriya had been withdrawn following an agreement between the parties, concluded with the assistance of the good offices of the Director-General, and declared the procedure closed.

17. At its 241st and 242nd Sessions the Governing Body approved the interim conclusions of its Committee on Freedom of Association on the complaint concerning the observance by Nicaragua of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), presented by several Employers' delegates to the 73rd Session (1987) of the International Labour Conference under article 26 of the Constitution of the ILO. This complaint was the subject of a study mission which visited Nicaragua in September-October 1988, and whose report was taken into consideration in the report submitted to the Governing Body by its Committee on Freedom of Association in November 1988.

E. DISCRIMINATION

18. At its 241st Session the Governing Body examined the application of the Declaration concerning Action Against Apartheid in South Africa and Namibia, as updated in 1988, in particular as regards the operational activities undertaken by the Office during the past year within the context of the Declaration. Those activities were reviewed by its Committee on Discrimination and are discussed in the Director-General's Special Report on the Application of the Declaration submitted to the Conference at its present session. It also examined the effect given to the recommendations contained in the Conclusions adopted by the Conference Committee on Apartheid in June 1988.

19. At its 241st Session the Governing Body also considered ILO action on discrimination in employment and occupation. In particular, it took note of the examination by the Conference in 1988 of the General Survey of the Application of the Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958, conducted by the Committee of Experts on the Application of Conventions and Recommendations. In addition, the Governing Body noted developments concerning the ILO Plan of Action on Equality of

Opportunity and Treatment for Men and Women in Employment.

20. The Governing Body also held an exchange of views, during its discussion of the report of its Committee on Discrimination at its 241st Session, on the measures envisaged by the Director-General with regard to the situation in the Arab territories occupied by Israel. The Governing Body noted that the Director-General would submit to its Committee on Discrimination, at the Governing Body's 243rd Session in May 1989, a short descriptive paper containing information and proposals on ILO activities relating to the situation of workers in the occupied Arab territories.

F. STANDING ORDERS QUESTIONS

21. At its 241st Session the Governing Body reviewed the question of the appointment, as regular members of Conference committees, of the governments and employers' and workers' delegates of member States which have lost the right to vote, and noted that the practice it had recommended to the Conference in the past had been successfully followed at the 75th Session of the Conference. According to this practice, at the preliminary meetings of the Government group at the beginning of each session, delegates and advisers are requested not to apply for regular membership of any committee if they are not, at the time in question, entitled to vote, and weighting coefficients are calculated on the basis of the number of regular Government members entitled to vote. It accordingly decided that, since the practice would be continued, no further consideration need be given for the moment to a proposal to amend article 56, paragraph 1, of the Conference Standing Orders so as to provide explicitly that representatives of Members not enjoying the right to vote may be appointed only as deputy members of Conference committees. Apart from this, no action has been taken by the Governing Body on Standing Orders questions since the last session of the conference.

G. WORKING PARTY ON CONSTITUTIONAL AMENDMENTS CONCERNING CONFERENCE DELEGATIONS

22. The Working Party met during the 241st Session of the Governing Body under the chairmanship of Mr. Heredia Pérez (Government representative, Cuba).

23. The Working Party was constituted at the 234th Session of the Governing Body in November 1986 to examine proposals to amend article 13, paragraph 2, and article 4, paragraph 2, of the Constitution of the ILO. The proposed amendment to article 13, paragraph 2, is designed to permit the inclusion in future budgets of provision for the financing of full tripartite delegations to the International Labour Conference from selected member States, while the proposed amendment to article 4, paragraph 2, is designed to deprive Government delegates of States which send incomplete delegations to the Conference of the right to vote.

24. Extensive discussions during 1987 failed to reach agreement on the various issues involved, and accordingly, at its 239th Session in March 1988, the

Governing Body decided, on the recommendation of the Working Party, to suspend the work of the Working Party until the 241st Session, and requested the Director-General to use his good offices in an attempt to break the deadlock that been reached.

25. The Director-General presented a report to the Working Party at the 241st Session of the Governing Body, in which he concluded that to enhance the chances of the reform envisaged becoming really operational, it appeared desirable not to examine the proposed constitutional amendments in isolation, but to place them in the broader framework of the rationalisation of meetings, including the possibility of holding the Conference on a biennial basis, preparatory work being performed by technical Conferences in the intervening year, in which case delegates' expenses could be supported on a broader basis than previously envisaged.

26. While the general approach aroused interest, the latter proposals met with various objections, and at the 242nd Session of the Governing Body the Director-General presented a further report setting out further ideas and options. In a preliminary exchange of views on the paper,¹ the view was expressed that the proposals would assist the Governing Body in its reflections with a view to subsequent discussions which might take place at a future session and would provide a basis for consultations with representatives of Members of the ILO which are not members of the Governing Body. It was suggested that the next session of the Conference would provide an opportunity to undertake such consultations.

H. PROGRAMME, FINANCIAL AND ADMINISTRATIVE MATTERS

1. *Programme and financial matters*

27. The Governing Body faced two principal tasks during the period under review. First, at its 241st Session it concluded its discussion of a long-term strategy on budget exchange rates. Secondly, it had before it at its 242nd Session the Director-General's programme and budget proposals for 1990-91.

28. Details of the discussions concerning the long-term strategy on exchange rates and the programme and budget proposals appear in Report II submitted to the present Conference Session.² The Director-General's original budget proposals are reproduced as a supplement to that Report.

29. At its 242nd Session the Governing Body was informed through its Allocations Committee of continuing action by the United Nations Committee on Contributions, and of the fact that the Fifth Committee of the United Nations had recommended to the General Assembly that the Committee on Contributions should carry out in 1989 a comprehensive review of the current methodology being applied, and that the proposed United Nations scale of contributions should be adopted for 1989 and 1990, and also for 1991, unless the scale for that year was changed as

¹ GB.242/13/4.

² ILO: *Draft Programme and Budget 1990-91 and Other Financial Questions*, Report II, International Labour Conference, 76th Session, 1989.

a result of the 1989 review. The General Assembly having adopted these recommendations, the Governing Body decided that the United Nations scale for 1989-91 should be the basis for the ILO scale for 1990-91, and accordingly proposes to the Conference the adoption of the draft scale of assessment of ILO contributions for 1990-91 which appears in Report II (Annex 3).

30. At its 241st Session the Governing Body took note of the financial position of the Organisation as it was evolving over the 1988-89 biennium, and in particular of the likely magnitude of shortfalls in budgetary income for the biennium. It examined a set of proposals by the Director-General to meet this situation, and approved a package of programme reductions for 1988-89 totalling \$12,652,607.

31. The Governing Body continued to monitor the position of the regular budget accounts and the Working Capital Fund. It noted at its 242nd Session that contributions received for the year 1988, totalling \$127,282,613, added to the \$21,834,243 of arrears of contributions received in that same year, gave a total budgetary income of \$149,116,856, as compared with expenditure of \$147,429,243 incurred in the first year of the biennium. At 31 December 1988, 75 member States had paid in full their 1988 contributions, the same number as had done so at the end of 1987 in respect of 1987 contributions. The total 1988 regular budget contributions received (\$127,282,613) represented 77.9 per cent of the contributions assessed on member States for 1988, compared with 81.4 per cent of the total 1987 assessments that had been received at 31 December 1987. At that same session, the Governing Body noted that the total amount of contributions received in 1989 by the time of its February-March meeting was greater than that received in the equivalent period in 1988. The hope was expressed that this was a sign that the incentive scheme for the early payment of contributions, introduced with effect from 1 January 1989, was beginning to take effect.

32. In response to a request by the Governing Body, the Director-General submitted a paper to the 242nd Session of the Governing Body concerning the purposes and operation of the Working Capital Fund. Noting that the 1988 Session of the Conference had already reduced the nominal level of the Fund from \$37 million to \$20.1 million, the Governing Body decided that it would be appropriate to wait and assess the full impact of the proposed system of Swiss franc assessments and of the incentive scheme for the early payment of contributions before reviewing the subject again.

33. The Governing Body at its 241st Session noted the report of the 47th Session of the Board of the International Centre for Advanced Technical and Vocational Training (Turin). It also accepted contributions and gifts to the International Institute for Labour Studies. It took note of the annual report of the United Nations Joint Inspection Unit for the period July 1987 to June 1988 and, at its 242nd Session, of the report of the United Nations Advisory Committee on Administrative and Budgetary Questions (ACABQ) to the 43rd Session of the General Assembly.

34. At its 242nd Session the Governing Body considered the financing of an independent group of experts to follow up on and monitor the implementation of sanctions and other action against apartheid, and decided that, should it decide to establish such a group, then the cost of the group in 1989, estimated at \$75,000, should be financed in the first instance from savings in Part I of the budget or, failing that, be charged to Part II – Unforeseen Expenditure – of the 1988-89 Programme and Budget.

35. As indicated above, at its 242nd Session the Governing Body endorsed the provisional programme level set out in Parts I to IV of the Programme and Budget for the biennium 1990-91, and proposes to the Conference a draft resolution for the abolition of Part V (Undistributed Reserve) of the budget with effect from 1 January 1990, together with a draft resolution for the adoption of the programme and budget for the 62nd financial period, ending 31 December 1991, which would be completed both as to the US-dollar amount appropriate for the budget of expenditure and the Swiss-franc amount appropriate to the budget of income, on the recommendation of the Finance Committee of Government Representatives at the present session of the Conference.¹

2. Administrative matters

36. At its 240th Session the Governing Body took note of further developments concerning the margin between the United Nations and United States civil service remuneration, resulting in a delay in the lifting of the freeze of the New York post adjustment until June 1988. It also noted the other main conclusions reached by the International Civil Service Commission (ICSC) and the need for good relations between the ICSC, common system agencies and staff representatives.

37. At that same session, the Governing Body also decided to amend the Staff Regulations so as to provide for the Director-General to be appointed for a period of five years.

38. At its 241st Session the Governing Body noted amendments to the Staff Regulations approved by the Director-General under the authority delegated to him by the Governing Body. These amendments concerned salary on promotion, probationary performance appraisal, assignment allowance, scales of pensionable remuneration in the Professional and higher categories, salary scales of General Service category staff in Geneva, salary scales (rates of staff assessment for the Professional category and above, gross and net salary scales at the non-family rate and salary scales for the purposes of separation payments), and the reimbursement of boarding costs for service in designated duty stations. The Governing Body also examined the fourteenth annual report of the ICSC, and in particular the conclusions and recommendations of interest to the ILO, namely, the margin between remuneration in the United Nations and in the United States civil service, questions concerning post adjustment and cost-of-living survey methodology, pensionable remuneration, the com-

¹ ILO: Draft Programme and Budget 1990-91 and Other Financial Questions, Report II, International Labour Conference, 76th Session, 1989, Part B (yellow pages), para. 3.

prehensive review of the remuneration system, children's allowance, secondary dependant's allowance, admissible educational expenses and boarding costs, and other personnel policy matters, as well as the functioning of the ICSC and its relations with staff representatives. In this regard, the Director-General had addressed the 28th Session of the ICSC, deploring the decision of the staff to suspend participation in its work and stressing the ICSC's responsibility to make every effort to ensure greater transparency and a fruitful dialogue with staff and administrations. The Governing Body endorsed the ICSC recommendations, subject to their approval by the United Nations General Assembly, and authorised the Director-General to give effect in the ILO, through appropriate amendments to the Staff Regulations, to the measures decided on by the United Nations General Assembly in respect of the ICSC's recommendations on family allowances and the education grant from the date of implementation decided by the General Assembly, the cost of this to be financed in the first instance from savings in Part I of the budget, on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage.

39. The Governing Body at its 241st Session authorised amendments to the Staff Regulations to bring the use of established posts into line with the current practice and operational needs of the Office. It noted that the Employers' group, dissociating itself from this decision and considering that there should be a complete review of the Staff Regulations to ensure that they were clear, coherent and transparent, requested the Director-General, when communicating the Governing Body's decision to the ICSC, to draw the latter's attention to the views of the employers' group.

40. With reference to long-term proposals to restore the financial viability of the ILO-ITU Staff Health Insurance Fund (SHIF), the Governing Body approved a package of measures which had been proposed by the Management Committee of the SHIF, affecting both the income expenditure of the Fund. In relation to expenditure, the measures included a temporary franchise, a ceiling on reimbursement of hospital costs and an increase in the threshold for the payment of supplementary benefits. The Governing Body approved an increase in the ILO's share of the contribution to the SHIF for serving officials to 2.6 per cent with effect from 1 January 1989, and to 2.8 per cent with effect from 1 January 1990, and for retired officials to 2.6 per cent with effect from 1 January 1989, and to 5.6 per cent with effect from 1 January 1990. The additional cost was to be financed in the first instance from savings in Part I of the budget on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage.

41. At its 241st Session the Governing Body considered progress made by the Working Party on the progressive harmonisation and further development of the Statutes and Rules of the Administrative Tribunals of the ILO (ILOAT) and the United Nations (UNAT). The Working Party would make a series of final recommendations for consideration by the Governing Body once the United Nations General Assembly had taken a final decision on the proposed

revisions to the UNAT Statute. The Governing Body also approved the recognition of the jurisdiction of the ILOAT by the International Fund for Agricultural Development. At its 242nd Session the Governing Body decided to submit a resolution concerning the composition of the Tribunal to the International Labour Conference at its present session.

42. The Governing Body examined and took note at its 242nd Session of statistical information regularly submitted on the composition and structure of the ILO staff. It also took note of the report of the Administrative Board of the ILO Staff Pensions Fund. Finally, it considered the adjustment to the salary scale for General Service category officials in Geneva which was due with effect from 1 April 1989 and, although the detailed scales were not yet known, in order to avoid the considerable administrative work and consequential costs of making retroactive payments, authorised the Director-General to implement with effect from 1 April 1989 the revised salary scale and any revised rates of allowances to be established according to the ICSC methodology, which would also be implemented in the other organisations in Geneva.

I. EMPLOYMENT

43. The Committee on Employment of the Governing Body held its second substantive meeting during the Governing Body's 241st Session in November 1988. The Committee held an extensive exchange of views on an Office paper entitled "Training, retraining and labour mobility". This paper, and the subsequent discussion, dealt in general with a broad range of issues relevant to the training and retraining field. The Committee decided that this general discussion should be followed by a more specific discussion on policy initiatives. The Committee accordingly decided to place on the agenda of its next meeting an item entitled "Plan of Action for training, retraining and labour mobility". In addition, the Committee recommended that the Governing Body request the Director-General to explore the possibility of convening a World Conference on Training for Employment.

44. The Committee also held a substantive discussion on an Office paper entitled "Options for future employment growth". This report identified key elements in the relatively successful labour-market performance of certain countries in the difficult period of the 1980s. Based on these case studies, a number of general conclusions emerged concerning the location and nature of jobs being created and the broad policy settings that seemed most conducive to employment expansion. The Committee decided to pursue its discussion on these issues with an item at its next meeting dealing more specifically with the means of ensuring and promoting future employment. As a result of this discussion the Committee included on its agenda for the next meeting an item concerning adjustment, employment and labour market policies.

45. Finally, the Committee briefly discussed follow-up on the High-Level Meeting on Employment and Structural Adjustment. The Committee recommended the Governing Body to request the Director-General to contact the heads of the international organisations that had participated in the High-Level

Meeting with a view to obtaining information on the measures they had taken or planned to follow up on and implement the conclusions of the High-Level Meeting, and to prepare a paper for discussion by the Committee at its next meeting.

J. SECTORAL ACTIVITIES

46. At its 241st Session the Governing Body decided on the composition of the Fifth Tripartite Technical Meeting for Mines other than Coal Mines and the Third Tripartite Technical Meeting for the Printing and Allied Trades, adopting also a reserve list of countries drawn up on a regional basis. Both meetings were originally scheduled to take place in the 1988-89 biennium. However, the rescheduling of the Tenth Session of the Coal Mines Committee into this biennium made it necessary to postpone the meetings concerning the Printing and Allied Trades and Mines Other than Coal Mines to 1990. At the same session the Governing Body also agreed on the composition of the Joint Meeting on Conditions of Employment and Work of Fire-Fighting Personnel, adopting also a reserve list of countries drawn up on a regional basis. The Governing Body also decided at that session to change the nature and the title of the meeting from a meeting of experts on firemen to a joint meeting on fire-fighting personnel.

47. At its 241st Session the Governing Body further authorised the Director-General to distribute the texts adopted by the Twelfth Session of the Coal Mines Committee (April 1988), with the exception of its resolution (No. 98) concerning peace and disarmament. It also requested him to take the necessary action to give effect to the wishes contained in the texts distributed. The Governing Body also authorised the Director-General to distribute the texts adopted by the Committee on Conditions of Work in the Fishing Industry (May 1988), requesting him to take the necessary action to give effect to the wishes contained in those texts.

48. At the same session the Governing Body took note of the periodic reports on the effect given to the requests of the Third Tripartite Technical Meeting for the Leather and Footwear Industry (December 1985) and the Tenth Session of the Petroleum Committee (April 1986). Finally, the Governing Body authorised the Director-General to invite a number of intergovernmental and non-governmental international organisations to be represented by observers at the Ninth Session of the Committee on Work on Plantations (April 1989), as well as an additional non-governmental organisation to be represented by an observer at the Fourth Session of the Joint Committee on the Public Service (November-December 1988), the original list of such organisations invited to this meeting having been authorised by the Governing Body at its 240th Session (May-June 1988).

K. MULTINATIONAL ENTERPRISES

49. At its 241st Session the Governing Body, as at previous sessions, took note of a report on promotional activities and technical advisory services undertaken by the Office and of a report on completed studies and progress with current research. Another

paper concerning follow-up on the Declaration informed the Committee of the number of replies received at that date in respect of the fourth survey on the effect given to the Tripartite Declaration (the deadline for the receipt of replies was set at 28 February 1989). The Committee also discussed a section of that paper concerning the procedure followed when the Committee considered proposed replies to requests for interpretation of the Declaration. This discussion may be resumed by the Committee at a future session.

L. RELATIONS WITH OTHER INTERNATIONAL ORGANISATIONS

50. At its 241st and 242nd Sessions the Governing Body continued to review relations with other international organisations within and outside the United Nations system.

51. It considered the latest developments in the United Nations system of interest to the ILO, including efforts to review the intergovernmental structure and functions of the United Nations in the economic and social fields, and was informed of the transmission to the United Nations Secretary-General of a complaint submitted by the Congress of South African Trade Unions (COSATU) alleging various infringements of ILO standards on freedom of association by the Government of South Africa. The Governing Body also considered the action taken by the Economic and Social Council at its first and second regular sessions in 1988, and by the Oslo Conference on Sustainable Development (Oslo, Norway, 9-10 July 1988), which the Director-General had attended.

52. The Governing Body considered at length the results of the Open-Ended Working Group of the United Nations General Assembly, which is preparing the draft International Convention on the Protection of the Rights of All Migrant Workers and their Family. The Governing Body expressed general satisfaction with the participation of the ILO in the United Nations Working Group, and noted the arrangements that had been made for the participation of the ILO in the Convention's supervisory machinery (without the right to vote). The Governing Body took note of the policy guide-lines for the harmonisation of the activities of the agencies of the United Nations system regarding science and technology for development; of the renewal, for a period of six years, of the Memorandum of Understanding on the International Programme on Chemical Safety by the Executive Heads of the ILO, UNEP and WHO; and of the Annual Overview Report of the Administrative Committee on Co-ordination (ACC) for 1987. It was informed of the action taken by the Director-General in the field of drug-abuse control; it endorsed proposals for future action in this field and requested the Director-General to pursue consultations with other organisations of the United Nations system with a view to achieving an intensified programme of action against the use and abuse of illicit drugs.

53. The Governing Body considered and took note of the action of interest to the ILO taken by the 43rd Session of the United Nations General Assembly. This included, in particular, the resolutions

adopted on human rights questions, including the celebration of the 40th anniversary of the adoption of the Universal Declaration of Human Rights; the establishment of an Ad Hoc Committee of the Whole for the Preparation of the International Development Strategy for the Fourth United Nations Development Decade; the holding, in 1990, of a special session of the General Assembly devoted to international economic co-operation; the convening in 1992 of a conference on environment and development; an action plan for an International Year of the Family; and the adoption of the Global Strategy for Shelter to the year 2000. It also noted that the General Assembly had decided that the designation "Palestine" should be used in place of the designation "Palestine Liberation Organisation" in the United Nations system, without prejudice to the observer status or functions of the Palestine Liberation Organisation in the United Nations system.

54. The Governing Body considered and took note of ILO co-operation with the WHO in support of the Global Programme on AIDS, and in particular of the result of the ILO/WHO Consultation on AIDS and the Workplace (Geneva, 27-29 June 1988); of the report of the Independent Commission on International Humanitarian Issues; and of the report of the 44th Session of the Commission on Human Rights (Geneva, February-March 1988).

55. The Governing Body considered in depth the ILO's contribution to environmentally sound and sustainable development and decided that document GB.242/IO/6/3, suitably revised to take account of the discussions in the International Organisations Committee and the Governing Body, should be transmitted through ECOSOC to the General Assembly and to the Governing Council of the United Nations Environment Programme as the ILO's response to General Assembly resolutions 42/186 (Environmental Perspective to the Year 2000 and beyond) and 42/187 (Report of the World Commission on Environment and Development).

M. TECHNICAL CO-OPERATION

56. At its 241st Session, through its Committee on Operational Programmes, the Governing Body carried out its annual overall review of ILO operational activities during the previous year (1987), including tripartite participation. It took note of the recent changes in the volume, substance and modalities of executing the programme, which registered an increase in expenditure of 5.6 per cent by comparison with the previous year. During 1987 the size of the programme in the African region increased slightly. The programme devoted to LDCs continued to represent nearly 35 per cent of total ILO expenditure on operational activities. Also significant was the increase in the volume of activities geared towards employers' and workers' organisations (37.2 and 26.3 per cent respectively). Due note was taken of the further measures taken in 1987 with a view to fostering a closer relationship between international labour standards and technical co-operation activities.

57. In accordance with a decision taken at its 240th Session (May-June 1988), the Governing Body's annual review of ILO operational activities

also took account of progress achieved in the implementation of the Programme of Action for Africa. It took note of the use made by the Office of the special regular budget allocation for Africa, with was designed, *inter alia*, to develop a broad-based pipeline programme in the priority areas identified in the programme of action.

58. At its 241st Session the Governing Body examined information on operational activities questions in the United Nations system. In this connection it considered the work of the Consultative Committee on Substantive Questions (Operational Activities - CCSQ/OPS) of the Administrative Committee on Co-ordination (ACC) which met in Geneva from 6 to 8 April 1988; the 35th Session of the UNDP Governing Council; and the second regular session of the Economic and Social Council in 1988. It noted the Office's response, appended to Office paper GB.241/OP/2/2, to General Assembly resolution 42/196, submitted in accordance with a decision taken by the Governing Body at its 239th Session.

59. At its 241st Session the Governing Body took note of the final text of the statute of CIADFOR, which, subject to minor editorial changes, was adopted by the Ministerial Conference held in Côte d'Ivoire in November-December 1987. The final text reflects the modifications requested at earlier sessions of the Governing Body, particularly as regards the representation of employers and workers.

60. At its 241st Session the Governing Body took note of a JIU report on technical co-operation between organisations of the United Nations system and the least developed countries,¹ on which comments of the ACC had been received.

N. STANDING BODIES AND MEETINGS

1. Planning

61. During the period under review, the Governing Body fixed the date, place, agenda and composition of meetings provided for in the programme and budget, took decisions as called for on the membership of standing bodies and appointed delegations to represent it at ILO meetings. It reviewed information submitted by the Director-General on symposia, seminars and similar meetings financed under the regular budget and from extra-budgetary sources.

2. Follow-up

62. At its 242nd Session the Governing Body considered the record of the Seventh African Regional Conference (Harare, 29 November-7 December 1988). It expressed its profound gratitude to the Government of Zimbabwe for the facilities generously provided to the Conference as well as to the Government and to the employers' and workers' organisations of Zimbabwe for the warm hospitality they had extended to the participants at the Conference. It authorised the Director-General to distribute the texts of the conclusions and resolutions adopted by the Conference, requesting him to take the necessary measures with a view to their implementation. These texts dealt with the following topics: rural and urban

¹ Document JIU/REP/87/5.

training; co-operatives; southern Africa and apartheid; economic development and social progress in Africa; the promotion of women workers' activities within the ILO Plan of Action; the protection of the working and general environment in the African region; the respect of human rights and fundamental freedoms; and the financing of delegations to the International Labour Conference.

63. At its 241st Session the Governing Body considered and took note of the report of the Tripartite Symposium on Working Time Issues in Industrialised Countries, held in Geneva from 17-25 October 1988, authorising its distribution.

64. At its 242nd Session the Governing Body considered and took note of the report of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (Geneva, 18-27 October 1988). It authorised the Director-General to distribute it and to take into consideration its conclusions in planning future ILO activities, and decided to forward the report to the Conference at its present session for examination by the Committee on the Application of Standards.

3. *Invitations to the Conference and other meetings*

65. During the period under review the Governing Body authorised the Director-General to invite various intergovernmental and non-governmental international organisations to be represented at the present Conference session and at other ILO meetings. It authorised the Director-General to invite Bermuda, through the Government of the United Kingdom, to send a tripartite observer delegation.

O. INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING (TURIN)

66. At its 241st Session the Governing Body took note of the report on the 47th Session of the Board of the Centre, which was held in Geneva in November 1988. The report was first considered by its Pro-

gramme, Financial and Administrative Committee. The under-utilisation of the Centre's facilities remained a cause for concern, and the Employers in particular emphasised this problem. One way of improving the situation would be to integrate the Centre's activities more closely with the ILO's technical co-operation activities. All three groups made major statements on the Centre's objectives, requesting that, at its session in May 1989, the Programme Advisory Committee of the Board of the Centre should undertake a highly detailed study of the Centre's future objectives.

67. The Board paid tribute to the work of Mr. Francesco d'Attilia, Director of the Centre, who had devoted his energies to redressing the critical situation faced by the Centre in summer 1987.

68. The Board also examined and approved the programme and budget proposals for 1989, which foresaw a deficit of US\$427,000.

P. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

69. At its 241st Session the Governing Body discussed and took note of the report on the 30th Session of the Board of the Institute, held in November 1988. The main points dealt with in the report concerned the Board's review of the report of the Director regarding the activities of the Institute in 1988, and the Medium-Term Plan of the Institute for 1990-95. The Governing Body also accepted with gratitude a number of grants and contributions to the Institute.

Q. OTHER

70. During the period under review, the Governing Body took note of information supplied in the Director-General's regular reports on the deaths of prominent ILO personalities, the progress of international labour legislation, internal administration and documents and publications issued by the Office.

CONTENTS

	Page
Report submitted by the Governing Body to the Conference for the year 1988-89 . . .	1



REPORTS OF THE SELECTION COMMITTEE

FIRST REPORT

Election of the Officers of the Committee

The Selection Committee elected its Officers as follows:

Chairman: Mr. Hammond (Government member, Canada).

Employers' Vice-Chairman: Mr. Georget (Employers' member, Niger).

Workers' Vice-Chairman: Mr. Chiluba (Workers' member, Zambia).

Setting up of Conference committees

The Selection Committee recommends that the Conference should set up the following committees:

Finance Committee
Committee on the Application of Standards
Committee on Convention No. 107
Committee on Night Work
Committee on the Use of Chemicals
Committee on Apartheid
Resolutions Committee

Composition of Conference committees

Proposals were submitted orally to the Selection Committee that the Conference committees should be composed as follows:

Finance Committee: 1 Government representative of each member State represented at the Conference;

Committee on the Application of Standards: 202 members (98 Government members, 39 Employers' members and 65 Workers' members);

Committee on Convention No. 107: 74 members (39 Government members, 9 Employers' members and 26 Workers' members);

Committee on Night Work: 181 members (77 Government members, 54 Employers' members and 50 Workers' members);

Committee on the Use of Chemicals: 155 members (67 Government members, 40 Employers' members and 48 Workers' members);

Resolutions Committee: 227 members (88 Government members, 62 Employers' members and 77 Workers' members).

The Selection Committee noted that, in accordance with the usual practice, a system of weighting would be applied in each committee to ensure equality of voting strength between the three groups.

The lists of the members of the Conference committees are appended to the present report.

Committee on Apartheid

In accordance with the established practice, the Selection Committee recommends to the Conference that the Committee on Apartheid should, as at previous sessions, be composed of a maximum of 20 members from each group and should meet for a maximum of six sittings.

Composition of the Credentials Committee

The Selection Committee proposes to the Conference that the three members of the Credentials Committee should be the following:

Government member: Mr. Califice (Belgium)
Employers' member: Mr. Hoff (Norway)
Workers' member: Mr. Svenningsen (Denmark)

Appointment of the Conference Drafting Committee

The Selection Committee recommends that, in accordance with the provisions of article 6, paragraph 1 of the Standing Orders, the Conference Drafting Committee should be composed as follows:

The President of the Conference
The Secretary-General of the Conference
Mr. Maupain, Legal Adviser of the Conference
Mr. Sidibé, Director of the International Labour Standards Department.
Mrs. Kellerson, Assistant Legal Adviser of the Conference

Discussion of the Reports of the Governing Body and the Director-General: opening date for the discussion and closing date for the list of speakers

- (a) The Selection Committee has fixed the opening date for the discussion of the Reports of the Governing Body and the Director-General at Thursday, 8 June 1989 and decided that the list of speakers will be closed on Thursday, 15 June at 12 noon, under the usual conditions.
- (b) The Selection Committee proposes that the Conference should remind speakers taking part in the discussion (i) that they must abide strictly by the provisions of the Conference Standing Orders concerning the duration of speeches (maximum 15 minutes), drawing their attention to the arrangements foreseen to ensure that this time-limit is respected and which are described in the "Memorandum on the 76th Session of the International Labour Conference" and the "Note for Delegates"; and (ii) that they are requested to concentrate their remarks on the Reports of the Governing Body and the Director-General and on the activities of the International Labour Organisation.

Preliminary debate on programme and budget proposals

The Selection Committee has decided that, in accordance with Article 11 bis of the Standing Orders of the Conference, the Conference should hold a brief debate in plenary sitting on Monday morning, 12 June, to examine the draft programme and budget for 1990-91.

Suggestions to facilitate the work of the Conference

(a) Quorum

In the plenary sittings a vote is not valid if the number of votes cast for and against is less than half the number of the delegates attending the Conference and entitled to vote. If there is no quorum on a show of hands, a record vote may have to be taken and this wastes much time.

Over the years, the Governing Body has made a number of recommendations to improve the working of the quorum rule, and it is the practice of the Selection Committee to invite the Conference each year to confirm a number of principles based on those recommendations to ensure the satisfactory working of the quorum rule.

The Selection Committee accordingly invites the Conference to confirm the following principles:

- (i) the quorum will be fixed provisionally, on the basis of the credentials received, in the brief report of the Chairman of the Governing Body on the day before the opening of the session. This provisional quorum will remain unchanged until the Credentials Committee, in the exercise of its functions under article 20, paragraph 1(2) of the Standing Orders, determines the quorum on the basis of registrations, it being understood that, if an important vote were to take place in the initial stages of the Conference (once the Credentials Committee has been appointed), the Conference might request the Credentials Committee to determine the quorum in an urgent report;
- (ii) once the quorum has been determined on the basis of registrations, the usual practice of adjusting it, under the authority of the Credentials Committee, so as to take into account, on the one hand, new registrations and, on the other, notices of departure from delegates leaving the Conference, will continue as in the past;
- (iii) delegates should register immediately on arrival, since the quorum is calculated on the basis of the number of delegates registered;
- (iv) acceptance of appointment as a delegate implies an obligation to be available in Geneva personally or through an adviser authorised to act as a substitute for the work of the Conference until the end, since important votes often take place on the last day;
- (v) delegates who are nevertheless obliged to leave the Conference before it finishes should give notice of their forthcoming departure to the secretariat of the Conference. (The form provided for indicating their date of departure also enables them to authorise an adviser to act and to vote in their place.) At group meetings held during the second half of the Conference the attention of members of the groups will be drawn to the importance of completing and handing in this form;

- (vi) in addition, one Government delegate of a country may report the departure of the other Government delegate, and the Secretaries of the Employers' and Workers' groups may also give notice of the final departure of members of their groups who have not authorised advisers to act in their place;
- (vii) when a record vote is taken in plenary while committees are sitting, delegates are both entitled and expected to leave committees to vote unless they are replaced by a substitute in plenary. Announcements are made in the committees to ensure that all delegates are aware that a record vote is about to take place. Appropriate arrangements will be made for committees meeting in the ILO building.

In arranging the programme of work of the Conference, the Selection Committee will endeavour to ensure that matters which require the holding of votes come before the Conference at the earliest possible moment. The plan of work for Committees endorsed by the Selection Committee takes this requirement into account.

(b) Punctuality

As in previous years, the Selection Committee recommends the Conference to ask committee chairmen to start proceedings very punctually - except where a technical section has not yet completed its preliminary discussions - irrespective of the number of persons present, but on condition that votes will not be taken unless a quorum is clearly present.

(c) Negotiations

In order to facilitate more continuous negotiation in committees between the different groups, it is the practice for representatives of each group to meet with the chairman and reporter of the committee and with the representative of the Secretary-General, whenever this is desirable, to ensure that the leaders of each group know fully the minds of their colleagues in the other groups; normally such meetings are held before each group has committed itself to a definite position. The function of these informal meetings is to afford opportunities for a fuller understanding of differences of view before definite positions have crystallised.

The Selection Committee recommends the Officers of the Conference committees to continue the above-mentioned practice.

Participation in Conference committees by Members having lost the right to vote

At its 239th Session (February-March 1988), the Governing Body considered the implications of the appointment, as regular members of Conference committees, of representatives of a member State which had lost the right to vote under article 13.4 of the Constitution of the ILO, having regard to the recent increase in the number of States in this position. It noted that, while the appointment of employers' and workers' representatives from such a State had no practical implications because the employers' and workers' groups operated an effective system under article 56, paragraph 5(b) of the Conference Standing Orders for ensuring that deputy members of a committee voted in the place of regular members deprived of the right to vote, the same was not true of the Government group. As a result, if a Government that has lost the right to vote is appointed a regular member of a committee, the

distribution of votes among the three groups is distorted because the weighting of votes is based on the full regular membership and in practice the Government regular members of committees who are unable to vote do not make use of the possibility afforded by Article 56, paragraph 5(a) of appointing a deputy member to vote in their place.

The Governing Body noted that, in order to avoid such distortions, the practice had been followed by members of the Government group at the 73rd and 74th Sessions of the Conference in 1987 of not applying for regular membership of committees if they were not at the time in question entitled to vote.

The Governing Body accordingly recommended that this practice should be continued, and that, should it for any reason not be fully respected, the weighting coefficients in committees should be calculated on the basis of the number of Government members entitled to vote. It reconfirmed this principle again at its 241st Session (November 1988).

The Selection Committee accordingly recommends to the Conference that the calculation of weighting co-efficients for votes in committees should be based on the number of regular Government members entitled to vote.

Plan of work of Conference committees

The Selection Committee endorsed a plan of work for committees, which is not binding but will enable them in organising their work to take maximum possible account of the overall needs and possibilities of the Conference. The plan is appended in tabular form for the information of the Conference.

Appointment of members of the Appeals Board panel

At its 43rd Session (1959), the Conference adopted proposals relating to the procedure for the appointment of committees.

In accordance with section III, paragraph 5(a) of those proposals, the Governing Body is required to recommend a panel of five persons of internationally recognised independence and impartiality for appointment by the Conference and from which, prior to every session of the Conference, the Governing Body appoints an Appeals Board of three persons.

The Selection Committee transmits the following proposals of the Governing Body to the Conference:

to reappoint Mr Paul Gottret to the panel from which the members of the Conference Appeals Board are selected, for a period of three years expiring on 30 June 1991; to appoint Mr. J. Calero Rodrigues to the panel for a period of three years expiring on 8 June 1992.

The Employers' members took no part in the decision on this matter.

Requests for representation at the Conference and in Conference committees submitted by non-governmental international organisations

In accordance with article 2, paragraph 3(j) of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the following non-governmental international organisations be invited to be represented at the 76th Session of the Conference.

Workers' organisations:

Arab Federation of Employees in Banking, Insurance and Finance
Arab Federation of Transport Workers
International Confederation of Arab Trade Unions
International Mineworkers' Organisation
Organisation of Trade Unions of West Africa
Permanent Congress of Trade Union Unity of the Workers of
Latin America (CPUSTAL)
Trade Union Advisory Committee to the Organisation
for Economic Co-operation and Development
World Federation of Agriculture and Food Workers

Other organisations

Comite Exterior Mapuche
Coordinator for Indigenous Organisations of the Amazon Basin
Independent Bureau for Humanitarian Issues
Indigenous Parliament of America
International Commission of Jurists
World Association of Women Executives

In accordance with article 56, paragraph 9 of the Standing Orders of the Conference, the Selection Committee recommends to the Conference that the following organisations be invited to be represented in the committees stated:

Committee on the Application of Standards

Amnesty International
Caritas Internationalis
Commission of the Churches on International Affairs
Federation of Associations and Unions of the International Civil Service
International Alliance of Women
International Council of Nurses
International Council of Voluntary Agencies
International Federation of Building and Woodworkers
International Federation of Free Teachers' Unions
International Federation of Journalists
International Federation of University Women
International League for the Rights and Liberation of Peoples
International Metalworkers' Federation
International Movement A T D Fourth World
International Organisation for Standardisation
International Society for Labour Law and Social Security
International Transport Workers' Federation
International Work Group for Indigenous Affairs
Miners' International Federation
Nordic Confederation of Supervisors, Technicians and Other Managers
Organisation of Trade Unions of West Africa
Postal, Telegraph and Telephone International
Public Services International
Socialist International Women
Survival International
Trade Unions International of Public and Allied Employees
World Jewish Congress
World ORT Union
World Veterans Federation
World Confederation of Organizations of the Teaching Profession

Committee on Convention No. 107

Caritas Internationalis
Comite Exterior Mapuche
Commission of the Churches on International Affairs
Coordinator for Indigenous Organisations of the Amazon Basin
Co-ordinator for Indigenous Peoples' Rights
Four Directions Council
Independent Bureau for Humanitarian Issues
Indian Council of South America
Indigenous Parliament of America
Inter-American Institute of Human Rights
International Alliance of Women
International Council for Adult Education
International Council of Nurses
International Council of Voluntary Agencies
International Council of Women
International Federation of Free Teachers' Unions
International Federation of Plantation, Agricultural and Allied Workers
International Federation of University Women
International Indian Treaty Council
International League for the Rights and Liberation of Peoples
International Organisation of Indigenous Resource Development
International Society for Labour Law and Social Security
International Work Group for Indigenous Affairs
Inuit Circumpolar Conference
Jaycees International
Nordic Sami Council
Organisation of Trade Unions of West Africa
Programme to Combat Racism of the World Council of Churches
Survival International
Women's International League for Peace and Freedom
World Council of Indigenous Peoples
World Jewish Congress

Committee on Night Work

Federation of Associations and Unions of the International Civil Service
International Alliance of Women
International Association for Social Tourism and Workers' Leisure
International Association of Crafts and Small and Medium-Sized Enterprises
International Confederation of Executive Staff
International Council of Nurses
International Council of Women
International Federation of Building and Woodworkers
International Federation of Business and Professional Women
International Federation of University Women
International Graphical Federation
International Metalworkers' Federation
International Textile, Garment and Leather Workers' Federation
International Young Christian Workers
Jaycees International
Miners' International Federation
Nordic Confederation of Supervisors, Technicians and Other Managers
Organisation of Trade Unions of West Africa
Postal, Telegraph and Telephone International
Public Services International
Socialist International Women
Soroptimist International

Trade Unions International of Chemical, Oil and Allied Workers
Trade Unions International of Public and Allied Employees
Trade Unions International of Textile, Clothing, Leather and Fur Workers
Women's International League for Peace and Freedom
World Young Women's Christian Association
Zonta International

Committee on the Use of Chemicals

International Association for Social Tourism and Workers' Leisure
International Confederation of Executive Staff
International Council of Nurses
International Federation of Building and Woodworkers
International Federation of Business and Professional Women
International Federation of Plantation, Agricultural and Allied Workers
International Federation of University Women
International Textile, Garment and Leather Workers' Federation
International Graphical Federation
International Metalworkers' Federation
International Organisation for Standardisation
International Society for Labour Law and Social Security
International Transport Workers' Federation
International Young Christian Workers
Nordic Confederation of Supervisors, Technicians and Other Managers
Organisation of Trade Unions of West Africa
Public Services International
Standing Committee of Trade Unions of the Graphic Industries
Trade Unions International of Chemical, Oil and Allied Workers
Trade Unions International of Public and Allied Employees
Trade Unions International of Textile, Clothing, Leather and Fur Workers

Committee on Apartheid

Caritas Internationalis
Commission of the Churches on International Affairs
Federation of Associations and Unions of the International Civil Service
International Council for Adult Education
International Young Christian Workers
Miners' International Federation
Women's International League for Peace and Freedom
World Alliance of Young Men's Christian Associations
World Confederation of Organizations of the Teaching Profession
World Young Women's Christian Association

The Selection Committee took note that the Governing Body had authorised the Director-General to inform the organisations concerned that they may nominate one person only for each agenda item in respect of which their interest has been recognised by the Selection Committee.

Geneva, 7 June 1989.

76th SESSION OF THE CONFERENCE (JUNE 1989) - DRAFT PLAN OF WORK FOR COMMITTEES

COMMITTEE	Wednesday 7	Thursday 8	Friday 9	Saturday 10	Monday 12	Tuesday 13	Wednesday 14	Thursday 15	Friday 16	Saturday 17	Monday 19	Tuesday 20	Wednesday 21	Thursday 22	Friday 23	Saturday 24	Monday 26
- Finance Committee (Government representatives)											A						
- Committee on the Application of Standards															A		
- Committee on Convention No. 107																A	
- Committee on Night Work																	A
- Committee on the Use of Chemicals															A		
- Committee on Apartheid											A						
- Resolutions Committee																A	

NB: The thick lines correspond to the duration of the substantive work of the committee in question. The letter A indicates the adoption by the committee of its reports.

COMPOSITION DES COMMISSIONS
COMPOSITION OF COMMITTEES
COMPOSICION DE LAS COMISIONES

(Note: Names of countries are given in French; los nombres de los países figuran en francés.)

Commission de l'application des normes
Committee on the Application of Standards
Comisión de Aplicación de Normas

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALGERIE	GHANA	PHILIPPINES
ALLEMAGNE, REPUBLIQUE FEDERALE D'	GRECE	POLOGNE
ARABIE SAOUDITE	GUATEMALA	PORTUGAL
ARGENTINE	HONDURAS	PEROU
AUSTRALIE	HONGRIE	ROYAUME-UNI
AUTRICHE	INDE	RWANDA
BAHREIN	INDONESIE	REP. DEMOCRATIQUE ALLEMANDE
BANGLADESH	IRAQ	SOMALIE
BELGIQUE	IRLANDE	SOUDAN
BIELORUSSIE, RSS DE	ISLANDE	SRI LANKA
BOTSWANA	ITALIE	SUEDE
BRESIL	JAMAIQUE	SUISSE
BULGARIE	JAPON	SURINAME
BURUNDI	JORDANIE	SYRIENNE, REPUBLIQUE ARABE
COTE D'IVOIRE	KENYA	SENEGAL
CAMEROUN	LESOTHO	TANZANIE (REP.-UNIE DE)
CANADA	LIBYENNE, JAMAHIRIYA ARABE	TCHAD
CHILI	LUXEMBOURG	TCHECOSLOVAQUIE
CHINE	MALAISIE	TOGO
COLOMBIE	MALAWI	TUNISIE
CONGO	MALI	TURQUIE
COSTA RICA	MAROC	URSS
CUBA	MEXIQUE	UKRAINE, RSS D'
DANEMARK	NICARAGUA	URUGUAY
DJIBOUTI	NIGER	VENEZUELA
EGYPTE	NIGERIA	YUGOSLAVIE
EMIRATS ARABES UNIS	NORVEGE	YEMEN
EQUATEUR	NOUVELLE-ZELANDE	YEMEN DEMOCRATIQUE
ESPAGNE	NEPAL	ZAIRE
ETATS-UNIS	PAKISTAN	ZAMBIE
ETHIOPIE	PANAMA	ZIMBABWE
FINLANDE	PAPOUASIE-NOUVELLE-GUINEE	
FRANCE	PAYS-BAS	

Membres adjoints - Deputy members - Miembros adjuntos:

BIRMANIE	KOWEIT	OUGANDA
BOLIVIE	LIBERIA	ROUMANIE
BENIN	MALTE	SWAZILAND
COMORES	MAURITANIE	THAILANDE
GABON	MONGOLIE	
ISRAEL	MOZAMBIQUE	

Membres employeurs - Employers' members - Miembros empleadores:

AL KHEDHER, M.; s: MALAKANY, M. (Syrienne, République arabe).

s = suppléant; substitute; suplente.

AL-AHLASI, Mr.; s: SHALAN, Mr. (Yémen).
 ATASAYAR, Mr.; s: CELIK, Mr.; OGUZMAN, Mr. (Turquie).
 BANDA, Mr.; s: KENANI, Mr. (Zambie).
 CARCOBA GARCIA, Sr.; s: DE REGIL, Sr.; AMADO DIAS, Sr.; SANCHEZ, Sr. (Mexique).
 CHADZAMIRA, Mr.; s: CHANAIWA, Mr. (Zimbabwe).
 FAVELEVIC, Sr.; s: FUNES DE RIOJA, Sr.; SPAGHI, Sr. (Argentine).
 FERRER DUFOLL, Sr.; s: ADRADOS GAUTIER, Sra.; PUEYO PEREZ, Sr.;
 SANCHEZ FIERRO, Sr. (Espagne).
 FRANCIS de los REYES, Sr.; s: NAVARRO CABRERA, Sr. (Cuba).
 GAIDAIENKO, M.; s: NASSONOV, M. (URSS).
 GARACHE, Sr.; s: LEIVA, Sr. (Nicaragua).
 GAZARIN, Mr.; s: ELGAMAL, Mr. (Egypte).
 HAK, Miss; s: DEKKERS, Mr.; VAN DUN, Ms.; WENSVEEN, Mr. (Pays-Bas).
 HARYONO, Mr.; s: DJADJURI, Mr. (Indonésie).
 HERNANDEZ, Mr.; s: VARELA, Mr. (Philippines).
 HERNANDEZ RUEDA, Sr. (Dominicaine; Rép.).
 HOFF, Mr.; s: WIUM, Mr.; HURLEN, Mr.; VIK, Ms. (Norvège).
 HOODAKHT, Mr.; s: KARDAN, Mr.; NAGHSHINEH, Mr. (Iran, Rép. islamique).
 JOHANSEN, Mrs.; s: ANDERSEN, Mr.; JEPSEN, Mr.; SPRINGBORG, Mr.; WARNER, Mr. (Danemark).
 KONDITI, Mr.; s: SIMBA, Mr. (Kenya).
 KWAIKY, Mr.; s: ELMUKHERBI, Mr. (Libyenne, Jamahiriya).
 LINDNER, Mr.; s: WISSKIRCHEN, Mr.; GRIMSMANN, Mr. (Allemagne, Rép. Féd.).
 MACKIE, Miss; s: DEARSLEY, Mr.; GUERECA, Mr.; LUSTED, Mr. (Royaume-Uni).
 MONTES, Sr. (Honduras).
 NOAKES, Mr.; s: HARGRAVE, Mr. (Australie).
 OECHSLIN, M.; s: PARCHET, Mme; ROILAND, Mme (France).
 PINTO CARDOSO, M.; s: BLANCO DE MORAIS, M.; GONCALVES, M.;
 PEREIRA FERNANDES, M. (Portugal).
 RICHAN, Mr.; s: WATSON, Mr. (Canada).
 SANCHE, Mr. (Libéria).
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; MISSERVILLE, M. (Italie).
 SMITH Jr., Mr.; s: GLADE, Mr.; POTTER, Mr. (Etats-Unis).
 SUZUKI, Mr.; s: TSUJINO, Mr.; YOKODATE, Mr. (Japon).
 TONDOH DOKO, M.; s: DIAKITE, M. (Côte d'Ivoire).
 UBEKU, Mr.; s: OKOGWU, Mr. (Nigéria).
 VALDES SAENZ, Sr.; s: PRIETO CONCHA, Sr. (Chili).
 VILLALOBOS, Sr.; s: GARRIDO SOTO, Sr.; MONGIAT MONGIAT, Sr.; VERA, Sr. (Venezuela).
 VON HOLTEN, Mr.; s: EKINGER, Ms.; FROSTLING, Mr.; HORN LUND, Mr.; LAURENT, Ms.;
 MYRDAL, Mr. (Suède).
 WILLIAMS, Mr. (Barbade).
 WORKENEH, Mr.; s: ASSEGU, Mr. (Ethiopie).

Membres adjoints employeurs - Employers' deputy members - Miembros adjuntos empleadores:

ABBAS, M.; s: BENMANSOUR, M. (Algérie).
 ARETS, M.; s: VAN HOLM, M.; STORM, Mme; MINJE, M. (Belgique).
 BARRENECHEA CALDERON, Sr.; s: RIO MALAGA, Sr. (Pérou).
 BLONDIAUX, M. (Centrafricaine, Rép.).
 DECOSTERD, M.; s: DUC, M. (Suisse).
 DJEDEL, M. (Tchad).
 DUPUY, M. (Haïti).
 GEORGET, M.; s: IDE, M. (Niger).
 HUSSAIN, Mr. (Iraq).
 JESSUP, Mr.; s: ARBUCKLE, Mr. (Nouvelle-Zélande).
 JILANI, M.; s: SAID, M. (Tunisie).
 LERGES, M. (Congo).
 LOPEZ GUERRA, Sr.; s: URIBE CORREA, Sr. (Colombie).
 MARTOS, M.; s: TARDOS, M. (Hongrie).
 MELIN, Mr.; s: KOSKIMIES, Mr.; NYSSOLA, Mr. (Finlande).

PIVARAL GUZMAN, Sr.; s: BOSCH GUTIERREZ, Sr. (Guatemala).
RUBER, Sr. (Uruguay).
STEFANSDOTTIR, Mrs.; s: MAGNUSSON, Mr. (Islande).

Membres travailleurs - Workers' members - Miembros empleadores:

AGUERO PEREZ, Sr. (Cuba).
AHMED, Mr. (Pakistan).
AKER, Mr. (Turquie).
AL-NA'AMI, Mr. (Yémen).
ALLINI, M. (Gabon).
BAPTISTA FERNANDES, M. (Portugal).
BARBON, M. (Italie).
BEHAR, Mr. (Israël).
BEN SEGHIR, M. (Maroc).
BHAGIRUTTY, Mr. (Maurice).
BINDEEBA, Mr. (Ouganda).
BOEKE-VON CAMEN, Mr. (Allemagne, Rép. Féd.).
BRUUN, Mr. (Danemark).
CANO, M. (Nicaragua).
CARRILLO ROJAS, Sr. (Colombie).
DAHL, Mr. (Norvège).
DALEIDEN, M. (Luxembourg).
DASSIS, M. (Grèce).
DIOP, M. (Sénégal).
DRZEWUCKI, Mr. (Pologne).
ETTY, Mr. (Pays-Bas).
FU, Mr. (Chine).
GAMAA, Mr. (Soudan).
GIARDI, M. (Saint-Marin).
GROBA, Sr. (Uruguay).
GUSTAFSSON, Ms. (Suède).
HANTSCHE, Mr. (Rép. dém. allemande).
HATSUOKA, Mr. (Japon).
HICKEY Jr., Mr. (Etats-Unis).
HOUTHUYIS, M. (Belgique).
HURTIUBISE, M. (Canada).
IDRISS IBRAHIM, Mr. (Libyenne, Jamahiriya arabe).
JAKUBKA, Mr. (Tchécoslovaquie).
KANALIEV, M. (URSS).
KARAMBE, M. (Mali).
KEKI, M. (Hongrie).
KOJENKINE, Mr. (Ukraine, RSS d').
KOLLIE, Mr. (Libéria).
LILLO PEREZ, Sr. (Espagne).
MARKOVA, Mme (Bulgarie).
MAYAKI, M. (Niger).
MOMANI, Mr. (Jordanie).
MOURGUES, M. (France).
MUGALLA, Mr. (Kenya).
OSHIOMHOLE, Mr. (Nigéria):
PEREZ NAVARRO, Sr. (Chili).
PODOLINSKY, Mr. (Biélorussie (RSS de)).
RAGUNATHAN, Mr. (Malaisie).
RASARATNAM, Mr. (Sri Lanka).
REYES, Sr. (Bolivie).
ROMDHANE, M. (Tunisie).
RUSANEN, Mr. (Finlande).
SAAD, Mr. (Bahrein).

SALESHANDO, Mr. (Botswana).
SALTMIAN, M. (Iran, Rép. islamique).
SANTOS, M. (Brésil).
SIBANDA, Mr. (Zimbabwe).
SINGH, Mr. (Inde).
TCHINDE, M. (Togo).
TEFERI, Mr. (Ethiopie).
THOMAS, Mr. (Royaume-Uni).
TSETSEGMMAA, Mrs. (Mongolie).
VENTURINI, M. (Argentine).
VITTORI, M. (Suisse).
ZURITA, Sr. (Equateur).

Membres adjoints travailleurs - Workers' deputy members - Miembros adjuntos trabajadores:

ABDI, Mr. (Somalie).
ABDULLA, Mr. (Bahrein).
ABU KHORMAH, Mr. (Jordanie).
ABUZEID, Mr. (Libyenne, Jamahiriya).
ADIKO NIAMKE, M. (Côte d'Ivoire).
AL-KOHLANI, Mr. (Yémen).
ASSALI, M. (Tchad).
AVELINO SANCHEZ REBAZA, Sr. (Pérou).
BALTA, Mr. (Turquie).
BARANYAI, Mme (Hongrie).
BARRAGAN, Sr. (Equateur).
BERAN, Mr. (Tchécoslovaquie).
BROWN YOUNG, Sr. (Costa Rica).
DEGHANI, Mr. (Iran, Rép. islamique).
DELHOMENTIE, M. (France).
ESCANDELL ROMERO, Sr. (Cuba).
ESTIVALES SANCHEZ, Sr. (Chili).
FEIO VALE, Mme (Portugal).
FOUDA SIMA, M. (Cameroun).
FRADES PERNAS, Sr. (Espagne).
GANANCIO, M. (Mozambique).
GHARIB, Mr. (Iraq).
GIARDI, M. (Saint-Marin).
GIL RIVERA, Sr. (Venezuela).
GOMEZ ESGUERRA, Sr. (Colombie).
GONZALEZ ZAMORA, Sr. (Espagne).
HAAS, M. (Luxembourg).
HAGIO, Mr. (Japon).
HELIN, Mr. (Finlande).
HOSSAIN, Mr. (Bangladesh).
IBRAHIM, Mr. (Egypte).
IOANNOU, Mr. (Chypre).
JACKSON, Mr. (Canada).
JOYCE, Mr. (Etats-Unis).
KANELLOPOULOS, M. (Grèce).
KIEH, Mr. (Libéria).
KUL, Mr. (Turquie).
LAMPRECHT, Mr. (Rép. dém. allemande).
LARSEN, Mr. (Danemark).
LIDAR, Mr. (Israël).
MANSOUR, M. (Niger).
MEMON, Mr. (Pakistan).
MORTON, Mr. (Royaume-Uni).
MUHR, Mr. (Allemagne, Rép. Féd.).

NZIOKA, Mr. (Kenya).
O'DONOVAN, Mrs. (Irlande).
OBAME, M. (Gabon).
PASARIBU, Mr. (Indonésie).
PETRENS, M. (Belgique).
PRONK, Mr. (Pays-Bas).
RANAIVOJAONA, M. (Madagascar).
SECK, M. (Sénégal).
SINGH, Mr. (Inde).
SOEDARWO, Mr. (Indonésie).
SUNDARAM, Mr. (Sri Lanka).
SUNDSTROM, Mr. (Suède).
TANAKA, Mr. (Japon).
TORREZ, M. (Nicaragua).
UZIEBLO, Mr. (Pologne).
VANNI, M. (Italie).
VARELA, Sr. (Uruguay).
VEYSSIERE, M. (France).
WIRIU, Mr. (Ethiopie).
YILMAZ, Mr. (Turquie).
ZAINAL RAMPAK, Mr. (Malaisie).
ZIMBA, Mr. (Zambie).

Commission de la convention no 107
Committee on Convention Nr. 107
Comisión del Convention num. 107

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALGERIE	DJIBOUTI	MEXIQUE
ARGENTINE	EQUATEUR	NICARAGUA
AUSTRALIE	ESPAGNE	NORVEGE
BAHREIN	ETATS-UNIS	NOUVELLE-ZELANDE
BANGLADESH	FINLANDE	PANAMA
BOLIVIE	FRANCE	PAYS-BAS
BOTSWANA	GHANA	PHILIPPINES
BRESIL	GUATEMALA	PORTUGAL
CANADA	HONDURAS	PEROU
CENTRAFRICAINE, REPUBLIQUE	INDE	QATAR
CHINE	INDONESIE	SUEDE
COLOMBIE	JAPON	URSS
DANEMARK	LIBYENNE, JAMAHIRIYA ARABE	VENEZUELA

Membres adjoints - Deputy members - Miembros adjuntos:

ALLEMAGNE, REPUBLIQUE FEDERALE D'	IRAN, REP. ISLAMIQUE D'	NIGER
BELGIQUE	IRAQ	SOMALIE
BIRMANIE	ITALIE	SOUDAN
CUBA	JAMAIQUE	SRI LANKA
EGYPTE	KENYA	SUISSE
ETHIOPIE	KOWEIT	SYRIENNE, REPUBLIQUE ARABE
GABON	MALAISIE	THAILANDE
HAITI	MALI	TUNISIE
	MAROC	

Membres employeurs - Employers' members - Miembros empleadores:

ARETS, M.; s: SERNA, M. (Belgique).
CARCOBA GARCIA, Sr.; s: DE REGIL, Sr.; ORTEGA, Sr.; VELASCO, Sr. (Mexique).
DHAR, Mr.; s: PANDE, Mr. (Inde).
FAVELIC, Sr.; s: RONAY, Sr.; SPAGHI, Sr. (Argentine).
NOAKES, Mr.; s: AMOS, Mr. (Australie).
NOWAK, Mr.; s: AUERBACH, Mr.; BOKUN, Mr. (Pologne).
RICHAN, Mr.; s: BRUCHET, Mr. (Canada).
SMITH Jr, Mr.; s: GLADE, Mr.; ADAMSON, Mrs.; SALWAY, Ms. (Etats-Unis).
SUZUKI, Mr.; s: TSUJINO, Mr.; INOUE, Mr. (Japon).

Membres adjoints employeurs - Employers' deputy members - Miembros adjuntos empleadores:

ATASAYAR, Mr.; s: AKTUG, Ms. (Turquie).
BARRENECHEA CALDERON, Sr.; s: DIAZ GONZALES, Sr.; BOZA VEGA LEON, Sr. (Pérou).
BLONDIAUX, M. (Centrafricaine, Rép.).
GEORGET, M. (Niger).
HOUBAKHT, Mr.; s: ROHANI ZADEH, Mr.; SHAMS, Mr. (Iran, Rép. islamique).
JESSUP, Mr. (Nouvelle-Zélande).
LERGES, M. (Congo).
MEIRELLES, M.; s: LIMA, M.; LIMA, M. (Brésil).
MELIN, Mr.; s: KOSKIMIES, Mr.; NYSSOLA, Mr. (Finlande).
OECHSLIN, M.; s: PARCHET, Mme (France).
SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M. (Italie).

s = suppléant; substitute; suplente.

Membres travailleurs - Workers' members - Miembros empleadores:

AGHI, Mr. (Inde).
ALI HOSSEINI, Mr. (Iran, Rép. islamique).
CAILLAT, M. (France).
CHENDOUL, M. (Tunisie).
CLARKE, Ms. (Royaume-Uni).
DIPESA NGOMBA, M. (Zaire).
GUNAWARDENE, Mr. (Sri Lanka).
HALONEN, Mr. (Norvège).
IAI, M. (Italie).
LINDROOS, Ms. (Finlande).
MARYI, M. (URSS).
MONTANO, Sr. (Mexique).
MURRAY, Mr. (Nouvelle-Zélande).
MURRY, Mr. (Etats-Unis).
MURUGU, Mr. (Kenya).
McLEOD, M. (Australie).
NAILY, Mr. (Libyenne, Jamahiriya).
NIASSE, M. (Sénégal).
OGAWA, Mr. (Japon).
PEREZ, Sr. (Bolivie).
SAYERS, Ms. (Canada).
SILVA, M. (Brésil).
SVENNINGSEN, Mr. (Danemark).
TRUJILLO, Sr. (Venezuela).
VALDERRAMA, Sr. (Colombie).
WAGNER, M. (Luxembourg).

Membres adjoints travailleurs - Workers' deputy members - Miembros adjuntos trabajadores:

AALTO, Ms. (Finlande).
ACHMAD, Mr. (Indonésie).
AHMED, Mr. (Pakistan).
BAKER, Mr. (Etats-Unis).
BARBON, M. (Italie).
CRIDAZZI, Mme (Suisse).
DHIFALI, M. (Tunisie).
FOULKES, Ms. (Nouvelle-Zélande).
KHAN, Mr. (Inde).
LOVE, Mrs. (Royaume-Uni).
MARCUS, M. (Luxembourg).
MEMON, Mr. (Pakistan).
O'SHANE, Mr. (Australie).
OGUTU, Mr. (Kenya).
OPHIR, Mr. (Israël).
ORTIZ BRACAMONTE, Sr. (Venezuela).
OSUNDE, Mr. (Nigéria).
PAPAMICHAIL, M. (Grèce).
PASARIEU, Mr. (Indonésie).
PERERA, Mr. (Sri Lanka).
PRONK, Mr. (Pays-Bas).
SANCHEZ MADARIAGA, Sr. (Mexique).
TALL, M. (Sénégal).
TELLIER, Mme. (France).

Commission du travail de nuit
Committee on night work
Comisión del trabajo nocturno

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALGERIE	FINLANDE	PAPOUASIE-NOUVELLE-GUINEE
ALLEMAGNE, REPUBLIQUE FEDERALE D'	FRANCE	PAYS-BAS
ARABIE SAOUDITE	GABON	PHILIPPINES
ARGENTINE	GHANA	PORTUGAL
AUSTRALIE	GRECE	QATAR
AUTRICHE	HONGRIE	ROYAUME-UNI
BAHREIN	INDE	REP. DEMOCRATIQUE ALLEMANDE
BELGIQUE	INDONESIE	SOMALIE
BOTSWANA	IRAN, REP. ISLAMIQUE D'	SOUDAN
BRESIL	IRAQ	SUEDE
BULGARIE	IRLANDE	SUISSE
BURUNDI	ITALIE	SWAZILAND
CANADA	JAMAIQUE	SENEGAL
CAP-VERT	JAPON	TANZANIE (REP.-UNIE DE)
CENTRAFRICAINE, REPUBLIQUE	JORDANIE	TCHECOSLOVAQUIE
CHILI	KENYA	TUNISIE
CHINE	LIBAN	TURQUIE
CHYPRE	LIBYENNE, JAMAHIRIYA ARABE	URSS
COLOMBIE	LUXEMBOURG	UKRAINE, RSS D'
CONGO	MALAISIE	URUGUAY
DANEMARK	MALI	VENEZUELA
EGYPTE	MALTE	YEMEN DEMOCRATIQUE
EMIRATS ARABES UNIS	MAROC	ZAIRE
ESPAGNE	MONGOLIE	ZIMBABWE
ETATS-UNIS	NORVEGE	
ETHIOPIE	NOUVELLE-ZELANDE	
	UGANDA	

Membres adjoints - Deputy members - Miembros adjuntos:

COMORES	MAURICE	SIERRA LEONE
CUBA	MOZAMBIQUE	SRI LANKA
EQUATEUR	NIGER	SYRIENNE, REPUBLIQUE ARABE
HONDURAS	NIGERIA	TCHAD
KOWEIT	POLOGNE	THAILANDE
LIBERIA	PEROU	
MALAWI	ROUMANIE	

Membres employeurs - Employers' members - Miembros empleadores:

ABBAS, M.; s: BENMANSOUR, M. (Algérie).
ARBESSER-RASTBURG, Mr.; s: BRAUNER, Mr.; KELLNER, Mr.; MAYR, Mr.; POSCH, Mr. (Autriche).
ARETS, M.; s: VAN HOLM, M.; STORM, Mme; MINNE, M. (Belgique).
ASSIH, M. (Togo).
BINTA, Ms. (Ouganda).
CARCOBA GARCIA, Sr.; s: DE REGIL GOMEZ, Sr.; SANCHEZ, Sr.; ORTEGA, Sr. (Mexique).
CATS, Mr.; s: DE VRIES, Mr. (Suriname).
CHADZAMIRA, Mr.; s: KUIPA, Mr. (Zimbabwe).
CIGANIK, Mr.; s: VITEK, Mr. (Tchécoslovaquie).
DAMBE, Mr. (Botswana).
DECOSTERD, M.; s: DUC, M.; DURR, M.; HOCHNER, Mme; SCHNYDER de WARTENSEE, M. (Suisse)

s = suppléant; substitute; suplente.

DERRICK, Mr. (Antigua-et-Barbuda).
 DHAR, Mr.; s: KANNAN, Mr. (Inde).
 DURUBA, Mr. (Papouasie-N. Guinée).
 FAVELEVIC, Sr.; s: HERMIDA MARTINEZ, Sr.; SPHAGI, Sr. (Argentine).
 FERRER DUFOLL, Sr.; s: GOMEZ ALBO, Sr.; PUEYO PEREZ, Sr.; SUAREZ GARCIA, Sr. (Espagne).
 GARRIDO SOTO, Sr.; s: MONGIAT MONGIAT, Sr.; VERA, Sr. (Venezuela).
 HAK, Miss; s: DEKKERS, Mr.; VAN DUN, Ms.; WENSVEEN, Mr. (Pays-Bas).
 HARYONO, Mr.; s: RAMLAN, Mr.; SJAMBUDI, Mr. (Indonésie).
 HERNANDEZ, Mr.; s: ALABANZA, Mr. (Philippines).
 HOFF, Mr.; s: WIUM, Mr.; HURLEN, Mr.; VIK, Ms. (Norvège).
 HOOBAKHT, Mr.; s: ROHANI ZADEH, Mr.; TAHA, Mr.; ZARGAR, Mr. (Iran, Rép. islamique).
 JESSUP, Mr.; s: SUTCLIFFE, Mr. (Nouvelle-Zélande).
 JOHANSEN, Mrs.; s: ANDERSEN, Mr.; JEPSEN, Mr.; SPRINGBORG, Mr.; WARNER, Mr. (Danemark).
 KONDITI, Mr.; s: WEJULI, Mr. (Kenya).
 KOTELO, Mr. (Lesotho).
 LINDNER, Mr.; s: VOSSIEG, Mr. (Allemagne, Rép. Féd.).
 MACKIE, Miss; s: LEECH, Mr. (Royaume-Uni).
 MALLIA MILANES, Mr.; s: SCICILUNA, Mr. (Malte).
 MARTOS, M.; s: TARDOS, M. (Hongrie).
 MARX, Mr.; s: RUBEN, Mr. (Rép. dém. allemande).
 MASANGANO, Mr.; s: NYALANI, Mr. (Malawi).
 MEIRELLES, M.; s: LINHARES, Mme; MARTINS, M.; RODRIGUES, M. (Brésil).
 MELIN, Mr.; s: HURMALAINEN, Mr.; VIRTANEN, Mr. (Finlande).
 MITOS, M.; s: ANALYTIS, M.; KYRIAKOPOULOS, M.; ANGHELOU, M.; HARAKAS, M.;
 TSOUMANI-SPENTZA, Mme; VAGIAS, M. (Grèce).
 MOKZHANI ABDUL RAHIM, Mr.; s: MOHAMED ZAIN, Mr. (Malaisie).
 MUJUMBU, M.; s: KIRAHUZI, M. (Burundi).
 NGAHA, M. (Cameroun).
 NHLEKO, Mr. (Swaziland).
 NOAKES, Mr.; s: SPICER, Mr. (Australie).
 OECHSLIN, M.; s: DRAGUE, M.; PARCHET, Mme (France).
 PINTO CARDOSO, M.; s: DA ROCHA NOVO, M.; GONCALVES, M.; RODRIGUES MACHADO, M.;
 SALGUEIRO, M. (Portugal).
 PONOMAREV, Mr. (Ukraine, RSS d').
 RICHAN, Mr.; s: MASTROMATTEO, Dr.; McVEIGH, Mr. (Canada).
 ROBINSON, Mr. (Jamaïque).
 RUBER, Sr. (Uruguay).
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; CONFORTI, M.; PALMAROLI, M.;
 PERROTTI, Mme (Italie).
 SMITH Jr., Mr.; s: GLADE, Mr.; DILLON, Mr.; POTTER, Mr. (Etats-Unis).
 SUZUKI, Mr.; s: TSUTSUMI, Mr.; ARAKAWA, Mr. (Japon).
 TONDOH DOKO, M. (Côte d'Ivoire).
 TOURE, M. (Mali).
 UBEKU, Mr.; s: LAWAL, Mr.; OKOGWU, Mr. (Nigéria).
 VELEZ, Sr. (Equateur).
 VON HOLTEN, Mr.; s: EKINGER, Ms.; FROSTLING, Mr.; HORNILUND, Mr.; LAURENT, Ms.;
 MYRDAL, Mr. (Suède).

Membres adjoints employeurs - Employers' deputy members - Miembros adjuntos empleadores:

AGRAWAL, Mr. (Népal).
 ATASAYAR, Mr.; s: EREZ, Mr.; EVIN, Mr. (Turquie).
 BANDA, Mr.; s: KENANI, Mr. (Zambie).
 BARRENECHEA CALDERON, Sr.; s: ARBULU ALVA, Sr.; IRIVARREN GIORZA, Sr. (Pérou).
 BLONDIAUX, M. (Centrafricaine, Rép.).
 BOULOUIZ, M.; s: RAGY, M. (Maroc).
 DE SILVA, Mr.; s: ABDUL RAHMAN, Mr. (Sri Lanka).
 FRANCIS de los REYES, Sr. (Cuba).
 GAZARIN, Mr.; s: ELGAMAL, Mr. (Egypte).

GEORGET, M. (Niger).
 HYDER, Mr. (Bangladesh).
 JILANI, M.; s: M'KAISSI, M. (Tunisie).
 JUNG, M.; s: BEFFORT, M.; OLINGER, M. (Luxembourg).
 KASSAR, M.; s: NASR, M.; BALBOUL, M. (Liban).
 LERGES, M. (Congo).
 PIERIDES, Mr.; s: LANITIS, Mr. (Chypre).
 SHA, Mr.; s: SONG, Mr. (Chine).
 SOW, M.; s: SECK, M. (Sénégal).
 STEFANSDOTTIR, Mrs.; s: MAGNUSSON, Mr. (Islande).
 THWIN, U (Birmanie).
 VALDES SAENZ, Sr.; s: UNDURRAGA UNDURRAGA, Sr.; UNDURRAGA UNDURRAGA, Sr. (Chili).
 VASURATINA, Mr.; s: INIHARAPATHOM, Mr.; SUCKRASON, Mr. (Thaïlande).

Membres travailleurs - Workers' members - Miembros empleadores:

ABU SHAMA, Mr. (Soudan).
 ACHMAD, Mr. (Indonésie).
 ADAMY, Mr. (Allemagne, Rép. Féd.).
 ALIANGA, Mme (Gabon).
 ARENDT, M. (Luxembourg).
 BERGKVIST, Mr. (Suède).
 CALLEJA, Sr. (Mexique).
 DE VITS, Mme (Belgique).
 DOUCOURE, M. (Mali).
 DREIFUSS, Mme (Suisse).
 DRIJFOUT, Ms. (Pays-Bas).
 FEIO VALE, Mme (Portugal).
 FRADES PERNAS, Sr. (Espagne).
 GIORGETTI, Mme (Italie).
 GOMES, M. (Brésil).
 HOSSAIN, Mr. (Bangladesh).
 KACZYNSKI, Mr. (Pologne).
 KANGABET, M. (Centrafricaine, Rép.).
 KARBAKY, Mrs. (Israël).
 LIMEMA, Mrs. (Lesotho).
 LIU, Mrs. (Chine).
 LOVE, Mrs. (Royaume-Uni).
 MADDAHI, M. (Tunisie).
 MATSUMOTO, Ms. (Japon).
 MILLER, Ms. (Etats-Unis).
 MININE, M. (URSS).
 MORIN, Ms. (Norvège).
 NZIOKA, Mr. (Kenya).
 O'DONOVAN, Mrs. (Irlande).
 PALANKO-LAAGA, Ms. (Finlande).
 PASCRE, M. (France).
 PEDRAZA, Sr. (Colombie).
 PERERA, Mr. (Sri Lanka).
 PETIT, Sr. (Venezuela).
 PRENIZAS, Mr. (Chypre).
 RANAIVOJAONA, M. (Madagascar).
 REYNOLDS, Mr. (Australie).
 ROUHI, Mr. (Iran, Rép. islamique).
 SCHIRA, Ms. (Canada).
 SEGOVIA FULGAR, Sr. (Chili).
 SPITERI, Mr. (Malte).
 STEPHANOU, M. (Grèce).
 TODOROVIC, Mrs. (Yougoslavie).

TRAORE, M. (Côte d'Ivoire).
TSVANGIRAYI, Mr. (Zimbabwe).
VARELA, Sr. (Uruguay).
VERNEUIL, Mr. (Suriname).
VIJAYALAKSHMI, Dr. (Miss) (Inde).
WILLIAMS, Mr. (Jamaïque).
WILLIAMS, Ms. (Nouvelle-Zélande).

Membres adjoints travailleurs - Workers' deputy members - Miembros adjuntos trabajadores:

AALTO, Ms. (Finlande).
ABU KHORMAH, Mr. (Jordanie).
AGHI, Mr. (Inde).
AHMED, Mr. (Pakistan).
ALBAYRAK, Mr. (Turquie).
BINDEEBA, Mr. (Ouganda).
BIONDI, Mme (Italie).
BRIESCH, M. (France).
CAILLAT, M. (France).
CALAMATTA, Mr. (Malte).
CHILUBA, Mr. (Zambie).
CHIMPHANGA, Mr. (Malawi).
CRIDAZZI, Mme (Suisse).
DEPREZ, M. (France).
DIOP, M. (Sénégal).
ERCAKIR, Mr. (Turquie).
FERNANDES, Mme (Portugal).
FRIEDMAN, Mr. (Etats-Unis).
GIL RIVERA, Sr. (Venezuela).
GORRONO ALBERDI, Sra. (Espagne).
GROBA, Sr. (Uruguay).
GUDMUNDSSON, Mr. (Islande).
GUNAWARDENE, Mr. (Sri Lanka).
HAACKE, Mr. (Allemagne, Rép. Féd.).
HEDSTROM, Mr. (Suède).
KOEHN, Ms. (Allemagne, Rép. Féd.).
LAMONTAGNE, Mme (Canada).
LARSEN, Mr. (Danemark).
LUKOVIC, Mr. (Yougoslavie).
MAYAKI, M. (Niger).
MEMON, Mr. (Pakistan).
MORGAN, Mrs. (Royaume-Uni).
MUGALLA, Mr. (Kenya).
MURRAY, Mr. (Nouvelle-Zélande).
OPHIR, Mr. (Israël).
PIZZAFERRI, M. (Luxembourg).
POTTIE, M. (Belgique).
PRONK, Mr. (Pays-Bas).
QUERALTO CORNEJO, Sr. (Chili).
SITHOLE, Mr. (Swaziland).
SONAY, Mr. (Turquie).
SZAFARZ, Mr. (Pologne).
THAILUAN, Mr. (Thaïlande).
TIMMER, M. (Hongrie).
TIXIER, M. (France).
TSAGAAN, Mr. (Mongolie).
YAMADA, Mr. (Japon).
ZUNDER, Mr. (Suriname).

Commission de l'utilisation des substances chimiques
Committee on the Use of Chemicals
Comisión de la Utilización de Sustancias Químicas

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALLEMAGNE, REPUBLIQUE FEDERALE D'	FINLANDE	NIGERIA
ARABIE SAOUDITE	FRANCE	NORVEGE
AUSTRALIE	GABON	NOUVELLE-ZELANDE
AUTRICHE	GHANA	PAYS-BAS
BAHREIN	GRECE	PHILIPPINES
BELGIQUE	HONGRIE	PORTUGAL
BIELORUSSIE, RSS DE	INDE	QATAR
BOTSWANA	IRAN, REP. ISLAMIQUE D'	ROYAUME-UNI
BRESIL	IRAQ	RWANDA
BURUNDI	IRLANDE	REP. DEMOCRATIQUE ALLEMANDE
BENIN	ITALIE	SUEDE
COTE D'IVOIRE	JAMAIQUE	SUISSE
CANADA	JAPON	SWAZILAND
CAP-VERT	KENYA	SYRIENNE, REPUBLIQUE ARABE
CENTRAFRICAINE, REPUBLIQUE	LIBAN	SENEGAL
CHILI	LIBYENNE, JAMAHIRIYA ARABE	THAILANDE
CHINE	LUXEMBOURG	TUNISIE
CHYPRE	MALAISIE	TURQUIE
DANEMARK	MALAWI	URSS
EMIRATS ARABES UNIS	MALI	ZAIRE
ESPAGNE	MAROC	ZAMBIE
ETATS-UNIS	MAURICE	ZIMBABWE
	NIGER	

Membres adjoints - Deputy members - Miembros adjuntos:

CAMEROUN	KOWEIT	SOMALIE
CONGO	LESOTHO	SRI LANKA
EGYPTE	LIBERIA	TANZANIE (REP.-UNIE DE)
EQUATEUR	MALTE	TCHECOSLOVAQUIE
ETHIOPIE	PAPOUASIE-NOUVELLE-GUINEE	TOGO
INDONESIE	POLOGNE	
ISLANDE	ROUMANIE	

Membres employeurs - Employers' members - Miembros empleadores:

AL-JASSEM, Mr.; s: AL-ASOUSI, Mr. (Koweit).
ALENCHUK, Mr. (Biélorussie (RSS de)).
ARBESSER-RASTBURG, Mr.; s: BRAUNER, Mr.; KELLNER, Mr.; MAYR, Mr.; POSCH, Mr. (Autriche)
ARETS, M.; s: VAN HOLM, M.; BORMANS, M.; STORM, Mme;
JANSSENS DE BISHOVEN, M. (Belgique).
CARCOBA GARCIA, Sr.; s: DE REGIL, Sr.; GUTIERREZ, Sr.; MACIAS, Sr. (Mexique).
CATS, Mr.; s: DE VRIES, Mr. (Suriname).
CHADZAMIRA, Mr.; s: MACMANUS, Mr. (Zimbabwe).
DECOSTERD, M.; s: CORNAZ, M.; HAYMERLE, M.; ROTH, M. (Suisse).
DHAR, Mr.; s: SINGH, Mr. (Inde).
FERRER DUFOLL, Sr.; s: DONDAY, Sr.; PUEYO PEREZ, Sr. (Espagne).
GAZARIN, Mr.; s: ELGAMAL, Mr.; OSMAN, Mr. (Egypte).
HAK, Miss; s: DEKKERS, Mr.; VAN DUN, Ms.; WENSVEEN, Mr. (Pays-Bas).
HARYONO, Mr.; s: ROESFANDI, Mr. (Indonésie).
HERNANDEZ, Mr.; s: TIONKO, Mr. (Philippines).

s = suppléant; substitute; suplente.

HOFF, Mr.; s: WIUM, Mr.; HURLEN, Mr.; VIK, Ms. (Norvège).
 HOUBAKHT, Mr.; s: SHAMS, Mr.; ZARGAR, Mr. (Iran, Rép. islamique).
 JESIC, Mr.; s: BOROJA, Mr. (Yougoslavie).
 JESSUP, Mr.; s: ARBUCKLE, Mr. (Nouvelle-Zélande).
 JOHANSEN, Mrs.; s: ANDERSEN, Mr.; JEPSEN, Mr.; SPRINGBORG, Mr.; WARNER, Mr. (Danemark).
 KONDITI, Mr.; s: KIMANTHI, Mr. (Kenya).
 KWAIRY, Mr.; s: ELMUKHERBI, Mr.; EL GHOL, Mr. (Libyenne, Jamahiriya).
 LINDNER, Mr.; s: HUETIG, Mr.; WIESE, Mr. (Allemagne, Rép. Féd.).
 MACKIE, Miss; s: BARKER, Mr.; GAZELEY, Mr. (Royaume-Uni).
 MELIN, Mr.; s: AHTELA, Mr.; HURMALAINEN, Mr. (Finlande).
 MURRAY, Mr. (Trinité-et-Tobago).
 MUSSANIANE, Mr. (Mozambique).
 NOAKES, Mr.; s: SPICER, Mr. (Australie).
 OECHSLIN, M.; s: DEJEAN DE LA BATIE, Mme; PARCHET, Mme (France).
 PIERIDES, Mr.; s: MICHAEL, Mr.; PILICOS, Mr. (Chypre).
 PINTO CARDOSO, M.; s: BLANCO DE MORAIS, M.; GONCALVES, M.;
 RODRIGUES MACHADO, M. (Portugal).
 RICHAN, Mr.; s: BARKER, Mr.; NEFF, Mr. (Canada).
 SANCHEZ, Mr. (Libéria).
 SHA, Mr.; s: PAN, Mr. (Chine).
 SMITH Jr., Mr.; s: GLADE, Mr.; POTTER, Mr.; TARNOW, Mr. (Etats-Unis).
 SOW, M.; s: SECK, M. (Sénégal).
 SUZUKI, Mr.; s: TSUJINO, Mr.; TAKASAWA, Mr. (Japon).
 TABBANI, Mr.; s: REHMAN, Mr. (Pakistan).
 TSEMBEL, Mr. (Mongolie).
 VALDES SAENZ, Sr.; s: UNDURRAGA UNDURRAGA, Sr. (Chili).
 VON HOLTEN, Mr.; s: EKINGER, Ms.; FROSTLING, Mr.; HORNILUND, Mr.; LAURENT, Ms.;
 MYRDAL, Mr. (Suède).

Membres adjoints employeurs - Employers' deputy members - Miembros adjuntos empleadores:

ASSIH, M. (Togo).
 BANDA, Mr.; s: BWALYA, Mr. (Zambie).
 BARRENECHEA CALDERON, Sr.; s: AUBERT GARZON, Sr.; QUIROZ CASTRO, Sr. (Pérou).
 BLONDIAUX, M. (Centrafricaine, Rép.).
 DAMBE, Mr. (Botswana).
 GARACHE, Sr.; s: LEIVA, Sr. (Nicaragua).
 GEORGET, M. (Niger).
 JUNG, M.; s: SAUBER, M. (Luxembourg).
 KOTILO, Mr. (Lesotho).
 LERGES, M. (Congo).
 LOPEZ GUERRA, Sr.; s: FAJARDO, Sr. (Colombie).
 MALLIA MILANES, Mr.; s: SCICLUNA, Mr. (Malte).
 MATAR, Mr. (Emirats arabes unis).
 MEIRELLES, M.; s: D'ALMEIDA, M.; LINHARES, Mme (Brésil).
 MITOS, M.; s: ANALYTIS, M.; KYRIAKOPOULOS, M.; ANGHELOU, M.; HARAKAS, M.;
 TSOUMANI-SPENTZA, Mme; VAGIAS, M. (Grèce).
 MUJUMBU, M.; s: KIRAHUZI, M. (Burundi).
 NGAHA, M. (Cameroun).
 NHLEKO, Mr. (Swaziland).
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M. (Italie).
 TEODORESCU, M. (Roumanie).
 TONDOH DOKO, M. (Côte d'Ivoire).
 TOURE, M.; s: DIALLO, M. (Mali).
 UBEKU, Mr.; s: OKOGWU, Mr. (Nigéria).
 VASURATNA, Mr.; s: TANNARM, Mr. (Thaïlande).

Membres travailleurs - Workers' members - Miembros empleadores:

AHMED, Mr. (Pakistan).

BARKAN, Mr. (Israël).
BAUSCH, M. (Luxembourg).
BESSOU GNAKO, M. (Côte d'Ivoire).
CALAMATTA, Mr. (Malte).
CHANTAWONG, Mr. (Thaïlande).
CHIMPHANGA, Mr. (Malawi).
DEGHANI, Mr. (Iran, Rép. islamique).
DELIGIANNAKIS, M. (Grèce).
DEPREZ, M. (France).
ENNIS, Mr. (Jamaïque).
FERRARI, M. (Italie).
GAMOUDI, Mr. (Libyenne, Jamahiriya).
GOLDBERG, Mr. (Rép. dém. allemande).
GREVSKOTT, Ms. (Norvège).
HEEGAARD, Mr. (Danemark).
HOGAN, Mr. (Australie).
KALALA, M. (Zaïre).
LECHELT, Mr. (Allemagne, Rép. Féd.).
LOZI, M. (Syrienne, République).
MABUMO, M. (Mozambique).
MANSOUR, M. (Niger).
MORGAN, Mrs. (Royaume-Uni).
MORITO, Mr. (Japon).
OGUTU, Mr. (Kenya).
OSUNDE, Mr. (Nigéria).
PASSEY, Mr. (Inde).
PEDRINA, M. (Suisse).
PEREZ ORTEGA, Sr. (Espagne).
PETTERSSON, Mr. (Suède).
PUHIRASIGAMONEY, Mr. (Sri Lanka).
SAHRAOUI, M. (Tunisie).
SAN ROMAN ARRIAGA, Dr. (Mexique).
SILVA, M. (Brésil).
STHOLE, Mr. (Swaziland).
SOMMEREYNS, M. (Belgique).
SOROKIN, M. (URSS).
TALL, M. (Sénégal).
TITIMUR, Mr. (Papouasie-N. Guinée).
TORO CASTRO, Sr. (Chili).
TOROPAINEN, Mr. (Finlande).
TRUDEL, M. (Canada).
UZIEBLO, Mr. (Pologne).
VANEZOS, Mr. (Chypre).
WILDERS, Mr. (Pays-Bas).
WRIGHT, Mr. (Etats-Unis).
ZIMBA, Mr. (Zambie).
ZUNDER, Mr. (Suriname).

Membres adjoints travailleurs - Workers' deputy members - Miembros adjuntos trabajadores:

AHMED, Mr. (Pakistan).
ALIANGA, Mme (Gabon).
BARUT, Mr. (Turquie).
BRESSOUD, M. (Suisse).
CAILLAT, M. (France).
CARCOVA ALONSO, Sr. (Espagne).
CHAROENPHAO, Mr. (Thaïlande).
DOUCOURE, M. (Mali).
DRZEWUCKI, Mr. (Pologne).

EDSTROM, Mr. (Suède).
ETTY, Mr. (Pays-Bas).
GAAFAR, Mr. (Egypte).
GOPAL, Mr. (Inde).
HAN-ITTHINAN, Mr. (Thaïlande).
HILSTROM, Mr. (Danemark).
HOSSAIN, Mr. (Bangladesh).
ISSA, M. (Syrienne, République).
JOYCE, Mr. (Etats-Unis).
LAI, M. (Italie).
MERAL, Mr. (Turquie).
MOMANI, Mr. (Jordanie).
MORGADO, M. (Portugal).
MURUGU, Mr. (Kenya).
NALLY, Mr. (Libyenne, Jamahiriya).
PIZZAFERRI, M. (Luxembourg).
ROJAS ALFARO, Sr. (Chili).
SAETER, Mr. (Norvège).
SENEWIRATNA, Mr. (Sri Lanka).
SIBANDA, Mr. (Zimbabwe).
SINT, U (Birmanie).
SPITERI, Mr. (Malte).
STAMOU, M. (Grèce).
STOECKEL, Mr. (Rép. dém. allemande).
STUDER, M. (Suisse).
TELLIER, Mme. (France).
TSETSEGMAA, Mrs. (Mongolie).
VALENTIN SAAVEDRA, Sr. (Venezuela).
VERNEUIL, Mr. (Suriname).
WHYMAN, Mr. (Royaume-Uni).

Commission des résolutions
Resolutions Committee
Comisión de Resoluciones

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALGERIE	GHANA	PANAMA
ALLEMAGNE, REPUBLIQUE FEDERALE D'	GRECE	PAYS-BAS
ARABIE SAOUDITE	GUATEMALA	PHILIPPINES
AUSTRALIE	HONDURAS	PORTUGAL
AUTRICHE	HONGRIE	PEROU
BAHREIN	INDE	QATAR
BANGLADESH	INDONESIE	ROYAUME-UNI
BELGIQUE	IRAN, REP. ISLAMIQUE D'	REP. DEMOCRATIQUE ALLEMANDE
BIELORUSSIE, RSS DE	IRAQ	SOMALIE
BRESIL	IRLANDE	SOUDAN
BULGARIE	ISLANDE	SRI LANKA
BURUNDI	ISRAEL	SUEDE
COTE D'IVOIRE	ITALIE	SUISSE
CAMEROUN	JAPON	SURINAME
CANADA	JORDANIE	SYRIENNE, REPUBLIQUE ARABE
CHILI	KOWEIT	SENEGAL
CHINE	LIBAN	TCHAD
CUBA	LIBYENNE, JAMAHIRIYA ARABE	TCHECOSLOVAQUIE
DANEMARK	LUXEMBOURG	TUNISIE
DJIBOUTI	MALAISIE	TURQUIE
EGYPTE	MALITE	URSS
EMIRATS ARABES UNIS	MAROC	UKRAINE, RSS D'
EQUATEUR	MEXIQUE	URUGUAY
ESPAGNE	MONGOLIE	VENEZUELA
ETATS-UNIS	NICARAGUA	YUGOSLAVIE
ETHIOPIE	NIGER	YEMEN
FINLANDE	NIGERIA	YEMEN DEMOCRATIQUE
FRANCE	NORVEGE	ZAIRE
GABON	NOUVELLE-ZELANDE	ZIMBABWE
	PAKISTAN	

Membres adjoints - Deputy members - Miembros adjuntos:

BIRMANIE	JAMAIQUE	SIERRA LEONE
BOLIVIE	MAURITANIE	TANZANIE (REP.-UNIE DE)
COSTA RICA	POLOGNE	THAILANDE
HAITI	ROUMANIE	ZAMBIE

Membres employeurs - Employers' members - Miembros empleadores:

ABBAS, M.; s: BENMANSOUR, M. (Algérie).
AL KHEDHER, M.; s: MALAKANY, M. (Syrienne, République arabe).
AL-AHLASI, Mr. (Yémen).
AL-JASSEM, Mr.; s: AL-ASOUSI, Mr. (Koweït).
AL-NUAIMI, Mr. (Qatar).
ALI, Mr.; s: HUSSEIN, Mr. (Somalie).
ALKADER ABDULA, Mr. (Yémen démocratique).
ARBESSER-RASTBURG, Mr.; s: BRAUNER, Mr.; KELINER, Mr.; MAYR, Mr.; POSCH, Mr. (Autriche).
ARETS, M.; s: VAN HOLM, M.; SERNA, M.; STORM, Mme; MINNE, Mr. (Belgique).
BANDA, Mr. (Zambie).
BOULOUZ, M.; s: ABOU LAHCEN, M.; ARAQI, M. (Maroc).

s = suppléant; substitute; suplente.

CALVO GALINDO, Sr. (Bolivie).
 CARCOBA GARCIA, Sr.; s: DE REGIL, Mr.; CARVAJAL, Mr. (Mexique).
 DAHLAN, Mr. (Arabie saoudite).
 DHAR, Mr.; s: KIDWAI, Mr. (Inde).
 DUNNE, Mr.; s: McAULEY, Mr. (Irlande).
 DURLING C., Sr. (Panama).
 FAVELEVIC, Sr.; s: MANTILLA, Mr.; AZUBEL, Mr. (Argentine).
 FERRER DUFOLL, Sr.; s: LACASA ASO, Sr.; MORENO DUARTE, Sr.; PUEYO PEREZ, Sr.;
 GOMEZ ALBO, Sr. (Espagne).
 FRANCIS de los REYES, Sr.; s: NAVARRO CABRERA, Sr. (Cuba).
 GAIDAIENKO, M.; s: BABIERA, M.; YOUNOUSOV, M. (URSS).
 GARACHE, Mr. (Nicaragua).
 GARRIDO SOTO, Sr.; s: MONGIAT MONGIAT, Sr.; VERA, Sr. (Venezuela).
 GATTEGNO, Mr. (Israël).
 GAZARIN, Mr.; s: EL-HERRAWI, Mr.; ELGAMAL, Mr. (Egypte).
 GEORGET, M. (Niger).
 HABATBEH, Mr.; s: HUSSEINI, Mr. (Jordanie).
 HAK, Miss; s: DEKKERS, Mr. (Pays-Bas).
 HARYONO, Mr.; s: BOEDJOSASTRO, Mr.; RAMLAN, Mr.; SOEDARYANTO, Mr. (Indonésie).
 HERNANDEZ, Mr.; s: INOCENTES, Mr. (Philippines).
 HOFF, Mr.; s: WIUM, Mr.; HURLIN, Mr.; GLOMSTEIN, Mr.; VAGENG, Ms. (Norvège).
 HOOBAKHT, Mr.; s: NAGHSHINEH, Mr.; ZARGAR, Mr. (Iran, Rép. islamique).
 HUSSAIN, Mr. (Iraq).
 HYDER, Mr. (Bangladesh).
 JESSUP, Mr. (Nouvelle-Zélande).
 JILANI, M.; s: M'KAISSI, M. (Tunisie).
 JOHANSEN, Mrs.; s: ANDERSEN, Mr.; JEPSEN, Mr.; SPRINGBORG, Mr.; WARNER, Mr. (Danemark).
 KASSAR, M.; s: NASR, M.; SOUEID, M. (Liban).
 KWAIRY, Mr.; s: ELMUKHERBI, Mr.; EL GHOU, Mr. (Libyenne, Jamahiriya).
 LINDNER, Mr.; s: GRIMSMANN, Mr. (Allemagne, Rép. Féd.).
 MACKIE, Miss; s: CASTLE, Mr. (Royaume-Uni).
 MALLIA MILANES, Mr.; s: SCICLUNA, Mr. (Malte).
 MARX, Mr.; s: RUBEN, Mr. (Rép. dém. allemande).
 MATAR, Mr.; s: HREITZ, Mr. (Emirats arabes unis).
 METRELLES, M.; s: AMARAL, M.; LINHARES, Mme (Brésil).
 MELIN, Mr.; s: KOSKIMIES, Mr.; HUTTUNEN, Mr. (Finlande).
 MOHAMED ALI, Mr. (Mauritanie).
 NOAKES, Mr.; s: AMOS, Mr.; HARGRAVE, Mr.; SPICER, Mr.; WILLIAMS, Mr. (Australie).
 OECHSLIN, M.; s: PARCHET, Mme; TASSIN, M. (France).
 PINTO CARDOSO, M.; s: DA ROCHA NOVO, M.; PEREIRA FERNANDES, M.; RODRIGUES MACHADO, M.;
 SALGUEIRO, M. (Portugal).
 PIVARAL GUZMAN, Sr.; s: BOSCH GUTIERREZ, Sr. (Guatemala).
 REY, Mr. (Maurice).
 RICHAN, Mr.; s: COWELL, Mr. (Canada).
 RUBER, Sr.; s: VARELA TRAVERSO, Sr. (Uruguay).
 SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M.; CATTANEO, M. (Italie).
 SMITH Jr., Mr.; s: GLADE, Mr.; POTTER, Mr. (Etats-Unis).
 STEFANSDOTTIR, Mrs.; s: MAGNUSSON, Mr. (Islande).
 TABBANI, Mr.; s: REHMAN, Mr. (Pakistan).
 TSUJINO, Mr.; s: SUZUKI, Mr. (Japon).
 VALDES SAENZ, Sr.; s: PRIETO CONCHA, Sr. (Chili).
 VON HOLTEN, Mr.; s: EKINGER, Ms.; FROSTLING, Mr.; HORNLLUND, Mr.; LAURENT, Ms.;
 MYRDAL, Mr. (Suède).
 ZAIN AL-ABIDEEN, Mr. (Bahrein).

Membres adjoints employeurs - Employers' deputy members - Miembros adjuntos empleadores:

ATASAYAR, Mr.; s: ALTINBASAK, Mr.; ARSLAN, Mr. (Turquie).
 BARRENECHEA CALDERON, Sr.; s: ZEGARRA GARNICA, Sr. (Pérou).

BLONDIAUX, M. (Centrafricaine, Rép.).
 BOZHILOV, M.; s: SIMEONOV, M. (Bulgarie).
 DECOSTERD, M.; s: DUC, M.; DURR, M.; HOCHNER, Mme; SCHNYDER de WARTENSEE, M. (Suisse).
 DUFUY, Mr. (Haïti).
 KANYARWANDA, M. (Rwanda).
 LERGES, M. (Congo).
 LOPEZ GUERRA, Sr.; s: URIBE CORREA, Sr. (Colombie).
 MORRI, M.; s: VAGNINI, M.; CHEZZI, M.; TERENCE, M. (Saint-Marin).
 MUYUMBU, M.; s: KIRAHUZI, M. (Burundi).
 NOWAK, Mr. (Pologne).
 SANCHO, Mr. (Libéria).
 TOURE, M. (Mali).
 UBEKU, Mr.; s: DAMACHI, Mr.; OKOGWU, Mr. (Nigéria).

Membres travailleurs - Workers' members - Miembros empleadores:

ABDI, Mr. (Somalie).
 ABDOON, Mr. (Soudan).
 ABDULLA, Mr. (Bahrein).
 ABU KHORMAH, Mr. (Jordanie).
 ABUZEID, Mr. (Libyenne, Jamahiriya arabe).
 AL-HAJERI, Mr. (Qatar).
 AL-KOHLANI, Mr. (Yémen).
 ALVIZ FERNANDEZ, Sr. (Colombie).
 ANDREASSEN, Ms. (Norvège).
 ANDREEV, M. (Bulgarie).
 AWAB, M. (Maroc).
 BARGAS, M. (Brésil).
 BARRAGAN, Sr. (Equateur).
 BELAL, Mr. (Emirats arabes unis).
 BENGANA, M. (Algérie).
 BERAN, Mr. (Tchécoslovaquie).
 BOGUTYN, Mr. (Pologne).
 BONMATI PORTILLO, Sr. (Espagne).
 BOUSLAH, M. (Tunisie).
 BROWN YOUNG, Sr. (Costa Rica).
 BULGAK, Mr. (Biélorussie (RSS de)).
 CAL, M. (Italie).
 CHIARUZZI, M. (Saint-Marin).
 DELHOMENIE, M. (France).
 DOMINGUEZ MENDOZA, Sr. (Chili).
 EDSTROM, Mr. (Suède).
 ESCANDELL ROMERO, Sr. (Cuba).
 ESPONDA ZEBADUA, Sr. (Mexique).
 FANG, Mr. (Chine).
 FLYNN, Mr. (Irlande).
 FOULKES, Ms. (Nouvelle-Zélande).
 GANANCIO, M. (Mozambique).
 GAYETOT, M. (Belgique).
 GHARIB, Mr. (Iraq).
 GONZALEZ, Sr. (Honduras).
 GOPAL, Mr. (Inde).
 GRAY, Mr. (Etats-Unis).
 GUDMUNDSSON, Mr. (Islande).
 IBRAHIM, Mr. (Egypte).
 ISSA, M. (Syrienne, République arabe).
 JACKSON, Mr. (Canada).
 JOSATH, M. (Antigua-et-Barbuda).
 JUDAS, M. (Portugal).

KAIBARA, Mr. (Japon).
 KJAER, Mrs. (Danemark).
 KOMBO, M. (Zaire).
 KOVALEVSKI, Mr. (Ukraine, RSS d').
 LAMPRECHT, Mr. (Rép. dém. allemande).
 LUKOVIC, Mr. (Yougoslavie).
 MAINASSARA, M. (Niger).
 MANSFIELD, Mr. (Australie).
 MARAGOUDAKIS, M. (Grèce).
 MEMON, Mr. (Pakistan).
 MITTAEV, M. (URSS).
 MORTON, Mr. (Royaume-Uni).
 OBAME, M. (Gabon).
 OSMAN, M. (Djibouti).
 PASARIBU, Mr. (Indonésie).
 PIZZAFERRI, M. (Luxembourg).
 PRONK, Mr. (Pays-Bas).
 RADI, M. (Mauritanie).
 RAMIREZ SALAS, Sr. (Pérou).
 RIOS, Sr. (Venezuela).
 SA NOUDJINANG, M. (Tchad).
 SCHMID, M. (Suisse).
 SECK, M. (Sénégal).
 SELA, Mr. (Israël).
 SENEWIRATNA, Mr. (Sri Lanka).
 SINAN, Mr. (Arabie saoudite).
 TAPIOLA, Mr. (Finlande).
 TIMER, M. (Hongrie).
 TORREZ, M. (Nicaragua).
 TSETSEGMAA, Mrs. (Mongolie).
 WAGNER, Mr. (Allemagne, Rép. Féd.).
 WALCOTT, Sir (Barbade).
 WIRIU, Mr. (Ethiopie).
 ZAINAL RAMPAN, Mr. (Malaisie).

Membres adjoints travailleurs - Workers' deputy members - Miembros adjuntos trabajadores:

ABU SHAMA, Mr. (Soudan).
 AGUERO PEREZ, Sr. (Cuba).
 AHMED, Mr. (Pakistan).
 AL-NA'AMI, Mr. (Yémen).
 ALLINI, M. (Gabon).
 BAKER, Mr. (Etats-Unis).
 BARANYAI, Mme (Hongrie).
 BARKAN, Mr. (Israël).
 BEHAR, Mr. (Israël).
 BEN SEGHIR, M. (Maroc).
 BENAÏSSA, M. (Algérie).
 BERGKVIST, Mr. (Suède).
 BIONDI, Mme (Italie).
 BRUN, Mr. (Danemark).
 CABRERA, Sr. (Venezuela).
 CANO, M. (Nicaragua).
 CLARKE, Ms. (Royaume-Uni).
 CONTRERAS LOYOLA, Sr. (Chili).
 CORTIZO, M. (Brésil).
 DAHL, Mr. (Norvège).
 DINGLIS, Mr. (Chypre).
 DIPESA NGOMBA, M. (Zaire).

DUNET, M. (France).
 EID, Mr. (Egypte).
 ETTY, Mr. (Pays-Bas).
 FEIO VALE, Mme (Portugal).
 GAMAA, Mr. (Soudan).
 GAMOUDI, Mr. (Libyenne, Jamahiriya arabe).
 GIORGETTI, Mme (Italie).
 GOLDBERG, Mr. (Rép. dém. allemande).
 GONZALEZ ZAMORA, Sr. (Espagne).
 HATZISOKRATIS, M. (Grèce).
 HELIN, Mr. (Finlande).
 HILSTROM, Mr. (Danemark).
 IDRIS IBRAHIM, Mr. (Libyenne, Jamahiriya arabe).
 JRAD, M. (Tunisie).
 KACZYNSKI, Mr. (Pologne).
 KANAIEV, M. (URSS).
 KARBAY, Mrs. (Israël).
 KHALIL, Mr. (Egypte).
 KOJENKINE, Mr. (Ukraine, RSS d').
 KOLLIE, Mr. (Libéria).
 LIDAR, Mr. (Israël).
 LOZI, M. (Syrienne, République).
 MABUMO, M. (Mozambique).
 MARKOVA, Mme (Bulgarie).
 MAURIACA, M. (Saint-Marin).
 MOMANI, Mr. (Jordanie).
 MOSHIRIAN, Mr. (Iran, Rép. islamique).
 MOURGUES, M. (France).
 MUHR, Mr. (Allemagne, Rép. Féd.).
 NIASSE, M. (Sénégal).
 O'DONOVAN, Mrs. (Irlande).
 OSHIOMHOLE, Mr. (Nigéria).
 PASSEY, Mr. (Inde).
 PODOLINSKY, Mr. (Biélorussie (RSS de)).
 POTTIE, M. (Belgique).
 PUHIRASIGAMONEY, Mr. (Sri Lanka).
 SAAD, Mr. (Bahrein).
 SANCHEZ MADARIAGA, Sr. (Mexique).
 SCHWEITZER, M. (Luxembourg).
 SOEDARWO, Mr. (Indonésie).
 SUNDSTROM, Mr. (Suède).
 TCHINDE, M. (Togo).
 TEFERI, Mr. (Ethiopie).
 TIXIER, M. (France).
 TODOROVIC, Mrs. (Yougoslavie).
 TSVANGIRAYI, Mr. (Zimbabwe).
 VANNI, M. (Italie).
 WILLIAMS, Ms. (Nouvelle-Zélande).
 XU, Mr. (Chine).
 YAMADA, Mr. (Japon).
 YURGENS, M. (URSS).
 ZURITA, Sr. (Equateur).

RAPPORTS DE LA COMMISSION DE PROPOSITION

DEUXIEME RAPPORT

Composition de la Commission de l'apartheid

La Commission de proposition recommande à la Conférence que la Commission de l'apartheid soit composée comme suit : 20 membres gouvernementaux; 15 membres employeurs et 20 membres travailleurs. Une liste des membres figure en annexe.

Demande de représentation dans les commissions de la Conférence présentée par un mouvement de libération

La Commission de proposition recommande à la Conférence que la Palestine, qui, en tant que mouvement de libération, conformément à l'article 2, paragraphe 3 k), du Règlement de la Conférence, a été invitée à se faire représenter à la 76e session de la Conférence, soit invitée à se faire représenter à la Commission de l'apartheid et à la Commission des résolutions, conformément à l'article 56, paragraphe 10, du Règlement de la Conférence.

Changements dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la Commission, recommande à la Conférence d'approuver les changements suivants dans la composition des commissions:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

AFGHANISTAN
ANGOLA
ANTIGUA AND BARBUDA
GABON
MADAGASCAR
QATAR

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

delete/supprimer/suprimir

GABON

Employers' members
Membres employeurs
Miembros empleadores:

delete/supprimer/suprimir

Hernandez Rueda, Sr. (Rép. Dominicaine)

add/ajouter/añadir

Ciganik, Mr; s: Vitek, Mr
(Tchécoslovaquie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Amador Zamora, Sr. (Costa Rica)
Aragon Marin, Sr; Gonzales Pastora, Sr.
(Nicaragua)
Benjamin, Mr (Sierra Leone)
Gomes, M. (Angola)
Lufti, Sr. (Afghanistan)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Assali (Chad)
Mr. Dinglasan (Philippines)
Mr. Ismael Barrios (Guatemala)
Mr. Ruhigara (Rwanda)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. Assali (Tchad)

add/ajouter/añadir

Mr. Al-Otaibi (Kuwait)
Mr. Florea (Roumanie)

Observers
Observateurs
Observadores

add/ajouter/añadir

Saint-Siège

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

QATAR

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

add/ajouter/añadir

ANGOLA
QATAR

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Gomes, M.; s: Rodrigues, M. (Angola)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Lai (Italy)

add/ajouter/añadir

Mr. Dejon (Philippines)
Mr. Khalil (Egypt)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Gaafar (Egypt)
Mr. Lai (Italy)

Observers
Observateurs
Observadores

add/ajouter/añadir

Saint-Siège

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

QATAR

add/ajouter/añadir

ANGOLA
BELIZE

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

add/ajouter/añadir

QATAR

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Sanchez, Sr. as substitute for
Carcoba Garcia, Sr. (Mexico)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Gomes, M.; s: Daniel, M. (Angola)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Capa (Philippines)
Mr. Lebrun (Haiti)
Mr. Leutner (Austria)
Mr. Ntabanganyimana (Rwanda)
Mr. Ong, Ah Heng (Singapore)
Mr. Shahi (Nepal)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Brito (Netherlands)
Mr. Friehs (Austria)
Mr. Marican (Singapore)

Observers
Observateurs
Observadores

add/ajouter/añadir

Saint-Siège

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

ANGOLA
BELIZE

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Amador Zamora, Sr. (Costa Rica)
Gomes, M.; s: Coelho, M.;
Dias, M. (Angola)
Lufti, Mr. (Afghanistan)
Ranohisoa, M.; s: Rabemanantsoa, M.
(Madagascar)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Ahmed (Pakistan)

add/ajouter/añadir

Mr. Al-Kandary (Kuwait)
Mr. Klein (Austria)
Mr. Khadka (Nepal)
Mr. Seno (Philippines)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Cova (Netherlands)
Mr. Friehs (Austria)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

ANGOLA
SAINT-MARIN

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Amador Zamora, Sr. (Costa Rica)
Aragon Marin, Sr.;
s: Gonzales Pastora, Sr.
(Nicaragua)
Gomes, M.;
s: Rodrigues, M. (Angola)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Al-Otaibi (Kuwait)
Mr. Tan (Philippines)
Mr. Zay (Afghanistan)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Al-Kandary (Kuwait)
Mr. Florea (Roumanie)
Mr. Hamza (Iraq)

Observers
Observateurs
Observadores

add/ajouter/añadir

Saint-siège

Commission de l'apartheid
Committee on Apartheid
Comisión del Apartheid

Membres gouvernementaux - Government members - Miembros gubernamentales:

BANGLADESH	IRAN, REP. ISLAMIQUE D'	NORVEGE
CUBA	IRAQ	REP. DEMOCRATIQUE
EGYPTE	JAMAÏQUE	ALLEMANDE
ESPAGNE	LIBYENNE, JAMAHIRIYA ARABE	SENEGAL
ETATS-UNIS	MAURITANIE	SOMALIE
FRANCE	NICARAGUA	TANZANIE (REP.-UNIE DE)
INDE	NIGERIA	URSS

Membres employeurs - Employers' members - Miembros empleadores:

AL-JASSEM, Mr.; s: AL-ASOUSI, Mr. (Koweït)
BANDA, Mr.; s: KENANI, Mr.; BWALYA, Mr. (Zambie)
BOULOUZ, M.; s: ARAQI, M. (Maroc)
BOZHILOV, M.; s: SIMEONOV, M. (Bulgarie)
CHADZAMIRA, Mr.; s: CHANAIWA, Mr. (Zimbabwe)
DHAR, Mr.; s: TODI, Mr. (Inde)
GEORGET, M. (Niger)
HAK, Miss (Pays-Bas)
HERNANDEZ, Mr. (Philippines)
HOUBAKHT, Mr.; s: SHAMS, Mr.; BAHONAR, Mr.; DJAFARZADEH, Mr. (Iran, Rép. islamique)
KASSAR, M.; s: NASR, M.; BALBOUL, M. (Liban)
KONDITI, Mr.; s: SIMBA, Mr. (Kenya)
MACKIE, Miss; s: HEALY, Mr. (Royaume-Uni)
NOWAK, Mr.; s: CEBULA, Mr. (Pologne)
WORKENEH, Mr. (Ethiopie)

Membres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

AL KHEDHER, M.; s: MALAKANY, M. (Syrienne, République)
BARRENECHEA CALDERON, Sr.; s: AUBERT GARZON, Sr.; MONTORI ALFARO, Sr. (Pérou)
DAHLAN, Mr. (Arabie saoudite)
DUFUY, M. (Haïti)
FRANCIS de los REYES, Sr.; s: NAVARRO CABRERA, Sr. (Cuba)
GAZARIN, Mr.; s: EL-HERRAWI, Mr.; ELGAMAL, Mr. (Egypte)
HOFF, Mr.; s: VAGENG, M. (Norvège)
JILANI, M.; s: SAID, M. (Tunisie)
KOTELO, M. (Lesotho)
LERGES, M. (Congo)
LINDNER, Mr.; s: GRIMSMANN, Mr. (Allemagne, Rép. Féd.)
MOHAMED OULD SIDI, Mr. (Mauritanie)
MUSSANTIANE, M. (Mozambique)
MUJUMBU, M.; s: KIRAHUZI, M. (Burundi)
OECHSLIN, M.; s: PARCHET, Mme (France)
RICHAN, Mr. (Canada)
TABBANI, Mr.; s: REHMAN, Mr. (Pakistan)
TOURE, M. (Mali)

Membres travailleurs - Workers' members - Miembros trabajadores:

ABDI, Mr. (Somalie)
ANDREEV, M. (Bulgarie)

BENAÏSSA, M. (Algérie)
CHARLTON, Mr. (Etats-Unis)
KACHIMA, Mr. (Tanzanie, Rép.-Unie)
LUKOVIC, Mr. (Yougoslavie)
LUVUALU, M. (Angola)
MABUMO, M. (Mozambique)
MERCIER, M. (Canada)
STOECKEL, Mr. (Rép. dém. allemande)
TANAKA, Mr. (Japon)
TAPIOLA, Mr. (Finlande)
TEFERI, Mr. (Ethiopie)
TRUJILLO, Sr. (Venezuela)
TSVANGIRAYI, Mr. (Zimbabwe)
VITTORI, M. (Suisse)
WALCOTT, Sir (Barbade)
WHYMAN, Mr. (Royaume-Uni)
YANKEY, Mr. (Ghana)
YURGENS, M. (URSS)

Membres adjoints travailleurs - Deputy Workers' members - Miembros adjuntos trabajadores:

ABUZEID, Mr. (Libyenne, Jamahiriya)
BARRAGAN, Sr. (Equateur)
BENGANA, M. (Algérie)
BIONDI, Mme (Italie)
BRIESCH, M. (France)
DUNET, M. (France)
FLYNN, Mr. (Irlande)
FOULKES, Ms. (Nouvelle-Zélande)
ISSA, M. (Syrienne, République)
KOSTOPOULOS, M. (Grèce)
MORTON, Mr. (Royaume-Uni)
OSHIOMHOLE, Mr. (Nigéria)
PASSEY, Mr. (Inde)
PRENZAS, Mr. (Chypre)
SALIMIAN, Mr. (Iran, Rép. islamique)
SUNDARAM, Mr. (Sri Lanka)
TAJEDDINE, Mr. (Iran, Rép. islamique)
TCHINDE, M. (Togo)
TORRES, Mr. (Nicaragua)
VAN DER SCHAAF, Mr. (Pays-Bas)
XU, Mr. (Chine)

RAPPORTS DE LA COMMISSION DE PROPOSITION

TROISIEME RAPPORT

Demande de représentation dans une commission de la Conférence présentée par une organisation internationale non gouvernementale

La Commission de proposition recommande à la Conférence d'inviter l'Association internationale de la sécurité sociale à se faire représenter dans la Commission de l'utilisation des substances chimiques, conformément à l'article 56, paragraphe 9, du Règlement de la Conférence :

Changements dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les changements suivants dans la composition des commissions :

COMMITTEE ON THE APPLICATION OF STANDARDS COMMISSION DE L'APPLICATION DES NORMES COMISION DE APLICACION DE NORMAS

Government members

add/ajouter/añadir

Membres gouvernementaux

JAMAICA

Miembros gubernamentales

Employers' deputy members

add/ajouter/añadir

Membres employeurs adjoints

Asombang, Mr. (Namibie)

Miembros empleadores adjuntos

Workers' members

delete/supprimer/suprimir

Membres travailleurs

Mr. Perez Navarro (Chile)

Miembros trabajadores

add/ajouter/añadir

Mr. Medina Galvez (Chile)

Mr. Hamza (Iraq)

Workers' deputy members

add/ajouter/añadir

Membres travailleurs adjoints

Mr. Vieira Lopes (Angola)

Miembros trabajadores adjuntos

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

BELIZE

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

add/ajouter/añadir

JAMAICA

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

Blanco, Sr.; Fiore, Sr. comme
suppléants de Favelevic (Argentine)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Asombang, Mr. (Namibie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Chendoul (Tunisia)
Mr. Montano (Mexico)
Mr. Nailly (Libyan Arab Jamahiriya)
Mr. Niasse (Senegal)
Mr. Perez (Bolivia)
Mr. Silva (Brazil)

add/ajouter/añadir

Mr. Contreras Loyola (Chile)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Adam (Canada)
Mr. Chendoul (Tunisia)
Mr. Montano (Mexico)
Mr. Nailly (Libyan Arab Jamahiriya)
Mr. Perez (Bolivia)
Mr. Silva (Brazil)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

BELIZE

add/ajouter/añadir

JAMAICA

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Goncalves, M. comme suppléant de
Pinto Cardoso, M. (Portugal)

add/ajouter/añadir

Pereira Fernandes, Sr. comme
suppléant de Pinto Cardoso
(Portugal);

Ronay, Sr. comme suppléant de
Favelevic, Sr. (Argentine);
Rodié, M. comme suppléant de
Oechslin, M. (France)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Asombang, Mr. (Namibie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Abu Shama (Sudan)
Mrs. De Vits (Netherlands)
Mr. Hossain (Bangladesh)
Mr. Maddahi (Tunisia)
Mr. Ong, Ah Heng (Singapore)
Mr. Pedraza (Colombia)
Mr. Stephanou (Greece)
Mrs. Todorovic (Yugoslavia)

add/ajouter/añadir

Mr. Chendoul (Tunisia)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Abu Shama (Sudan)
Mrs. De Vits (Netherlands)
Mr. Hossain (Bangladesh)
Mr. Maddahi (Tunisia)
Mr. Ong, Ah Heng (Singapore)
Mr. Pedraza (Colombia)
Mr. Stephanou (Greece)
Mrs. Todorovic (Yugoslavia)
Mr. Vincente (Angola)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

ARGENTINE
JAMAICA

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Aboughe Obame, M. (Gabon)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Pedrina (Switzerland)
Mr. San Roman Arriga (Mexico)

add/ajouter/añadir

Mr. Bressoud (Switzerland)
Mr. Gomes Tavares (Portugal)
Mr. Vicente (Angola)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. Bressoud (Switzerland)

add/ajouter/añadir

Mr. Adam (Canada)
Mr. Pedrina (Switzerland)
Mr. Tarbah (Liberia)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

ARGENTINA
JAMAICA

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

add/ajouter/añadir

NAMIBIA

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Vieira Lopes (Angola)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Briesch (France)
Mr. Caillat (France)
Mr. Perez Navarro (Chile)

RAPPORTS DE LA COMMISSION DE PROPOSITION

QUATRIEME RAPPORT

Demandes de représentation à la Conférence et dans les commissions de la Conférence présentées par des organisations internationales non gouvernementales

La Commission de proposition recommande à la Conférence d'inviter la Fédération arabe des travailleurs du textile, la Fédération arabe des travailleurs de l'imprimerie et de l'information, la Confédération des employeurs des Caraïbes, l'Union internationale chrétienne des dirigeants d'entreprise, le Comité international de la Croix-Rouge et l'Organisation internationale pour l'élimination de toute forme de discrimination raciale à se faire représenter à la 76e session de la Conférence, conformément à l'article 2, paragraphe 3 j), du Règlement de la Conférence.

La Commission de proposition recommande aussi à la Conférence d'inviter les organisations suivantes à se faire représenter dans les commissions indiquées, conformément à l'article 56, paragraphe 9, du Règlement de la Conférence.

Commission de l'application des normes

Comité international de la Croix-Rouge

Commission de la Convention no 107

Union internationale chrétienne des dirigeants d'entreprise
Comité international de la Croix-Rouge
Organisation internationale pour l'élimination de toute forme de discrimination raciale

Commission du travail de nuit

Union internationale chrétienne des dirigeants d'entreprise
Comité international de la Croix-Rouge

Commission de l'utilisation des substances chimiques

Comité international de la Croix-Rouge

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions.

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

GUYANA

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Noakes, Mr.;s: Hargrave, Mr. (Australie)
Sancho, Mr. (Libéria)
Villalobos, Sr.; s: Garrido Soto, Sr.;
Mongiat Mongiat, Sr.; Vera, Sr. (Venezuela)

add/ajouter/añadir

Barker, Mr.; Bruchet, Mr.; Cowell, Mr.;
McVeigh, Mr.; Mastromatteo, Mr.; Neff, Mr.
comme suppléants de M. Richan (Canada)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Ben Lewis, Mr.; s: Neufville, Mr. (Libéria)
Berges, Sr.; s: Hernandez, Sr.; Nadal, Sr.
(République dominicaine)
Noakes, Mr.;s: Hargrave, Mr. (Australie)
Villalobos, Sr.; s: Garrido Soto, Sr.;
Mongiat Mongiat, Sr.; Vera, Sr. (Venezuela)
Ro Ryale, M. (Djibouti)
Williams, Mr. (Ghana)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Kollie (Libéria)
Mr. Mugalla (Kenya)

add/ajouter/añadir

Mr. Gray (Libéria)
Mr. Sagnon (Burkina Faso)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Kollie (Libéria)

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

Barker, Mr.; Cowell, Mr.; McVeigh, Mr.;
Mastromatteo, Mr.; Neff, Mr.; Watson, Mr.
comme suppléants de Richan, Mr. (Canada)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mankenda, M.; s: Mukadi, M. (Zaire)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Ms. Clarke (Royaume-Uni)
Mr. Khalil (Egypte)
Mr. Murry (Etats-Unis)

add/ajouter/añadir

Mr. Natt (Libéria)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. Ophir (Israël)

add/ajouter/añadir

Ms. Clarke (Royaume-Uni)
Mr. Khalil (Egypte)
Mr. Murry (Etats-Unis)
Mr. Shtevin (Israël)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Hoobakht, Mr.; s: Rohani Zadeh, Mr.;
Taha, Mr.; Zargar, Mr. (Iran, Rép.
Islamique)
Velez, Sr. (Equateur)

add/ajouter/añadir

Barker, Mr.; Bruchet, Mr.; Cowell, Mr.;
Neff, Mr.; Watson, Mr. comme suppléants
de Richan, Mr. (Canada)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Berges, Sr.; s: Hernandez, Sr.; Nadal, Sr.
(Rép. Dominicaine)
Hoobakht, Mr.; s: Rohani Zadeh, Mr.; Taha,
Mr.; Zargar, Mr. (Iran, Rép. Islamique)
Ide, M. comme suppléant de
Georget. M. (Niger)
Mankenda, M.; s: Mukada, M. (Zaïre)
Velez, Sr. (Equateur)
Williams, Mr.; s: Amonoo, Mr. (Ghana)
Yankana, Mr. (Guyana)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Capa (Philippines)
Mr. Kaczynski (Pologne)
Mr. Shahi (Népal)

add/ajouter/añadir

Mrs. De Vits (Pays-Bas)
Mr. Nunoo-Quaye (Ghana)
Mrs. Todorovic (Yougoslavie)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mrs. De Vits (Pays-Bas)
Mrs. Todorovic (Yougoslavie)

add/ajouter/añadir

Mr. Andrews (Guyana)
Mr. Capa (Philippines)
Mr. Kaczynski (Pologne)
Mr. Shahi (Népal)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Employers' members
Membres employeurs
Miembros empleadores:

delete/supprimer/suprimir

Kwairy, Mr.; s: Elmukherbi, Mr.; El Ghoul,
Mr. (Jamahiriya arabe libyenne)
Mussaniane, Mr. (Mozambique)
Sha, Mr.; s: Pan, Mr. (Chine)

add/ajouter/añadir

Bruchet, Mr.; Cowell, Mr.; McVeigh, Mr.;
Mastromatteo, Mr.; Watson, Mr. comme
suppléants de Richan, Mr. (Canada)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Berges, Sr.; s: Hernandez, Sr.; Nadel, Sr.
(Rép. Dominicaine)
Kwairy, Mr.; s: Elmukherbi, Mr.; El Ghoul,
Mr. (Jamahiriya arabe libyenne)
Mussaniane, Mr. (Mozambique)
Sha, Mr.; s: Pan, Mr. (Chine)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Manneh (Ghana)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Andrews (Guyana)
Mr. Khan (Inde)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

COSTA RICA
GUYANA

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

delete/supprimer/suprimir

COSTA RICA

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Husseini, Mr. comme suppléant de Habaibeh,
Mr. (Jordanie)

add/ajouter/añadir

Barker, Mr.; Bruchet, Mr.; McVeigh, Mr.;
Mastromatteo, Mr.; Neff, Mr.; Watson, Mr.
comme suppléants de Richan, Mr. (Canada)
Dajani, Mr. comme suppléant de Habaibeh
Mr. (Jordanie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mustafa, Mr. (Soudan)
Ro Ryale, M. (Djibouti)
Williams, Mr. (Ghana)
Yankana, Mr. (Ghana)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Fouda Sima (Cameroun)
Mr. Ondonda (Congo)
Mr. Mugalla (Kenya)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Aalto (Finlande)
Mr. Adam (Canada)
Mr. Avelino Sanchez Relaza (Pérou)

COMMITTEE ON APARTHEID
COMMISSION DE L'APARTHEID
COMISION DEL APARTHEID

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Barker, Mr.; Bruchet, Mr.; Cowell, Mr.;
McVeigh, Mr.; Mastromatteo, Mr.; Neff,
Mr.; Watson, Mr. comme suppléants de
Richan, Mr. (Canada)
Williams, Mr.; s: Amonoo, Mr. (Ghana)

RAPPORTS DE LA COMMISSION DE PROPOSITION

CINQUIEME RAPPORT

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions.

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

GUYANA

add/ajouter/añadir

BURKINA FASO
EL SALVADOR
GRENADA
GUINEE

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

add/ajouter/añadir

GUYANA

Employers' members
Membres employeurs
Miembros empleadores

Observer
Observateur
Observador

add/ajouter/añadir

Mr. Whang (République de Corée)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Singh (Inde)

add/ajouter/añadir

Mr. De Bourg (Grenade)
Mr. Khan (Inde)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Sr. Castaneda Sanchez (Panama)

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos add/ajouter/añadir

EL SALVADOR
GUINEE

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos add/ajouter/añadir

EL SALVADOR
GUINEE

Employers' members delete/supprimer/suprimir
Membres employeurs
Miembros empleadores M. Abbas; s: M. Bermansour (Algérie)

Employers' deputy members add/ajouter/añadir
Membres employeurs adjoints
Miembros empleadores adjuntos M. Abbas; s: M. Bermansour (Algérie)
Mr. Shams comme suppléant de Mr. Hoobakht
(Iran, Rép. Islamique)

Workers' members delete/supprimer/suprimir
Membres travailleurs
Miembros trabajadores Mr. Tsvangirayi (Zimbabwe)

Workers' deputy members delete/supprimer/suprimir
Membres travailleurs adjoints
Miembros trabajadores adjuntos Mr. Hossain (Bangladesh)
add/ajouter/añadir
Mr. Tsvangirayi (Zimbabwe)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

BURKINA FASO

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

add/ajouter/añadir

EL SALVADOR
GUINEE

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Sr. San Roman Arriaga (Mexique)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

GUYANA

add/ajouter/añadir

EL SALVADOR
GRENAD
MOZAMBIQUE
ZAMBIE

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos

add/ajouter/añadir

GUINEE
GUYANA

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Albayrak (Turquie)
Sr. Castaneda Sanchez (Panama)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Ms. Grevskott (Norvège)
Mr. Hossain (Bangladesh)

COMMITTEE ON APARTHEID
COMMISSION DE L'APARTHEID
COMISION DEL APARTHEID

Government deputy members
Membres gouvernementaux adjoints
Miembros gubernamentales adjuntos add/ajouter/añadir

NAMIBIE

Workers' deputy members add/ajouter/añadir
Membres travailleurs adjoints
Miembros trabajadores adjuntos Mr. Lloyd (Royaume-Uni)

RAPPORTS DE LA COMMISSION DE PROPOSITION

SIXIEME RAPPORT

Demandes de représentation à la Conférence et dans les commissions de la Conférence présentées par des organisations internationales non gouvernementales

La Commission de proposition recommande à la Conférence d'inviter la Fédération arabe des travailleurs du bois et des matériaux de construction et la Communauté internationale bahá'ie à se faire représenter à la 76e session de la Conférence, conformément à l'article 2, paragraphe 3 j), du Règlement de la Conférence.

La Commission de proposition recommande aussi à la Conférence d'inviter le Centre international pour les droits syndicaux, qui a déjà été invité à la Conférence, à se faire représenter dans la Commission de l'apartheid, conformément à l'article 56, paragraphe 9, du Règlement de la Conférence.

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions:

COMMITTEE ON THE APPLICATION OF STANDARDS COMMISSION DE L'APPLICATION DES NORMES COMISION DE APLICACION DE NORMAS

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. Banda; s: Mr. Kenani (Zambie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Banda; s: Mr. Kenani (Zambie)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Sr. Figuera (Venezuela)
Miss Pitts (Belize)

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. Caillat (France)
Mr. Natt (Libéria)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. Caillat (France)
Mr. Natt (Libéria)
Miss Pitts (Belize)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. Aboughe Obame; s: M. Tchoua (Gabon)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Sr. Calleja (Mexique)
M. Doucoure (Mali)

add/ajouter/añadir

Mr. Capa (Philippines)
Miss Pitts (Belize)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. Capa (Philippines)

add/ajouter/añadir

Sr. Calleja (Mexique)
M. Doucoure (Mali)
Mr. Halonen (Norvège)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Employers' members
Membres employeurs
Miembros empleadores:

delete/supprimer/suprimir

Mr. Hoobakht; s: Mr. Shams, Mr. Zarger
(Iran, République islamique)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Hoobakht; s: Mr. Shams, Mr. Zarger
(Iran, République islamique)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Al-Kandary (Koweït)
Mr. Ennis (Jamaïque)
Mr. Khadka (Népal)
Mr. Lozi (République arabe syrienne)
Mr. Mabumo (Mozambique)
M. Sahraoui (Tunisie)
M. Sommereyns (Belgique)
M. Tall (Sénégal)
Mr. Uzieblo (Pologne)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Al-Kandary (Koweït)
Mr. Ennis (Jamaïque)
Mr. Khadka (Népal)
Mr. Lozi (République arabe syrienne)
Mr. Mabumo (Mozambique)
Miss Pitts (Belize)
M. Sahraoui (Tunisie)
M. Sommereyns (Belgique)
M. Tall (Sénégal)
Mr. Uzieblo (Pologne)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

MOZAMBIQUE

add/ajouter/añadir

COLOMBIE

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Hosseinzadeh (Iran, République
islamique)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Miss Pitts (Belize)

RAPPORTS DE LA COMMISSION DE PROPOSITION

SEPTIEME RAPPORT

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions.

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Employers' members
Membres employeurs
Miembros empleadores:

delete/supprimer/suprimir

Mr. Gazarin; s: Mr. Elgamal (Egypte)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Gazarin; s: Mr. Elgamal (Egypte)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Oshiomhole (Nigeria)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Svenningsen (Danemark)

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Balderamos (Belize)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Gunawardene (Sri Lanka)
Sr. Valderrama (Colombie)
M. Wagner (Luxembourg)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Gunawardene (Sri Lanka)
Mr. Sonpon (Libéria)
Sr. Valderrama (Colombie)
M. Wagner (Luxembourg)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

M. Hachemi (Algérie)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. Att (Algérie)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Employers' members
Membres employeurs
Miembros empleadores:

delete/supprimer/suprimir

Mr. Sancho (Libéria)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Sancho (Libéria)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. Bausch (Luxembourg)

add/ajouter/añadir

Mr. Kazmi (Pakistan)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. Bausch (Luxembourg)
Mr. Eisenbach (Allemagne,
République fédérale)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Employers' members
Membres employeurs
Miembros empleadores:

delete/supprimer/suprimir

Mr. Noakes; s: Mr. Amos,
Mr. Hargrave, Mr. Spicer,
Mr. Williams (Australie)
Sr. Valdes Saenz; s: Sr. Prieto
Concha (Chili)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Lufti (Afghanistan)
Mr. Noakes; s: Mr. Amos,
Mr. Hargrave, Mr. Spicer,
Mr. Williams (Australie)
Sr. Valdes Saenz; s: Sr. Prieto
Concha (Chili)
M. Sow; s: M. Seck (Sénégal)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Albayrak (Turquie)
Mr. Bengana (Algérie)

add/ajouter/añadir

M. Djeffal (Algérie)
Mr. Oshiomhole (Nigeria)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

M. Benaissa (Algérie)

add/ajouter/añadir

M. Att (Algérie)
Mr. Charlton (Etats-Unis)

RAPPORTS DE LA COMMISSION DE PROPOSITION

HUITIEME RAPPORT

Demande de représentation dans une commission de la Conférence présentée par une organisation internationale non gouvernementale.

La Commission de proposition voudra sans doute recommander à la Conférence d'inviter la Fédération internationale des syndicats de travailleurs de la chimie, de l'énergie et des industries diverses à se faire représenter dans la Commission de l'utilisation des substances chimiques, conformément à l'article 56, paragraphe 9, du Règlement de la Conférence.

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions:

COMMITTEE ON THE APPLICATION OF STANDARDS COMMISSION DE L'APPLICATION DES NORMES COMISION DE APLICACION DE NORMAS

Workers' members

Membres travailleurs

Miembros trabajadores

delete/supprimer/suprimir

M. Ben Seghir (Maroc)

add/ajouter/añadir

M. Leckomba (Congo)

Workers' deputy members

Membres travailleurs adjoints

Miembros trabajadores adjuntos

add/ajouter/añadir

M. Ben Seghir (Maroc)

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. Ide, comme suppléant de M. Georget
(Niger)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Sr. Rozas (Pérou)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mme Sasso-Mazzufferi; s:
M. Gambaruto, M. Conforti,
Mme Perrotti (Italie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mme Sasso-Mazzufferi; s:
M. Gambaruto, M. Conforti,
Mme Perrotti (Italie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. Chendoul (Tunisie)
M. Kangabet (République centrafricaine)
M. Lebrun (Haïti)
M. Ntabanganyimana (Rwanda)
Mr. Perera (Sri Lanka)
Sr. Petit (Venezuela)
Mr. Prentzas (Chypre)
M. Ranaivojaona (Madagascar)

add/ajouter/añadir

Sr. Lopes (Cap-Vert)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. Chendoul (Tunisie)
M. Kangabet (République centrafricaine)
M. Lebrun (Haïti)
M. Ntabanganyimana (Rwanda)
Mr. Perera (Sri Lanka)
Sr. Petit (Venezuela)
Mr. Prentzas (Chypre)
M. Ranaivojaona (Madagascar)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Miss Hak; s: Mr. Dekkers, Ms. Van Dun,
Mr. Wensveen (Pays-Bas)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Miss Hak; s: Mr. Dekkers, Ms. Van Dun,
Mr. Wensveen (Pays-Bas)
M. Ide, comme suppléant de M. Georget
(Niger)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Sr. Gomes Tavares (Portugal)

add/ajouter/añadir

Sr. Morgado (Portugal)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Sr. Morgado (Portugal)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. Abbas; s: M. Benmansour (Algérie)
Sr. Calvo Galindo (Bolivie)
Mr. Dunne; s: Mr. McAuley (Irlande)
Sr. Durling (Panama)
Miss Hak; s: Mr. Dekkers (Pays-Bas)
Mr. Hyder (Bangladesh)
M. Mohamed Ali (Mauritanie)
Sr. Pivaral Guzman; s: Sr. Bosch
Gutierrez (Guatemala)
M. Rey (Maurice)
Mrs. Stefansdottir; s: Mr. Magnusson
(Islande)

add/ajouter/añadir

M. Ide comme suppléant de M. Georget
(Niger)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. Abbas; s: M. Benmansour (Algérie)
Sr. Calvo Galindo (Bolivie)
Mr. Dunne; s: Mr. McAuley (Irlande)
Sr. Durling (Panama)
Miss Hak; s: Mr. Dekkers (Pays-Bas)
Mr. Hyder (Bangladesh)
M. Mohamed Ali (Mauritanie)
Sr. Pivaral Guzman; s: Sr. Bosch
Gutierrez (Guatemala)
M. Rey (Maurice)
Mrs. Stefansdottir; s: Mr. Magnusson
(Islande)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. Awab (Maroc)

add/ajouter/añadir

M. Ben Seghir (Maroc)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

M. Ben Seghir (Maroc)

add/ajouter/añadir

Mr. Stoeckel (République démocratique
allemande)

COMMITTEE ON APARTHEID
COMMISSION DE L'APARTHEID
COMISION DEL APARTHEID

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

M. Ide comme suppléant de M. Georget
(Niger)

RAPPORTS DE LA COMMISSION DE PROPOSITION

NEUVIEME RAPPORT

Demande de représentation à la Conférence présentée par la Communauté internationale bahá'ie

A sa cinquième séance tenue le mercredi 14 juin 1989, la Commission de proposition avait à son ordre du jour, parmi d'autres questions, une demande de représentation à la 76e session (1989) de la Conférence internationale du Travail présentée par une organisation internationale non gouvernementale, la Communauté internationale bahá'ie. Le document soumis à la commission sur cette question indiquait que cette organisation présentait une telle demande pour la première fois et donnait, à l'usage des membres de la commission et conformément à la pratique habituelle, un résumé des informations émanant de la Communauté internationale bahá'ie sur ses objectifs et sa structure.

Sur cette base la Commission de proposition a recommandé, sans débat, à la Conférence que la Communauté internationale bahá'ie soit invitée à être représentée à la 76ème session de la Conférence internationale du Travail conformément à l'article 2, paragraphe 3j), du Règlement de la Conférence.

A la seizième séance de la Conférence, le jeudi 15 juin 1989, le Président de la Commission de proposition a présenté le sixième rapport de la Commission de proposition (CRP 4E) comportant, entre autres, cette recommandation. Au cours du débat qui suivit cette présentation plusieurs orateurs ont demandé que la demande présentée par la Communauté internationale bahá'ie soit rejetée. Le Président du groupe des travailleurs a demandé à ce que, dans la perspective d'un vote, une information plus substantielle sur la Communauté internationale bahá'ie soit fournie à la Conférence; parlant au nom de son groupe, il a par ailleurs demandé qu'au cas où l'on procéderait à un vote sur cette question le vote ait lieu au scrutin secret en application des dispositions de l'article 19 du Règlement de la Conférence. Compte tenu de l'ensemble des interventions faites dans le débat sur le sixième rapport de la Commission de proposition, le Président de la Conférence a proposé que cette question soit renvoyée à la Commission de proposition pour un plus ample examen, le reste du sixième rapport de la Commission étant adopté. Il en a été ainsi décidé.

A sa sixième séance, la commission a examiné, sur la base du document CP/D.9, la situation qui a découlé de la décision prise par le Président de la Conférence de renvoyer à nouveau cette question à la commission.

Au cours de la discussion, des doutes ont été exprimés quant à la pertinence d'un nouvel examen par la commission d'une recommandation qu'elle a déjà adoptée. Dans le même temps, des opinions divergentes ont également été exprimées sur l'opportunité d'accepter la demande présentée par l'organisation en question.

A sa septième séance la commission a été saisie du projet de point appelant une décision suivant proposé par le Président avec l'accord des autres membres du bureau:

"La Commission de proposition voudra sans doute décider:

- "a) en conformité avec la déclaration faite par le Président de la Conférence, à la suite de la discussion du sixième rapport de la Commission de proposition, d'annexer au prochain rapport qu'elle soumettra à la Conférence, les informations qui figurent dans l'annexe au document CP/D.9;
- b) d'inviter la Conférence à se prononcer le mercredi 21 juin, à 15 heures, sur la recommandation de la commission relative à l'organisation en question qui figure dans son sixième rapport (Compte rendu provisoire n° 4E)".

Dans la discussion qui a suivi plusieurs orateurs y compris les représentants des gouvernements de la Chine et de l'Inde, ont fait observer que les informations fournies par la Communauté internationale bahá'ie contenaient des erreurs sur la désignation des pays et territoires mentionnés, ce qui a été reconnu par le Président. D'autres orateurs ont estimé que ces informations comportaient des inexactitudes sur la nature de cette organisation. A cet égard il a été regretté que les informations fournies à la commission et figurant dans le document, ne proviennent que d'une seule source, et des réserves ont été exprimées sur ce point.

Plusieurs membres de la commission, en particulier les représentants des gouvernements du Koweït et de la République islamique d'Iran ont également estimé que les objectifs de la Communauté internationale baha'ie étaient sans rapport avec ceux de l'Organisation internationale du Travail et que, pour cette raison, il n'y avait pas lieu de l'inviter à être représentée à la Conférence.

Un certain nombre de membres de la commission, notamment le membre travailleur du Soudan et les membres gouvernemental et employeur du Koweït ont estimé qu'il incombait à la Commission elle-même de se prononcer clairement sur la question de l'invitation de cette organisation sans la renvoyer à la Conférence.

Le membre gouvernemental de la Jamahiriya arabe libyenne a alors proposé les amendements suivants au projet de point pour décision proposé par le Président afin de tenir compte des diverses objections opposées par certains membres de la commission: ajouter à la fin de l'alinéa a) : " ... et dont la validité a été contestée par de nombreuses délégations"; et modifier le libellé de l'alinéa b) comme suit: "A la lumière des objections opposées par diverses délégations à la demande de la Communauté internationale bahá'ie, d'inviter la Conférence à se prononcer le mercredi 21 juin, à 15 heures, sur cette demande".

Le représentant des Etats-Unis a estimé, à cet égard, que l'on devrait s'en tenir à la recommandation initiale de la commission.

Le représentant du gouvernement de la République islamique d'Iran a estimé qu'il pourrait être nuisible de prendre une décision sur cette question à cette session de la Conférence.

Il a été rappelé que le Président du groupe des travailleurs de la Conférence avait annoncé que, au cas où l'on procéderait à un vote sur la question, celui-ci devrait avoir lieu au scrutin secret en application de l'article 19, paragraphe 11, du Règlement de la Conférence.

La commission a alors adopté les amendements suivants proposés par le représentant du gouvernement de la Jamahiriya arabe libyenne:

La Commission de proposition décide:

- a) en conformité avec la déclaration faite par le Président de la Conférence, à la suite de la discussion du sixième rapport de la Commission de proposition, d'annexer au prochain rapport qu'elle soumettra à la Conférence, les informations fournies par la Communauté internationale bahá'ie, dont la validité a été contestée par de nombreuses délégations;
- b) Compte tenu des objections opposées par diverses délégations à la demande de la Communauté internationale bahá'ie, d'inviter la Conférence à se prononcer le mercredi 21 juin, à 15 heures, sur cette demande.

Demande de représentation à la Conférence présentée par une organisation internationale non gouvernementale.

La Commission de proposition recommande à la Conférence d'inviter l'Union syndicale européenne de la fonction publique locale et régionale à se faire représenter à la 76e session de la Conférence, conformément à l'article 2, paragraphe 3 j), du Règlement de la Conférence.

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

delete/supprimer/suprimir

M. Arets; s: M. Van Holm,
Mme Storm, M. Minne (Belgique)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Sr. Agüero Pérez (Cuba)
Mr. Behar (Israël)
Mr. Giardi (Saint-Marin)
Mr. Hatsuoka (Japon)
M. Karambe (Mali)
Sr. Reyes (Bolivie)

add/ajouter/añadir

Mr. Hagio (Japon)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. Hagio (Japon)

add/ajouter/añadir

Mr. Abdoon (Soudan)
Sr. Agüero Pérez (Cuba)
Mr. Behar (Israël)
Mr. Hatsuoka (Japon)
M. Karambe (Mali)
Sr. Reyes (Bolivie)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Employers' members
Membres employeurs
Miembros empleadores:

delete/supprimer/suprimir

M. Assih (Togo)
Mr. Chadzamira; s: Mr. Kuipa
Zimbabwe)
Miss Mackie; s: Mr. Leech
(Royaume-Uni)

add/ajouter/añadir

Mme Sasso-Mazzufferi; s:
M. Gambaruto, M. Conforti,
M. Palmaroli, Mme Perrotti
(Italie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

delete/supprimer/suprimir

Mme Sasso-Mazzufferi; s:
M. Gambaruto, M. Conforti,
M. Palmaroli, Mme Perrotti
(Italie)

add/ajouter/añadir

M. Assih (Togo)
Mr. Chadzamira; s: Mr. Kuipa
Zimbabwe)
Miss Mackie; s: Mr. Leech
(Royaume-Uni)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. Arendt (Luxembourg)
M. Hachemi (Algérie)
Mr. Leutner (Autriche)
Sr. Lopes (Cap-Vert)
Miss Pitts (Belize)
Ms. Williams (Nouvelle-Zélande)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. Arendt (Luxembourg)
M. Hachemi (Algérie)
Mr. Leutner (Autriche)
Sr. Lopes (Cap-Vert)
Miss Pitts (Belize)
Ms. Williams (Nouvelle-Zélande)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. Gazarin; s: Mr. Elgamal,
Mr. Osman (Egypte)
Mr. Tabbani; s: Mr. Rehman (Pakistan)

add/ajouter/añadir

Miss Hak; s: Mr. Dekkers, Ms. Van
Dun, Mr. Wensveen (Pays-Bas)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

delete/supprimer/suprimir

Miss Hak; s: Mr. Dekkers, Ms. Van
Dun, Mr. Wensveen (Pays-Bas)

add/ajouter/añadir

Mr. Gazarin: s: Mr. Elgamal,
Mr. Osman (Egypte)
Mr. Tabbani: s: Mr. Rehman (Pakistan)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Chantawong (Thaïlande)
Mr. Dehghani (Iran, République
islamique)
Mr. Gamoudi (Jamahiriya arabe
libyenne)
Mr. Sithole (Swaziland)

add/ajouter/añadir

Mr. Caven (Jamaïque)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Chantawong (Thaïlande)
Mr. Dehghani (Iran, République
islamique)
Mr. Gamoudi (Jamahiriya arabe
libyenne)
Mr. Sithole (Swaziland)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Employers' members
Membres employeurs
Miembros empleadores:

delete/supprimer/suprimir

M. Meirelles; s: M. Amaral,
Mme Linhares (Brésil)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. Meirelles; s: M. Amaral,
Mme Linhares (Brésil)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. Pizzafferri (Luxembourg)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Sr. Delpino (Venezuela)

ANNEXE

Le texte d'information suivant a été remis, en anglais, au Secrétariat de la Conférence par le bureau, à Genève, de la Communauté internationale bahá'ie le 16 juin 1989.

Baha'i International Community

Communauté internationale bahá'ie - Comunidad Internacional Bahá'i

Secrétaire général: Ronald Bates
Baha'i World Centre. PO Box 155, 31001 Haifa.
Israel.
Tel. (972 4) 672 433. Telex 46626.

Office of Public information (Bureau d'information)
Directeur général: Douglas Martin, même adresse.

Administrateur général: Mme Wilma M. Ellis, même adresse.

Représentant auprès de l'ONU: M. Victor de Araujo
866 United Nations Plaza, Suite No 120,
New York NY 10017, USA
Tel. (212) 486 0560
Cable BAHAINTOOM NEW YORK
Telex 666363.

Bureau européen: Wytze Bos
15, route des Morillons
1218 Grand-Saconnex/Genève

Fondée en 1844. Cette organisation réunit des adeptes de la foi bahá'ie, religion mondiale indépendante fondée en Perse (aujourd'hui, République islamique d'Iran) par Mirza Husayn-'Ali (1817-1892), connu sous le nom de Báha'u'llah, la Gloire de Dieu. La foi Bahá'ie est intimement liée à la foi Babi, fondée en 1844 par Mirza'Ali-Muhammad (1819-1850) connu sous le nom de Báb qui a annoncé l'imminent avènement du prophète (Messager de Dieu), prédit par toutes les religions du monde; en 1863, Baha'u'llah a déclaré être le prophète annoncé. Après avoir été banni à plusieurs reprises, il est arrivé en Terre Sainte où il est décédé. Il a désigné son fils aîné Abdul'l-Baha (1844-1921), pour lui succéder à la tête de la Communauté Bahá'ie et pour interpréter les Ecrits Baha'i. Abdu'l-Baha a désigné, à son tour, l'aîné de ses petits fils, Shoghi Effendi (1896-1957), pour lui succéder comme Gardien de la Cause et comme interprète autorisé des enseignements baha'i.

Buts. A travers les enseignements de la religion Baha'ie, l'organisation vise à promouvoir l'unité de la race humaine, en éliminant les préjugés fondés sur la race, la classe et la religion; à proclamer l'unité de la religion et l'unicité de Dieu; à prôner la recherche indépendante de la vérité, l'harmonie de la science et de la religion, l'éducation universelle obligatoire, l'égalité entre les hommes et les femmes, une juste solution des problèmes économiques, une langue auxiliaire internationale, un tribunal universel et l'union des nations.

Structure. L'organisation est gérée par une "Universal House of Justice" - Maison universelle de justice, composée de neuf membres. La "Maison" est établie au Centre mondial baha'i, "Baha'i World Centre" et est élue tous les cinq ans selon une procédure fixée dans les écrits de Baha'u'llah. Elle compte également des assemblées spirituelles nationales et locales, élues annuellement. Personnel: il est composé de 350 personnes travaillant au Centre mondial. Financement: l'organisation est financée par les seules contributions volontaires de ses membres inscrits.

Statut consultatif. ECOSOC; FISE. L'organisation entretient des relations de travail avec l'OMS. Elle coopère avec la FAO; le PNUD; et le PNUE. Relations ONG: l'organisation est membre de la Conférence des organisations non gouvernementales ayant le statut consultatif auprès du Conseil économique et social des Nations Unies, du Centre de liaison pour l'environnement CLE, du Conseil international HABITAT, du Comité d'organisations non gouvernementales auprès du FISE, et du Comité spécial des ONG internationales pour les droits de l'homme.

Activités. Rassemblement, classification et publication de textes sacrés baha'i; entretien des sanctuaires baha'i et des lieux saints au Centre mondial baha'i; dotations internationales. Mise en oeuvre de programmes mondiaux pour l'expansion et le développement des communautés baha'ie en vue d'améliorer la qualité de la vie par le renforcement spirituel et moral, y compris par le recours aux grands moyens d'information, à des conférences, des instituts et des écoles baha'ie. L'organisation se préoccupe des questions ayant trait aux droits de l'homme, au développement économique et social, à la condition de la femme, à l'environnement, aux établissements humains, à l'alimentation mondiale, à la science et à la technologie, à la démographie, à la prévention de la délinquance, à la toxicomanie, aux jeunes, aux enfants, à la famille, à la paix et au désarmement. Les relations entre la Communauté internationale baha'ie et l'Organisation des Nations Unies remontent à 1948. Une nouvelle Maison de culte, destinée au sous-continent indien, a été consacrée le 24 décembre 1986. Evénements annuels: Journée mondiale de l'unité des races, Journée mondiale de la paix, Journée mondiale des religions. De nombreuses conférences internationales, nationales et locales sont organisées chaque année. Il existe 25 sociétés d'édition baha'ie dans les pays ou territoires suivants: Allemagne, Rép. féd. d', Argentine, Australie, Belgique, Brésil, Corée, Rép. de, Côte d'Ivoire, Espagne, Etats-Unis, Fidji, Inde, Italie, Japon, Kenya, Liban, Malaisie, Nigéria, Norvège, Ouganda, Pays-Bas, Pakistan, Philippines, Royaume-Uni, Suède, Taiwan (Chine).

Evénements: Baha'i international Convention (Convention internationale baha'ie) Haïfa (Israël) 1988. Baha'i World Congress (Congrès mondial baha'i) New York NY 1992. Publications: Baha'i News (mensuel); Opini Baha'i (trimestriel); La pensée baha'ie (trimestriel); The Baha'i World (parution à intervalles irréguliers). Ecrits de Baha'u'llah, le Bab, Abdu'l-Baha, Shoghi Effendi, dans plus de 700 langues et dialectes différents; publications pour enfants.

Membres: particuliers représentant plus de 2000 groupes ethniques, de toutes classes, professions, catégories sociales et économiques, résidant dans plus de 118 000 centres dans 166 pays indépendants et 48 territoires dépendants. Il existe des assemblées spirituelles nationales (conseils d'administration nationaux ou régionaux des communautés baha'ie) dans 149 pays ou territoires:

Afrique: Afrique du Sud, Bénin, Bophuthatswana, Botswana, Burkina Faso, Burundi, Cameroun, Cap-Vert, République centrafricaine, Ciskei, Côte d'Ivoire, Ethiopie, Gabon, Gambie, Ghana, Guinée, Guinée équatoriale, Kenya, Lesotho, Libéria, Madagascar, Malawi, Mali, Maroc, Maurice, Mauritanie, Mozambique, Namibie, Nigéria, Ouganda, Réunion, Rwanda, Sénégal, Seychelles, Sierra Leone, Soudan, Swaziland, République-Unie de Tanzanie, Tchad, Togo, Transkei, Tunisie, Zambie, Zimbabwe. Amériques: Antilles françaises, Alaska, Argentine, Bahamas, Barbade, Belize, Bermudes, Bolivie, Brésil, Canada, Chili, Colombie, Costa Rica, Cuba, République dominicaine, Dominique, El Salvador, Equateur, Etats-Unis, Grenade, Guadeloupe, Guatemala, Guyana, Guyane française, Haïti, Honduras, Jamaïque, Iles sous le Vent, Martinique, Mexique, Nicaragua, Panama, Paraguay, Pérou, Porto Rico, Sainte-Lucie, Saint-Vincent-et-Grenadines, Suriname, Trinité-et-Tobago, Uruguay, Venezuela, Iles Vierges britanniques. Asie: Andaman et Nicobar, Bahreïn, Bangladesh, Birmanie, République de Corée, Emirats arabes Unis, Hong-kong, Inde, Japon, Jordanie, Koweït, Rép. dém. pop. lao, Liban, Malaisie, Népal, Oman, Pakistan, Péninsule arabique, Philippines, Qatar, Sikkim, Singapour, Sri Lanka, Thaïlande, Yémen du nord, Taiwan, Chine. Australasie: Australie, Iles Carolines occidentales, Iles Carolines, Iles Cook, Fidji, Hawaï, Kirabati, Iles Marshall, Nouvelle-Calédonie et Iles Loyauté, Nouvelle-Zélande, Iles Mariannes septentrionales, Papouasie-Nouvelle-Guinée, Samoa, Iles Salomon, Tonga, Tuvalu, Vanuatu. Europe: Allemagne, Féd. Rép. d', Autriche, Belgique, Iles Canaries, Chypre, Danemark, Espagne, Finlande, France, Grèce, Irlande, Islande, Italie, Luxembourg, Norvège, Pays-Bas, Portugal, Royaume-Uni, Suède, Suisse, Turquie.

[Informations tirées du "Yearbook of International Organizations 1988-89) (Annuaire des organisations internationales), dactylographiées et mises à jour par le Bureau de la Communauté internationale bahá'ie, auprès des Nations Unies à Genève, mars 1989].

RAPPORTS DE LA COMMISSION DE PROPOSITION

DIXIEME RAPPORT

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions.

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

<u>Employers' members</u>	<u>delete/supprimer/suprimir</u>
<u>Membres employeurs</u>	
<u>Miembros empleadores</u>	Mr. Williams (Barbade)

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

<u>Workers' members</u>	<u>delete/supprimer/suprimir</u>
<u>Membres travailleurs</u>	
<u>Miembros trabajadores</u>	Sr. Trujillo (Venezuela)

<u>Workers' deputy members</u>	
<u>Membres travailleurs adjoints</u>	
<u>Miembros trabajadores adjuntos</u>	<u>add/ajouter/añadir</u>
	Sr. Trujillo (Venezuela)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

<u>Employers' members</u>	<u>delete/supprimer/suprimir</u>
<u>Membres employeurs</u>	
<u>Miembros empleadores</u>	Mr. Mokzhani Abdul Rahim; s: Mr. Mohamed Zain (Malaisie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Mokzhani Abdul Rahim;
s: Mr. Mohamed Zain (Malaisie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Williams (Jamaïque)

add/ajouter/añadir

Ms. Williams (Nouvelle Zélande)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Ms. Williams (Nouvelle Zélande)

add/ajouter/añadir

Mr. Williams (Jamaïque)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. Kalala (Zaire)
Mr. Kazmi (Pakistan)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. Kalala (Zaire)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Vieira Lopes (Angola)

RAPPORTS DE LA COMMISSION DE PROPOSITION

ONZIEME RAPPORT

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions.

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Sr. Montes (Honduras)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Zainal Rampak (Malaisie)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. Arbesser-Rastburg; s: Mr. Brauner,
Mr. Kellner, Mr. Mayr, Mr. Posch
(Autriche)
M. Arets; s: M. Van Holm, Mme Storm,
M. Minne (Belgique)
Ms. Binta (Ouganda)
Sr. Carcoba Garcia; s: Sr. De Regil
Gomez, Sr. Ortega (Mexique)
Mr. Cats; s: Mr. De Vries (Suriname)
Mr. Dambe (Botswana)
Mr. Dhar; s: Mr. Kannan (Inde)
Mr. Duruba (Papouasie-Nouvelle Guinée)
Miss Hak; s: Mr. Dekkers, Ms. Van Dun,
Mr. Wensveen (Pays-Bas)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

(cont.)

Employers' members (cont.)
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir (cont.)

Mr. Jessup; s: Mr. Sutcliffe (Nouvelle-Zélande)
Mr. Kotelo (Lesotho)
Mr. Masangano; s: Mr. Nyalani (Malawi)
M. Ngaha (Cameroun)
Mr. Richan; s: Mr. Barker, Mr. Bruchet, Mr. Cowell, Mr. Mastromatteo, Mr. McVeigh, Mr. Neff, Mr. Watson (Canada)
Mr. Robinson (Jamaïque)
Mr. Smith Jr.; s: Mr. Glade, Mr. Dillon, Mr. Potter (Etats-Unis)
M. Toure (Mali)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Arbesser-Rastburg; s: Mr. Brauner, Mr. Kellner, Mr. Mayr, Mr. Posch (Autriche)
M. Arets; s: M. Van Holm, Mme Storm, M. Minne (Belgique)
Ms. Binta (Ouganda)
Sr. Carcoba Garcia; s: Sr. De Regil Gomez, Sr. Ortega (Mexique)
Mr. Cats; s: Mr. De Vries (Suriname)
Mr. Dambe (Botswana)
Mr. Dhar; s: Mr. Kannan (Inde)
Mr. Duruba (Papouasie-Nouvelle Guinée)
Miss Hak; s: Mr. Dekkers, Ms. Van Dun, Mr. Wensveen (Pays-Bas)
Mr. Jessup; s: Mr. Sutcliffe (Nouvelle-Zélande)
Mr. Kotelo (Lesotho)
Mr. Masangano; s: Mr. Nyalani (Malawi)
M. Ngaha (Cameroun)
Mr. Richan; s: Mr. Barker, Mr. Bruchet, Mr. Cowell, Mr. Mastromatteo, Mr. McVeigh, Mr. Neff, Mr. Watson (Canada)
Mr. Robinson (Jamaïque)
Mr. Smith Jr.; s: Mr. Glade, Mr. Dillon, Mr. Potter (Etats-Unis)
M. Toure (Mali)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Hogan (Australie)
Mr. Mansfield (Australie)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Ms. Grevskott (Norvège)
Mr. Heegaard (Danemark)
Mr. Klein (Autriche)
Mr. Pettersson (Suède)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Ms. Grevskott (Norvège)
Mr. Heegaard (Danemark)
Mr. Klein (Autriche)
Mr. Pettersson (Suède)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mrs. Tsetsegmaa (Mongolie)
Mr. Zainal Rampak (Malaisie)

add/ajouter/añadir

Mr. Tsagaan (Mongolie)

RAPPORTS DE LA COMMISSION DE PROPOSITION

DOUZIEME RAPPORT

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions.

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

Miss Mackie; s: Mr. Leech (Royaume-Uni)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

delete/supprimer/suprimir

Miss Mackie; s: Mr. Leech (Royaume-Uni)

add/ajouter/añadir

Sr. Amad Diaz, comme suppléant de
Sr. Carcoba Garcia (Mexique)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mrs. Giorgetti (Italie)
Mr. Miller (Etats-Unis)
Ms. Palanko-Laaka (Finlande)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mrs. Giorgetti (Italie)
Mr. Miller (Etats-Unis)
Ms. Palanko-Laaka (Finlande)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. Mansour (Niger)
Mr. Titimur (Papouasie-Nouvelle-Guinée)
Mr. Vanezos (Chypre)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. Mansour (Niger)
Mr. Titimur (Papouasie-Nouvelle-Guinée)
Mr. Vanezos (Chypre)

RAPPORTS DE LA COMMISSION DE PROPOSITION

TREIZIEME RAPPORT

Modifications dans la composition des commissions

Le bureau de la Commission de proposition, au nom de la commission, recommande à la Conférence d'approuver les modifications suivantes dans la composition des commissions.

COMMITTEE ON CONVENTION No. 107
COMMISSION DE LA CONVENTION No. 107
COMISION DEL CONVENIO NUM. 107

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. Arets; s: M. Serna (Belgique)
Mr. Dhar; s: Mr. Pande (Inde)
Sr. Favelevic; s: Sr. Blanco,
Sr. Fiore (Argentine)
Mr. Nowak, (Pologne)
Mr. Richan; s: Mr. Barker, Mr. Bruchet,
Mr. Cowell, Mr. Mastromatteo,
Mr. McVeigh, Mr. Neff, Mr. Watson
(Canada)
Mr. Suzuki; s: Mr. Tsujino (Japon)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. Arets; s: M. Serna (Belgique)
Mr. Dhar; s: Mr. Pande (Inde)
Sr. Favelevic; s: Sr. Blanco,
Sr. Fiore (Argentine)
Mr. Nowak, (Pologne)
Mr. Richan; s: Mr. Barker, Mr. Bruchet,
Mr. Cowell, Mr. Mastromatteo,
Mr. McVeigh, Mr. Neff, Mr. Watson
(Canada)
Mr. Suzuki; s: Mr. Tsujino (Japon)

COMMITTEE ON NIGHT WORK
COMMISSION DU TRAVAIL DE NUIT
COMISION DEL TRABAJO NOCTURNO

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. Hernandez; s: Mr. Alabanza
(Philippines)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. Hernandez; s: Mr. Alabanza
(Philippines)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mme De Vits (Belgique)
Sr. Frades Pernas (Espagne)
M. Pascre (France)
Mrs. Todorovic (Yougoslavie)

add/ajouter/añadir

M. Tixier (France)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

M. Tixier (France)

add/ajouter/añadir

Mme De Vits (Belgique)
Sr. Frades Pernas (Espagne)
M. Karabinas (Grèce)
M. Pascre (France)
Mrs. Todorovic (Yougoslavie)

COMMITTEE ON THE USE OF CHEMICALS
COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES
COMISION DE LA UTILIZACION DE SUSTANCIAS QUIMICAS

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. Sithole (Swaziland)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. Sithole (Swaziland)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Sr. Esponda Zebadua (Mexique)

add/ajouter/añadir

Sr. Sanchez Madariaga (Mexique)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Sr. Sanchez Madariaga (Mexique)

add/ajouter/añadir

Sr. Esponda Zebadua (Mexique)



Provisional Record

Seventy-sixth Session, Geneva, 1989

First sitting

Wednesday, 7 June 1989, 10.15 a.m.

*Presidents: Mr. Mensah, Chairman of the Governing Body of the International Labour Office,
and Mr. Nkomo*

OPENING OF THE SESSION

Interpretation from French: Mr. MENSAH (*Chairman of the Governing Body of the International Labour Office*) – On this solemn occasion which has brought us together for the opening of the 76th Session of the International Labour Conference, I should first of all like in my capacity as Chairman of the Governing Body of the International Labour Office, to wish a very warm welcome to all the tripartite delegations present in this room of the Palais des Nations which represent States Members of the International Labour Organisation, observers, international governmental and non-governmental organisations, and all those who, in one way or another, will undoubtedly contribute to the success of this international meeting.

I should also like to welcome the representatives of the Republic and Canton of Geneva who receive us here every year and also the representatives of the Swiss Confederation. Finally, I should like to welcome the members of the press, television and radio who give a skilful account of the work of this Organisation to the outside world, in particular to the world of labour.

I cannot declare open this session of the Conference without welcoming first of all our new Director-General, Mr. Michel Hansenne, who is present here at the rostrum and who was brilliantly elected by the Governing Body at its 242nd Session on 13 February 1989. Mr Hansenne is not a newcomer as far as many of you are concerned. In his capacity as Belgian Minister of Labour from 1981 to 1988, he has already on several occasions addressed the Conference in a dynamic and well-informed manner. I am convinced that, like his predecessor, Mr. Francis Blanchard, he will ensure that the ILO does not fail in its vocation as a champion of social policy, to paraphrase his own words, and I am sure he will stamp the activities of our Organisation with his characteristic enthusiasm and rigour. I wish him every success in his post and should like to assure him, on your behalf and with your permission, of our support and extend to him a very warm welcome.

Like its predecessors, this session of the Conference has to accomplish a considerable amount of work. Its importance will be emphasised by the visit tomorrow from the distinguished Head of State of our host country, the President of the Swiss Confederation, Mr. Jean-Pascal Delamuraz. We are awaiting his address with impatience. At the same time, we shall be celebrating the 70th anniversary of the foundation of this Organisation, which shall give us an opportunity to review the work that has been ac-

complished and, I hope, to look to the future with confidence in the value and the vitality of our institution.

Knowing its problems, its working methods and its achievements, I am convinced more than ever of the Organisation's capacity and potential for constructive action in coping with problems which are becoming ever more acute in the world of labour. The work that has been accomplished since its foundation deserves to be recorded in the annals of history, but what we hope to achieve in the future is also rich in promise, providing that we are all capable of using the opportunities afforded us by our Organisation with discernment and efficiency.

In conformity with usual practice, at the plenary sessions, you will have to examine the Director-General's Report concerning the ILO's activities in 1988 as well as the Report of the Governing Body which I shall have the honour of presenting to you tomorrow.

Part I of the Director-General's Report this year is entitled *Recovery and employment*. Drawing on the conclusions of the High-Level Meeting on Employment and Structural Adjustment, held in November 1987, it outlines an approach to international economic problems which is likely to provide for an effective implementation of structural adjustment, a resumption of growth and a greater degree of social justice.

Emphasising the fundamental link which exists between economic and social matters and their complementarity, it advocates various measures which would lead to a correction of present imbalances and to the promotion of an employment generating process. In fact – and I quote – “the main lesson learnt during this decade is that without growth it is very difficult to tackle social problems”. The priority task is therefore to re-establish our capacity for growth, but this growth must combat poverty and must also lead to employment. This may appear as self-evident, but experience has also shown us that growth does not automatically guarantee the attainment of social objectives. Therefore, today, we have to find the means to overcome the serious imbalances which exist in the world economy while guaranteeing more dynamic and equitable growth. It is becoming more and more clear that in order to take up this real challenge, the creation of employment must be a priority objective in any development and adjustment policy. This objective has tended to be lost from sight over the last few years. The Director-General's Report invites us once again to emphasise the social and human purposes of any economic policy.

If the ILO stresses the need for economic development, it does not do so to overreach its mandate, but

because of the repercussions which this growth has, from the human point of view, on workers' rights, protection, well-being and remuneration, and because it takes into account the great importance of the efforts made and the role played by human beings in this growth.

The ILO, just like other international organisations which deal with economic and social development, has an important role to play in the elaboration of the International Development Strategy for the Fourth United Nations Development Decade. Everyone agrees that one of this Strategy's important objectives is to mitigate poverty, which is hard to envisage without the stimulation of employment. Many signs lead us to believe that we should contribute to putting the human being back at the centre of development.

While we do not have any special responsibility in economic and financial matters, it is nevertheless clear that as a tripartite Organisation we must continue to focus our attention on the fundamental problems which humanity is facing if we are to develop the world economy and the community of man.

The other reports which the Director-General has submitted to you for your examination also bear witness to this same concern with placing the human being at the centre of all ILO activities, namely the report on the situation of the workers of the occupied Arab territories and the Special Report of the Director-General on the application of the Declaration concerning action against Apartheid in South Africa and Namibia. Whatever our political and ideological convictions may be, I am confident that we all share an abhorrence of racial discrimination; above all when it takes extreme forms. Every form of progress, however limited it is, which we may achieve through dialogue to bring about better understanding amongst peoples, will contribute to eroding the wall of incomprehension and hatred which makes man his own enemy.

I would also like to draw to your attention the fact that this year, on your agenda, you have three questions which are to lead to the preparation of international instruments.

The first, that is the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), aims at promoting the full achievement of the social, economic and cultural rights of those peoples, who constitute the largest disadvantaged group in the world (roughly 300 million people), helping them to preserve their cultural identity and to live according to their own traditions and ways of life. This is a crucial issue in vast areas of the world and I have no doubt that we shall strive successfully, with wisdom and compassion, to give these men and these women the means to live better and above all to live in dignity.

The question of night work, as well as that of safety in the use of chemical substances at work, will also give rise to an important discussion; I am firmly convinced that the instruments, which are due to be adopted next year as a result of these deliberations, will considerably contribute to the improvement of the working conditions of the workers they set out to protect.

However, and I would like to remind you of this, standards only have value to the extent that they are truly implemented and applied by the countries which ratified them. The Committee on the Applica-

tion of Standards, which will examine cases brought to its attention, will try once again this year not to set itself up as a tribunal but to help States to have a better understanding of the implications of ratification of standards, which are voluntarily accepted, and to assist them to apply these instruments more effectively.

As in other years you have also received a certain number of draft resolutions which deal with major topical problems. How can I fail to mention that certain important activities of the ILO originated in resolutions adopted by the Conference. Two of them spring immediately to mind; the Programme of Action for Africa and the High-Level Meeting on Employment and Structural Adjustment. This bears witness to the fact that the work of the Resolutions Committee can enrich the Organisation's programme if its work concentrates on the major social problems which fall within our mandate.

Finally, the Conference will also be called upon to examine the draft programme and budget for the 1990-91 biennium, which constitutes the cornerstone of the future activities of our Organisation. It will be called upon to take a final decision on the proposal that the member States' contributions to the budget will be in Swiss francs in the future, the currency in which most of the expenditure of the Organisation takes place. The draft which has been submitted to you was adopted after a very thorough debate and unanimously, which is a very rare occurrence and augers well for the future of this Organisation. It was adopted at the 242nd Session of the Governing Body which I had the honour to chair. I would like to invite you to devote the greatest possible attention to this document and to adopt it with the same degree of unanimity.

The task before you is therefore complex and three weeks will not be too long a period in which to conclude this work.

Before closing, I should like to remind you about an important event which took place last year; as an African, it gives me particular pleasure to mention it. I am speaking of the Seventh African Regional Conference, held in Harare in Zimbabwe from 29 November to 7 December 1988. This Conference, which brought together many representatives of governments, employers and workers from African countries, made it possible for the Organisation to deal seriously with the fundamental problems of economic and social development in Africa, focusing its attention on certain major problems such as women's work, rural and urban training and co-operatives. These discussions placed great emphasis on the need to deal with these problems in a co-ordinated manner. They also stressed the need for the African countries themselves – but also for the ILO – to mobilise the continent's immense human potential in order to tackle constructively and decisively the enormous economic and social problems prevailing in Africa.

Time is pressing; I should therefore like to invite you to commence our work without further delay.

My colleagues from the Governing Body join with me in wishing you every success in achieving fruitful results at this international meeting.

It is with these words of good wishes and encouragement that, in my capacity as Chairman of the Governing Body of the International Labour Office,

I declare solemnly open the 76th Session of the International Labour Conference.

ELECTION OF THE PRESIDENT

Interpretation from French: Mr. MENSAH (*Chairman of the Governing Body of the International Labour Office*) – Following this introductory speech we will now proceed to the next item on our agenda – the election of the President of the Conference.

For this purpose I would like to ask whether there are any nominations?

I call on Mr. Karikurubu, Minister of Labour and Vocational Training, Burundi.

Mr. KARIKURUBU (*Minister of Labour and Vocational Training, Burundi*) – The Burundian delegation has the honour and the privilege to propose on behalf of the African group the candidature of the Honourable John L. Nkomo, Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, as the President of the Conference.

Here is the curriculum vitae of the Honourable Minister of Labour, Manpower Planning and Social Welfare of the Republic of Zimbabwe.

He was born on 22 August 1934. He has a diploma in teaching and another diploma in finance. He is a life-long trade unionist in the textile industry and a leader of the teachers' union. During the liberation struggle he was a member of the African National Congress. He was also member of the Central Committee of PF/ZAPU from 1963 till today and he was a restricted person for three-and-a-half years. During the independence talks of his country, Zimbabwe, he was a delegate to the Geneva Southern Rhodesia constitutional talks in 1976. He was also delegate to the Malta constitutional talks in 1977. He participated in the Lancaster House independence talks in 1977 which led to independence elections in 1980. Following independence, he was first elected to Parliament in 1980. He was then appointed Minister of Industry and Technology in 1981. In 1984 he became a backbencher and in 1985 he was re-elected to Parliament. He played a crucial role in the unity agreement between the two major parties, PF/ZAPU and ZANU. In 1987 he was appointed Minister of Labour, Manpower Planning and Social Welfare, and in 1988 he was elected chairman of the Seventh African Regional Conference of the ILO.

Mr. KGABO (*Minister of Labour and Home Affairs, Botswana*) – It is a great privilege for me to second the nomination of the Honourable John Nkomo, Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, to the presidency of the 76th Session of the International Labour Conference. We could not have hoped for a better candidate to guide the discussions of this Conference.

The Honourable John Nkomo has behind him wide knowledge and experience to enable him to guide this Conference. A teacher by profession, learned in the field of finance, a trade unionist, a liberator of his own country, Zimbabwe, and now a politician and a cabinet minister, Mr. Nkomo has on many occasions lead Zimbabwe's delegations to various international conferences; and his recent presidency of two ILO conferences, namely the Tripartite

Conference on Action against Apartheid, held in May 1988, and the Seventh African Regional Conference, held in November-December 1988, both in Harare, speak volumes of his capabilities. On the basis of the above, I, in my capacity as Chairman of the Southern African Labour Commission (SALC), have no doubt that the Honourable John Nkomo will diligently lead the proceedings of this Conference, and I personally wish him success.

Interpretation from French: Mr. OECHSLIN (*Employers' delegate, France*) – On behalf of all the Employers' delegates that I have consulted, I can confidently say that it is my great pleasure to support the candidature of Mr. John Nkomo, Minister of Labour, Manpower Planning and Social Welfare of the Republic of Zimbabwe, as President of the 76th Session of the International Labour Conference.

I will not dwell on Mr. Nkomo's role in his country's independence movement nor his parliamentary and ministerial career since 1980. I would prefer simply to bear witness to what I myself have seen. Having personally had the privilege of participating in the Seventh African Regional Conference in Harare, chaired by Mr. Nkomo, I can tell you of his talent, his impartiality and his dedication. Having furthermore briefly visited his country, I can also bear witness to the social concern of its leaders and the consideration shown to employers' and workers' organisations. The Employers therefore have no hesitation in supporting the proposal by our colleagues, the representatives of Burundi and Botswana, on behalf of the African governments.

Interpretation from German: Mr. MUHR (*Workers' delegate, Federal Republic of Germany*) – The Workers' Group was extremely pleased to learn of the African region's proposal that Mr. John Nkomo, Minister for Labour, Manpower Planning and Social Welfare of Zimbabwe, should be elected as President of the International Labour Conference this year. Not only have our African friends known Mr. Nkomo for many years and admired his activities in his own country, many of us have also seen him here at the International Labour Office on many occasions and witnessed his activities in Africa. It was my pleasure and honour, under his chairmanship, to lead the Workers' Group at the Tripartite Conference on Action against Apartheid in Harare in May last year and I was able to appreciate his human and political qualities at that time. One of his qualities, which also marked him out for the presidency of this Conference, was his ability to smooth things over when necessary – and this I am sure will be an invaluable asset for this Conference.

We would be pleased to work under Mr. Nkomo's presidency of this Conference and promise him the full support of the Workers' Group in his responsible activity. I am sure that under his leadership this session of the Conference will be a success.

Mr. RODGER (*Minister of Labour, New Zealand*) – On behalf of the Asian governments I support the nomination for President of Mr. Nkomo, Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe. Mr. Nkomo is very well qualified for this position. He has experience of the trade union movement, of industry and of government, and of course he is already well-known by the dele-

gates here who have had the pleasure of working with him at recent ILO Conferences. I had the honour of nominating Mr. Nkomo to preside over the British Commonwealth Labour Ministers Conference. He undertook that task with dignity and great effectiveness. I am sure that he would do the same here for this much larger Conference. The Asian governments group has no hesitation in warmly supporting his nomination.

Interpretation from Spanish: Mr. LAZO (Government delegate, Chile) – On behalf of the governments of the Americas' group, it is for me a great honour to express our support for the candidature of the distinguished Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, Mr. Nkomo, to the presidency of the 76th Session of the International Labour Conference.

The qualities of Mr. Nkomo and his experience in trade union, parliamentary and governmental posts, and also his international career, particularly within our Organisation, are the best guarantees that under his presidency we will be able to achieve the considerable goals that we have set for ourselves. We wish his administration the best possible success and Mr. Nkomo may be assured that the Americas' group will lend him its very loyal co-operation.

Interpretation from Russian: Mr. VAJNAR (Government delegate, Czechoslovakia) – On behalf of the governments of the socialist countries of Eastern Europe, I have the honour to support the proposal put forward by the African countries that we should elect to the presidency of this Session of the International Labour Conference the Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, Mr. Nkomo.

I am sure it is not necessary for me to repeat what we know about all the important humanitarian qualities of Mr. Nkomo because they have already been described in detail by previous speakers.

We very much appreciate his competence with regard to labour and social matters and his very rich experience acquired in his parliamentary activities and at international meetings.

Mr. Nkomo is someone we also know from his active participation in the International Labour Organisation's activities. Under his chairmanship, there was a successful end to the ILO's Tripartite Conference on Action against Apartheid and Seventh African Regional Conference.

We are sure that his experience, his qualifications and his devotion to the ILO are sufficient guarantee of the fact that under the presidency of Mr. Nkomo this present session of the International Labour Conference will be successful and will achieve specific and positive results.

We would like to assure Mr. Nkomo that we will support him in his very responsible post. He will be able to count fully on the support and co-operation of the group of countries for whom I am speaking now.

Mr. HEWITT (Government adviser, United Kingdom) – On behalf of the governments of Western Europe, I am pleased to support the nomination as President of this Conference of Mr. Nkomo, the Honourable Minister of Labour, Manpower Planning and Social Welfare of the Republic of Zimbabwe. Mr. Nkomo has a long and distinguished record in the

development of Zimbabwe, most notably his contribution to the Lancaster House negotiations in London which led directly to Zimbabwe's independence, and more recently as Minister of Labour of Zimbabwe. Mr. Nkomo is a politician whose name is well known, not only throughout Africa, but more widely around the world. He also has a special place within the Commonwealth, serving this year as Chairman of Commonwealth Labour Ministers. There is no doubt about his qualities. I am sure he will bring to the proceedings of this Conference the same dignity, sagacity and concern for the interests of all groups and participants which he displayed in his good chairmanship of the ILO's Seventh African Regional Conference in Harare last year. We wish him well in his guidance of the Conference and I guarantee him the support of the governments of Western Europe in that task.

Mr. CHIHANA (representative of Southern African Trade Union Co-ordination Council) – Perhaps I should not have spoken because my leader, Gerd Muhr, has already spoken, but I want you to take it as an innovation that I should add the voice of the southern African workers to that of Mr. Muhr.

I am adding my voice, and more importantly, the voice of the Southern African Trade Union Co-ordination Council to the felicitations already expressed in happily and heartily congratulating the Honourable John Nkomo, Minister of Labour, Manpower Planning and Social Welfare of the Republic of Zimbabwe, on his very deserved candidature for the presidency of this 76th Session of the International Labour Conference.

In SATUCC we do not take Mr. Nkomo's election for granted. We strongly believe that the Honourable Nkomo deserves to be elected to this high office and we do not even intend to embarrass him when I say that in SATUCC we consider Mr. Nkomo as an African and a high priest of tripartism, the very foundation and character of the International Labour Organisation. In pursuit of his beliefs and commitment to the work of the ILO, the Honourable John Nkomo, to whom the workers in southern Africa are deeply indebted, was extremely instrumental in changing the character of the Southern African Labour Commission from an exclusively governmental organisation of labour ministers to a fully tripartite one, and perhaps the only subregion to be tripartite. Our gratitude is therefore no platitude or pleasantry but a deep appreciation of the minister's commitment to the work of the ILO. Indeed, no candidate, and of course no president can any more ably exemplify the very character of the ILO than the Honourable Nkomo. We therefore wholly support his candidature.

Interpretation from Arabic: Mr. MOUBARAK (Minister of Labour and Social Affairs, Iraq) – I have the honour and privilege, on my own behalf and on behalf of the Arab group as a whole, governments, workers and trade unions, to second the candidature of Mr. J.L. Nkomo, Minister of Labour in Zimbabwe, to hold the office of President of the 76th Session of the International Labour Conference; this is a very important session, during which we will be celebrating the 70th anniversary of the ILO.

The Arab group seconds this candidature because it is confident of the experience of Mr. Nkomo, who

has proved himself on more than one important occasion under the auspices of the ILO, including the chairmanship of the Tripartite Conference on Action against Apartheid, as well as the presidency of the Seventh African Regional Conference. All these are proof that he will be most able to steer our deliberations. We second his candidature also because he is a son of the sister nation of Zimbabwe, which is currently chairing the non-aligned movement in its steadfast struggle against the apartheid regime and which was a paragon for peoples struggling for freedom and independence. Mr. Nkomo is a son of Africa, the continent which we love and respect.

I do not want to be lengthy, I would like simply to stress that the unanimous support of the Arab group is a translation of the sentiments of love and respect we hold for his country and a sign of our respect for his own competence and experience.

Interpretation from French: Mr. MENSAH (Chairman of the Governing Body of the International Labour Office) - I observe that Mr. John Nkomo is the only candidate who has been proposed and you have all heard the support that his candidature has been given. May I take it that Mr. John Nkomo has been elected as President of this Conference?

Your applause I think has clearly shown that Mr. John Nkomo has been elected. I would like to congratulate him most warmly and I would like to ask the Head of Protocol of the ILO to be kind enough to accompany Mr. John Nkomo to the President's chair.

(Mr. Nkomo, Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, is elected President and takes the chair.)

PRESIDENTIAL ADDRESS

The PRESIDENT - The Under-Secretary General of the United Nations and Director-General of the United Nations Office in Geneva, the Chairman of the Governing Body of the International Labour Office, the Secretary-General of the International Labour Conference, Your Excellencies, distinguished delegates, ladies and gentlemen:

I wish to express my profound gratitude for being elected to the esteemed office of President of the 76th Session of the International Labour Conference. It is in fact a great honour which you have bestowed, not only upon me but also upon the Government and the people of Zimbabwe. I am sure you are fully acquainted with the great importance that Zimbabwe, as current Chairman of the Movement of Non-Aligned Countries, attaches to the laudable activities of the International Labour Organisation. It is my humble belief, then, that this collective strength will be a source of inspiration to me during the coming three weeks.

Allow me to voice my pleasure at the trust and confidence shown in me by all the different geographical regions, as well as by the Workers' and Employers' Groups. I should also like to express my thanks for the kind remarks made by Mr. Karikuru, Minister of Labour and Vocational Training of Burundi, who proposed my nomination; Mr. Kgabo, Minister of Labour and Home Affairs of Botswana; Mr. Oechslin, spokesman of the Employers' Group;

Mr. Muhr, spokesman of the Workers' Group; Mr. Rodger, Minister of Labour of New Zealand, on behalf of the Asian group; Mr. Lazo, Government delegate of Chile, on behalf of the Americas; Mr. Vajnar, Government delegate of Czechoslovakia, on behalf of the Eastern European group; Mr. Hewitt, Government advisor of the United Kingdom, on behalf of the Western European group; Mr. Chihana, Executive Secretary of the Southern African Trade Union Co-ordination Council; and Mr. Moubarak, Minister of Labour and Social Affairs of Iraq, on behalf of the Arab group.

This generous and unanimous support definitely augurs well for our work. On my part, I should like to reciprocate this trust and confidence you have reposed in me by pledging to execute the challenging tasks of this office to the best of my knowledge and ability.

However, the success of this Conference will very much depend on your active participation and co-operation. It is therefore of vital importance for us to adopt a constructive and active attitude, and in that vein I appeal to all the distinguished delegates to put the business of the Conference in the uppermost part of their minds.

I am also hopeful that the Conference will deal conclusively with the items on the agenda. My hope rests on the knowledge that our basic goal and that of this Conference are one and the same, the principal aim being that of improving mutual co-operation in a progressive and positive way. Indeed, our common desire to improve the well-being of our peoples through collective action has been the foundation of a common political will which gives the ILO its credibility as well as its moral authority in an otherwise turbulent world.

The ILO has scored notable achievements in those areas covered by its mandate, such as working conditions, employment promotion, human resources development, rehabilitation of the disabled, social security, occupational safety and workers' education. All these positive strides are a product of the tried and tested principle of tripartism, which fosters general cooperation and is also the cornerstone of the ILO working structure. The approach that brings together all social partners, namely governments, employers and workers, must of necessity enhance the decision-making process. Consequently decisions thus taken are more likely to be objective, fair and accommodative of the divergent interests of all the concerned parties. In that spirit, I would urge all the members to respect this principle of tripartism in their deliberations.

This 76th Session of the International Labour Conference is taking place in a complex and changing international setting. Whilst we welcome the growing relaxation of tension in international politics, the world economic crisis continues to give us cause for concern. It is against this background that the ILO has to fulfil its tasks and adapt to the changing character of interdependence in the world economy.

It will not be an exaggeration to say that hunger, abject poverty and the fast growing gap between the haves and the have-nots continue to cast a dark shadow over the celebration of the ILO's 70 years of existence. If the governments of the world do not now begin to seriously focus on these pressing socio-economic problems, then I am afraid that we have to brace ourselves for a disaster of untold proportions.

Without continuing high-level political involvement and active support from all of us, the future would be very bleak indeed.

The Director-General's Report which is before us is a highly informative document. It accurately describes the current global economic situation and its effect on the general level of employment and employment development. It points out future trends and key areas requiring concerted attention and action. I think the Report forms a sound basis for identifying and addressing the problems that confront the ILO and for conceptualising the way forward. It correctly focuses on the perennial issues of economic recovery and the creation of employment opportunities.

The major concern of this Conference should, therefore, be to find ways and means of initiating definitive practical programmes that can absorb and productively utilise the excess labour so abundantly available in our countries and put our economies back on a healthy footing. In this regard, I am convinced that the key to solving the problems of unemployment and underemployment faced by many countries lies in the creation of a favourable climate for the efficient utilisation of human resources and the exercise of individual initiative within the framework of policies that encourage sustainable socioeconomic growth and development.

While the Report acknowledges that economic growth by itself does not and cannot solve the problem of unemployment, it nevertheless suggests possibilities of how economic recovery can have a positive effect on employment creation.

An issue that also deserves serious attention during this Conference is the one concerning night work for women. Although we uphold the principle of non-discrimination, the increasing number of women engaged in night work is worrisome and calls for close scrutiny. Night work involves certain risks, among which are strained relationships between spouses, disruption of social life and possible infamy at work. It is my sincere hope that we will come up with a consensus on this very important issue.

Health and safety, especially where the use, handling and disposal of chemicals is concerned, demands special focus. Developing countries have witnessed the widespread and increasing application of certain new methods of production in industry and agriculture. Due to obvious material constraints this development has not been followed by necessary and adequate safety investments. All efforts by the developing countries to improve on health and safety are being hampered by increasing costs and sophistication of the methods applied. Although the effects of harmful chemical substances are exacerbated by poor economic, social and welfare standards, we note with great dismay moves by some developed countries to turn Asia, Africa and Latin America into the world's garbage bins. We deplore totally these blatant, mer-

cenary-type machinations that seek to take advantage of lower occupational protection standards and underdeveloped national health and safety infrastructures in the developing countries. It should be our paramount duty to formulate together a framework that takes care of the concerns and interests of both the developed and developing countries alike.

We note that in the Appendices (Volume 2) of the Report of the Director-General a description is given of the current situation of the Arab workers of the occupied Arab territories and developments in their situation over the past 12 months. The Report notes that the recommendations contained in the Report of the Director-General to the 75th Session of the International Labour Conference last year are still most relevant and urges the adoption of additional and specifically energetic measures to achieve the objectives stated in those recommendations in order to eliminate inequalities which still persist in various fields such as vocational training, social security and the impact of the policy concerning Israelis settlements on employment and development.

Recent developments following the implementation of the United Nations Plan for Namibia contained in Security Council resolution 435 have been a cause for concern to the international community. We have been witnesses to the evil designs of the apartheid regime of South Africa of attempting to scuttle the whole process or, failing that, tampering with it in order to create undeserved advantages to its puppet allies. We urge all the member countries to intensify their efforts in the support of the rights of the people of Namibia to self-determination and genuine independence. Unless the international community sends an unambiguous and strong message to the apartheid regime on the tragic consequences of its adventurous moves, the forces of darkness may indeed succeed in turning the wheels of history backwards.

The labour situation in apartheid-ruled South Africa itself remains deplorable. Improvements in the conditions of the labour force of that country can only come about after the total liquidation of apartheid is achieved. We must all insist on an honourable solution that gives full and unfettered rights to all the people of South Africa, irrespective of colour, gender or creed. I am sure that we would all like to see the people of South Africa pursuing their lives in conditions of full freedom, human dignity and equal opportunity for all. Promises of reform are not enough: justice and fair play must be seen to be done in that deeply troubled country.

I would like to conclude my short statement by expressing the hope that our discussions and our work will continue to contribute to the attainment of our enshrined goals. Together we can do it, I have no doubt about it.

(The Conference adjourned at 11.30 a.m.)

Second sitting

Wednesday, 7 June 1989, 5.30 p.m.

President: Mr. Nkomo

ELECTION OF THE VICE-PRESIDENTS

The PRESIDENT – There are three items on our agenda this afternoon: the election of the Vice-Presidents of the Conference, the appointment of the members of the Selection Committee, and the nomination of the officers of the groups. On the first item of the agenda, the election of the Vice-Presidents of the Conference, I would like to ask the Clerk of the Conference to read the list of the nominations made by the groups.

Interpretation from French: The CLERK OF THE CONFERENCE – The candidates for the posts of the Vice-Presidents of the Conference are the following:

Government group:

Mrs. MOLKOVA (Czechoslovakia)

Employers' group:

Mr. GAZARIN (Egypt)

Workers' group:

Mr. DELPINO (Venezuela)

The PRESIDENT – If there are no objections, these proposals are adopted. I therefore declare Mrs. Molkova, Mr. Gazarin and Mr. Delpino elected as Vice-Presidents of our Conference.

(The proposals are adopted.)

APPOINTMENT OF THE MEMBERS OF THE SELECTION COMMITTEE

The PRESIDENT – We now proceed to the appointment of the members of the Selection Committee. I call upon the Clerk of the Conference to read out the proposals made by the groups.

Interpretation from French: The CLERK OF THE CONFERENCE – The proposals for the membership of the Selection Committee are the following:

Government members:

Antigua and Barbuda
Argentina
Australia
Benin
Botswana

Brazil
Burundi
Canada
China
Colombia
Cuba
Czechoslovakia
France
Federal Republic of Germany
Greece
India
Italy
Japan
Kuwait
Liberia
Libyan Arab Jamahiriya
Malaysia
Sri Lanka
United Republic of Tanzania
USSR
United Kingdom
United States
Yugoslavia

Deputy members:

Bangladesh
Byelorussian SSR
Cameroon
Ecuador
German Democratic Republic
Guinea
Islamic Republic of Iran
Lesotho
Morocco
Nicaragua
Somalia
Sweden
Switzerland
Thailand
Turkey
Uganda
Uruguay
Venezuela

Employers' members:

Mr. Georget (Niger)
Mr. Garrido Soto (Venezuela)
Miss Hak (Netherlands)
Mr. Jessup (New Zealand)
Mr. Lindner (Federal Republic of Germany)
Miss Mackie (United Kingdom)
Mr. Nasr (Lebanon)
Mr. Oechslein (France)

Mr. Okogwu (*Nigeria*)
Mr. Rey (*Mauritius*)
Mr. Saïd (*Tunisia*)
Mr. Smith (*United States*)
Mrs. Sasso-Mazzufferi (*Italy*)
Mr. Tsujino (*Japan*)

Deputy members:

Mr. Al-Jassem (*Kuweit*)
Mr. Arets (*Belgium*)
Mr. Chadzamira (*Zimbabwe*)
Mr. Durling (*Panama*)
Mr. Ferrer Dufoll (*Spain*)
Mr. Garache Castellón (*Nicaragua*)
Mr. Haryono (*Indonesia*)
Mr. von Holten (*Sweden*)
Mr. Inocentes (*Philippines*)
Mr. Muyumbu (*Burundi*)
Mr. Namata (*United Republic of Tanzania*)
Mr. Tabbani (*Pakistan*)
Mr. Tondoh Doko (*Côte d'Ivoire*)
Mr. Williams (*Barbados*)

Workers' members:

Mr. Adiko (*Côte d'Ivoire*)
Mr. Ahmed (*Pakistan*)
Mr. Baker (*United States*)
Mr. Chiluba (*Zambia*)
Mr. Delpino (*Venezuela*)
Mr. Kovalevski (*Ukrainian SSR*)
Mr. Maruyama (*Japan*)
Mr. Morton (*United Kingdom*)
Mr. Muhr (*Federal Republic of Germany*)
Mr. Sánchez Madariaga (*Mexico*)
Mr. Tan (*Philippines*)
Mr. Timmer (*Hungary*)
Mr. Walcott (*Barbados*)

Deputy members:

Mrs. Dreifuss (*Switzerland*)
Mr. Escandell Romero (*Belgium*)
Mr. Houthuys (*Belgium*)
Mr. Mercier (*Canada*)
Mr. Svenningsen (*Denmark*)
Mr. Wright (*United States*)

The PRESIDENT – If there are no objections, these proposals are adopted.

(The proposals are adopted.)

NOMINATION OF THE OFFICERS OF THE GROUPS

The PRESIDENT – The third item on the agenda is the nomination of the officers of the groups. May I remind you that the Conference does not decide but takes note of the nominations made by the groups. I call upon the Clerk to read out the nominations.

Interpretation from French: The CLERK OF THE CONFERENCE – The groups have appointed the following officers:

Government group:

Chairman: Mr. Bayart (*Mongolia*)

Employers' group:

Chairman: Mr. Oechslin (*France*)

Vice-Chairmen: Mr. Chadzamira (*Zimbabwe*)
Mr. Nasr (*Lebanon*)
Mr. Williams (*Barbados*)
Mr. Durling (*Panama*)

Secretary: Mr. Lagasse (*International Organisation of Employers*)

Workers' group:

Chairman: Mr. Muhr (*Federal Republic of Germany*)

Vice-Chairmen: Mr. Sánchez Madariaga (*Mexico*)
Mr. Tan (*Philippines*)
Mr. Timmer (*Hungary*)
Mr. Adiko (*Côte d'Ivoire*)

Members of the Bureau:

Mr. Abdoon (*Sudan*)
Mr. Ahmed (*Pakistan*)
Mr. Baker (*United States*)
Mr. Chiluba (*Zambia*)
Mr. Kovalevski (*Ukrainian SSR*)
Mr. Maruyama (*Japan*)
Mr. Morton (*United Kingdom*)
Mr. Walcott (*Barbados*)

Secretary: Mr. Laurijssen (*International Confederation of Free Trade Unions*)

The PRESIDENT – The Conference takes note of these appointments.

(The Conference adjourned at 5.45 p.m.)

Credentials

Brief report by Mr. N.G. Mensah, Chairman of the Governing Body of the International Labour Office, on the credentials of delegates and advisers to the 76th Session of the International Labour Conference, Geneva, 6 June 1989

The Chairman of the Governing Body of the International Labour Office has the honour to present the customary report prescribed by article 26 of the Standing Orders of the International Labour Conference.

The composition of each delegation and the method of appointment of delegates and advisers to the sessions of the International Labour Conference are governed by article 3 of the Constitution of the International Labour Organisation.

In accordance with paragraphs 8 and 9 of this article, it is for the governments to communicate to the International Labour Office the nominations made. The Conference examines these nominations and decides, in the case of dispute, whether delegates and advisers have been nominated in accordance with article 3 of the Constitution.

The Conference exercises this power in accordance with the procedure laid down in articles 5 and 26 of its Standing Orders.

In particular, paragraph 2 of article 26 of the Standing Orders of the Conference provides that "a brief report upon these credentials, drawn up by the Chairman of the Governing Body, shall, with the credentials, be open to inspection by the delegates on the day before the opening of the session of the Conference and shall be published as an appendix to the record of the first sitting."

The present report is submitted in compliance with this provision. The list given in the table below was closed on 6 June 1989 at 10 a.m. in order that it might be available for inspection by the members of the delegations that same day, that is, the day before the opening of the Conference.

In addition, the present report serves for fixing provisionally, in accordance with paragraph 1(2) of article 20 of the Standing Orders of the Conference, the quorum necessary to give validity to the votes taken.

The table below, based on the files containing the names of the delegates and advisers and the credentials with which they have been provided or the official communications transmitted to the International Labour Office, shows the numerical composition of the Conference. It is to be noted in this regard that persons who have been nominated both as substitute delegates and as advisers, in the letters communicat-

ing the nominations, have been included among the advisers.

To date, 129 States have notified the names of the members of the delegations. It is to be noted that only 56 countries deposited the credentials of their delegations with the International Labour Office before 23 May 1989, that is within the 15-day deadline before the date fixed for the opening of the Conference, in compliance with paragraph 1 of article 26 of the Standing Orders of the Conference.

On the other hand, while the Conference and the Credentials Committee have already previously insisted on the obligation which article 3 of the Constitution imposes on governments requiring them to send complete delegations to the Conference, two countries (Congo and Democratic Yemen) have only nominated Government delegates, and five countries (Afghanistan, Angola, Benin, Botswana and Cape Verde) have nominated a Workers' delegate but no Employers' delegate.

It should be noted, finally, that in the letters or telegrams communicating their nominations, a certain number of governments have not mentioned the employers' and workers' organisations which they have consulted and with which they have come to an agreement in appointing Employers' and Workers' delegates in accordance with paragraph 5 of article 3 of the Constitution of the Organisation. In this regard, in order to ensure greater clarity in establishing the credentials, it would be advisable that governments use, for the nomination of delegates and advisers, the form annexed to the memorandum on the Conference which the Office addresses every year to member States.

Finally, I should like to urge delegates and advisers to register in person at the Information and Reception Desk, the quorum being calculated on the basis of the number of delegates registered.

Composition of the Conference and quorum

At present 252 Government delegates, 122 Employers' delegates and 127 Workers' delegates – a total of 501 delegates – are accredited to the Conference.

There are, in addition, 609 Government advisers, 294 Employers' advisers and 346 Workers' advisers – a total of 1,249 advisers.

The total number of delegates and advisers who have been nominated in conformity with the provisions of the Constitution of the Organisation to take part in the work of the Conference is 1,750.

Since five States have nominated a Workers' but not an Employers' delegate, five non-Government

delegates are left out of account in the calculation of the quorum.

Since seven of the States¹ now represented are in arrears in the payment of their contributions to the Organisation, those States, under the terms of paragraph 4 of article 13 of the Constitution, may not at present participate in the voting in the Conference or any of its committees. Account is therefore not taken of a further 28 delegates in calculating the quorum.

In conformity with article 17 of the Constitution of the Organisation and with article 20 of the Standing Orders of the Conference, the necessary quorum to give a vote validity will provisionally be 234.

Observers

On the invitation of the Governing Body of the International Labour Office, Bermuda and the Republic of Korea have appointed tripartite observer delegations and the Holy See has appointed observers to the Conference.

Organisation and liberation movements invited

The Conference is also being attended by:

- representatives of the United Nations and some of its organs, invited by virtue of article II, paragraph

¹ Dominican Republic, Guyana, Liberia, Mauritania, Romania, Sierra Leone, Suriname.

1 - relating to reciprocal representation - of the Agreement between the United Nations and the International Labour Organisation, which came into effect on 14 December 1946;

- representatives of specialised agencies and other official international organisations, invited in conformity with article 2, paragraph 3(b) of the Standing Orders of the Conference;
- representatives of non-governmental international organisations with which consultative relations have been established, invited in conformity with article 2, paragraph 3(j) of the Standing Orders of the Conference;
- representatives of other non-governmental international organisations also invited in conformity with article 2, paragraph 3(j) of the Standing Orders of the Conference;
- representatives of liberation movements invited in conformity with article 2, paragraph 3(k) of the Standing Orders of the Conference.

A list of these representatives is appended to the List of Delegations published as a Supplement to the *Provisional Record* of the Conference.

Geneva, 6 June 1989

(Signed) N. G. MENSAH

LIST OF ACCREDITED DELEGATES AND ADVISERS

Country	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Afghanistan	—	—	—	—	1	—
Algeria	2	11	1	5	1	1
Angola	—	—	—	—	1	2
Antigua and Barbuda	—	—	—	—	—	—
Argentina	2	4	1	5	1	2
Australia	2	5	1	4	1	4
Austria	2	9	1	4	1	4
Bahamas	—	—	—	—	—	—
Bahrain	2	8	—	—	1	1
Bangladesh	2	2	1	—	1	—
Barbados	2	—	1	—	1	—
Belgium	2	14	1	4	1	8
Belize	—	—	—	—	—	—
Benin	2	—	—	—	1	—
Bolivia	2	3	1	—	1	1
Botswana	2	4	—	—	1	1
Brazil	2	10	1	8	1	8
Bulgaria	2	4	1	1	1	1
Burkina Faso	2	—	1	—	1	—
Burma	2	5	1	—	1	—
Burundi	2	4	1	1	1	—
Byelorussian SSR	2	3	1	—	1	1
Cameroon	2	1	1	—	1	—
Canada	2	13	1	7	1	7
Cape Verde	2	—	—	—	1	1
Central African Republic	2	1	1	—	1	—
Chad	2	1	1	—	1	1
Chile	2	9	1	2	1	8
China	2	13	1	3	1	5
Colombia	2	10	1	7	1	4
Comoros	—	—	—	—	—	—
Congo	2	2	—	—	—	—
Costa Rica	2	—	1	—	1	—
Côte d'Ivoire	2	3	1	1	1	2
Cuba	2	4	1	1	1	1
Cyprus	2	3	1	5	1	3
Czechoslovakia	2	7	1	1	1	2
Democratic Yemen	2	2	—	—	—	—
Denmark	2	6	1	4	1	6
Djibouti	2	—	1	—	1	—
Dominica	—	—	—	—	—	—
Dominican Republic	2	1	1	3	1	—
Ecuador	2	3	1	1	1	3
Egypt	2	5	1	3	1	2
El Salvador	—	—	—	—	—	—
Equatorial Guinea	—	—	—	—	—	—
Ethiopia	2	1	1	1	1	1
Fiji	—	—	—	—	—	—
Finland	2	8	1	6	1	6
France	2	11	1	7	1	8
Gabon	2	3	1	1	1	2
German Democratic Rep.	2	9	1	1	1	4
Germany, Federal Rep. of	2	9	1	5	1	7
Ghana	2	2	1	2	1	2
Greece	2	13	1	6	1	8
Grenada	—	—	—	—	—	—
Guatemala	2	3	1	1	1	—
Guinea	—	—	—	—	—	—
Guinea-Bissau	—	—	—	—	—	—
Guyana	2	—	1	—	1	—
Haiti	—	—	—	—	—	—
Honduras	2	4	1	—	1	—
Hungary	2	6	1	1	1	3
Iceland	2	1	1	1	1	2
India	2	8	1	5	1	5
Indonesia	2	8	1	5	1	2
Iran, Islamic Republic of	2	16	1	8	1	8
Iraq	2	1	1	—	1	1
Ireland	2	5	1	1	1	1
Israel	2	6	1	—	1	6
Italy	2	10	1	6	1	6
Jamaica	2	4	1	—	1	3
Japan	2	16	1	6	1	8
Jordan	2	1	1	2	1	1
Democratic Kampuchea	—	—	—	—	—	—
Kenya	2	3	1	3	1	3
Kuwait	2	7	1	1	1	1
Lao, People's Dem. Rep. of	—	—	—	—	—	—
Lebanon	2	1	1	5	1	3
Lesotho	—	—	—	—	—	—
Liberia	2	4	1	—	1	6
Libyan Arab Jamahiriya	2	6	1	2	1	7
Luxembourg	2	6	1	3	1	8
Madagascar	2	—	1	3	1	—
Malawi	2	2	1	1	1	—
Malaysia	2	6	1	3	1	1
Mali	2	1	1	1	1	1
Malta	2	1	1	1	1	1
Mauritania	2	—	1	—	1	—
Mauritius	2	—	1	—	1	—
Mexico	2	4	1	8	1	5
Mongolia	2	2	1	—	1	1
Morocco	2	5	1	2	1	2
Mozambique	2	1	1	—	1	1
Namibia	1	—	1	—	1	—
Nepal	2	1	1	2	1	—
Netherlands	2	15	1	3	1	6
New Zealand	2	5	1	2	1	2
Nicaragua	2	5	1	3	1	2
Niger	2	2	1	1	1	2
Nigeria	2	6	1	3	1	3
Norway	2	8	1	6	1	5
Pakistan	2	3	1	1	1	1
Panama	2	3	1	—	1	—
Papua New Guinea	2	1	1	—	1	—
Paraguay	—	—	—	—	—	—
Peru	2	7	1	8	1	3
Philippines	2	6	1	4	1	4
Poland	2	6	1	4	1	8
Portugal	2	7	1	6	1	4
Qatar	2	2	1	—	1	—
Romania	2	3	1	—	1	—
Rwanda	2	—	1	—	1	1
Saint Lucia	—	—	—	—	—	—
San Marino	2	1	1	6	1	3
Sao Tome and Principe	—	—	—	—	—	—
Saudi Arabia	2	4	1	—	1	—
Senegal	2	5	1	1	1	3
Seychelles	—	—	—	—	—	—
Sierra Leone	2	—	1	—	1	—
Singapore	1	3	1	—	1	8
Solomon Islands	—	—	—	—	—	—
Somalia	2	4	1	1	1	1
Spain	2	14	1	8	1	7
Sri Lanka	2	2	1	1	1	5
Sudan	2	4	1	—	1	2
Suriname	2	—	1	1	1	1
Swaziland	2	2	1	—	1	—
Sweden	2	8	1	6	1	5
Switzerland	2	6	1	7	1	7
Syrian Arab Republic	2	4	1	1	1	1
Tanzania, United Rep. of	—	—	—	—	—	—
Thailand	2	4	1	4	1	3
Togo	2	1	1	—	1	—
Trinidad and Tobago	2	—	1	—	1	—
Tunisia	2	13	1	6	1	8
Turkey	2	9	1	7	1	8
Uganda	2	—	1	—	1	—
Ukrainian SSR	2	3	1	—	1	1
USSR	2	14	1	4	1	6
United Arab Emirates	2	6	1	—	1	—
United Kingdom	2	14	1	8	1	8
United States	2	16	1	6	1	8
Uruguay	2	2	1	1	1	1
Venezuela	2	9	1	4	1	8
Yemen	2	4	1	1	1	2
Yugoslavia	2	1	1	1	1	1
Zaire	2	3	1	4	1	3
Zambia	2	1	1	2	1	1
Zimbabwe	2	8	1	3	1	1
Total	252	609	122	294	127	346

CONTENTS

	Page
<i>First sitting:</i>	
Opening of the session	1
<i>Speaker: Mr. Mensah (Chairman of the Governing Body of the International Labour Office)</i>	
Election of the President	3
<i>Speakers: Mr. Karikurubu, Mr. Kgabo, Mr. Oechslin, Mr. Muhr, Mr. Rodger, Mr. Lazo, Mr. Vajnar, Mr. Hewitt, Mr. Chihana, Mr. Moubarak.</i>	
Presidential Address	5
<i>Second sitting:</i>	
Election of the Vice-Presidents	7
Appointment of the members of the Selection Committee	7
Nomination of the officers of the groups . .	8
<i>Credentials:</i>	
Brief report by Mr. N.G. Mensah, Chairman of the Governing Body of the International Labour Office, on the credentials of delegates and advisers appointed to the 76th Session of the International Labour Conference, Geneva, 6 June 1989	9



Provisional Record

Seventy-sixth Session, Geneva, 1989

Third (special) sitting

Thursday, 8 June 1989, 10 a.m.

President: Mr. Nkomo

ADDRESS BY HIS EXCELLENCY MR. JEAN-PASCAL DELAMURAZ, PRESIDENT OF THE SWISS CONFEDERATION

The PRESIDENT – It is my pleasure to open this special sitting of the 76th Session of the International Labour Conference and to welcome Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation.

I invite Mr. Hansenne, Secretary-General of the Conference, to introduce Mr. Delamuraz to the Conference.

Interpretation from French: The SECRETARY-GENERAL – It is an honour and a real pleasure for me to introduce to the International Labour Conference Mr. Jean-Pascal Delamuraz, President of the Swiss Confederation.

The presence of President Delamuraz in this hall today has a special significance, as it comes on the occasion of the 70th anniversary of the founding of the International Labour Organisation. It is also the first time that a President of the Confederation has addressed this Conference.

Your visit, Mr. President, is eloquent witness of the importance that Switzerland attaches to this institution. As the host country and a friend, the Swiss Confederation has played an important role in this Organisation throughout its history.

As the host country, Switzerland has permitted the ILO to establish its headquarters on an outstanding site on the shores of Lake Lemman, so highly praised by Rousseau, Chateaubriand and so many others. As a native of the Canton of Vaud, you will be particularly aware of its charm and I may say that one of my first pleasures, when I took up my duties as Director-General three months ago, was to gaze through the windows of my office on the tenth floor of the ILO and observe this marvellous landscape of lake and mountains that on a clear day extends from Geneva to Lausanne and beyond.

The Organisation has always in difficult moments been able to count on Switzerland as one counts on a real friend. This was particularly the case during the ILO's financial crises. Just under ten years ago Switzerland also suspended payment on the loans that the Organisation had contracted for the construction of its headquarters in Geneva. Switzerland has just repeated its generosity for last year and this year, and I would like to take this occasion to thank you once again.

There is, of course, much more. Your country has played a major role in the implementation of some of the objectives of our Organisation and in the solution of conflicts that can arise as a result. I refer in particular to human rights and, more generally, to the ap-

plication of international labour standards. Thanks to their realistic approach to social progress, their sense of open-mindedness and conciliation, the Swiss delegates in the various bodies of the ILO and particularly the Conference have made a major contribution to the implementation of principles adopted therein.

I should like to mention the names of several eminent Swiss citizens who have served the Organisation: William Rappard; Jean Möri, the only Workers' delegate up to now to have been called to preside over the International Labour Conference; Paul Ruegger, who played a major role in the Committee of Experts on the Application of ILO Conventions and Recommendation; and Charles Kuntschen.

You need no introduction to the International Labour Conference. You have already attended as a Minister and I know that this assembly, this international labour parliament, is impatient to hear the message which you have kindly agreed to deliver on behalf of your country, despite your many other obligations, so I will not take up any more time.

Interpretation from French: His Excellency Mr. JEAN-PASCAL DELAMURAZ (President of the Swiss Confederation) – The Government and the people of Switzerland are happy to welcome in Geneva – in the presence of the cantonal and municipal administrative authorities – the participants in the 1989 Session of the International Labour Conference.

A session which is very special in that it allows us to celebrate together the seventieth anniversary of an organisation which is both strong and lively and devoted to its mission in the service of labour and workers.

I should like to welcome in particular Mr. John Nkomo, President of the Conference, and I congratulate him upon his election; Mr. Michel Hansenne, the new Director-General of the International Labour Office, to whom I wish success in the execution of his important duties and to whom I warmly recommend sometimes to abandon the paper which is the lot of office workers and to contemplate the beautiful lake that Switzerland, and also neighbouring France, offer him from his office window.

I wish to greet the old Directors-General, Messrs. Morse and Blanchard, present here today, and I wish to convey to them my gratitude for the services which they have rendered to the Organisation and the significance which they have conferred to it through their charisma and their personalities.

The International Labour Organisation came into being as a result of the Versailles Treaty, at the same time as the League of Nations; 1919 was a year of chaos, during which the remodelling of Europe and

of other parts of the world was initiated. People believed this restructuring to be a definitive one as they emerged from the war to end all wars, but the events of the following years, followed by the events of the Second World War, rapidly shattered that belief, plunging the planet into even more monstrous cataclysms. However, at the end of the First World War, a few major outlines of the future organisation of the world had already been made. They were made during a time of sorrow, destruction, poverty, disease, unemployment and social tensions. The world was waiting to be revived and regenerated. Then came a few brighter years during which mankind could look forward to the fulfilment of the words of the "Creation" by Joseph Haydn:

Thus, before the sacred rays, the dreadful shades which haunted the darkness have flown;
and it is the first day:

chaos gives way to the power of light.

Created at the dawn of this new day, the International Labour Organisation devoted itself without any delay to its main mission of promoting social justice, improving working conditions, and founding and then strengthening the economic and social security of workers. This was an immense undertaking based both upon political peace, on freedom, on economic progress, all of which were essential conditions for the fulfilment of mankind. A fulfilment which implied the possibility of working in dignity and security, without being subjected to the constraints of fear, of need or of poverty.

Of course, experience shows that the proclamation of great humanitarian goals is a far cry from their universal realisation. And yet, thanks to a system of standards, of agreements and of recommendations, the International Labour Organisation was able to find a way of realising its goals slowly but surely with competence, patience and, above all, with tenacity.

The value of a system cannot be measured only by the technical quality of the institution nor the technical quality of the decisions it takes. It depends, the value of a system that is, most profoundly on the credibility of the institution in question. The International Labour Organisation, in this respect at least, and here resides its historical merit, during the course of its activities has reached the highest level of worldwide credibility possible, so that it has always been able to fulfil the delicate tasks that have been entrusted to it and it has always succeeded in marshalling and strengthening the confidence of nations in the course of its most difficult missions. Economics, and more specifically labour, concerns man as the essential ingredient – man as a leader of society, man as head of State.

Switzerland – which has the honour of welcoming upon its territory the International Labour Organisation and this since its foundation – has invited the latter from the outset to adopt a particular structure born of conclusive experience which it had itself built up for decades – the tripartite mechanism and the participation of social partners. The strength and the autonomy from which heads of enterprises and unions benefit in the organisation of the world of labour, and their participation in the national policies, are elements which must be put to full use directly within the framework of the International Labour Organisation.

I agree that the complex tripartite mechanism is not easy to grasp at first glance and that it is probably

easier to define and to apply a simple procedure at the national level than to manage, in a triphase system, an international organisation which comprises, moreover, more than 150 member States. But what do we observe? We observe that this principle has turned out to be extremely appropriate and that it has functioned well and continues to do so. The current applicability of the decisions taken 70 years ago is one of the most fascinating characteristics of our Organisation's history and pays particularly great tribute to the imagination, the intelligence and the far-sightedness of the pioneers. They have given us an instrument which, I repeat, has turned out to be extraordinarily up to date.

The International Labour Organisation has adopted decisive measures in order to harmonise labour conditions throughout the world. It has contributed substantially to strengthening the rights and the protection of workers, to improving social conditions and to promoting human dignity. It has converted labour into more than a mere necessity for the fulfilment of vital needs. It has given it a new dimension, namely to promote individual fulfilment and enrichment. It has conferred upon the concept of work all of the dignity that it merits; it has simply, but this was capital, put the social dimension of human existence upon the agenda of political life nationally and internationally.

The ILO has admittedly not succeeded in overcoming famine, poverty or unemployment throughout the world. The conditions are far too different from one State to another and the initial opportunities too unequal. But it has substantially contributed to highlighting the disastrous consequences of famine and poverty and pointed out development strategies which would overcome them. It has not succeeded either in establishing everywhere the freedom and human rights without which there can be no dignity in work and no social security, but it has constantly denounced the violations and has courageously struggled to see to it that in all States these unconditional principles would be respected.

This is the surprisingly rich and extremely valuable heritage of which we today are the beneficiaries. What then are the tasks and mission which lie ahead for the International Labour Organisation after 70 years of enriching and strengthening experience and achievements? I think that, in the light of the principles which I have just recalled, the Organisation has a permanent mission, more relevant than ever before, because human needs in terms of freedom, justice, dignity and work under decent conditions, with the guaranty of social security, are no less commanding in 1989 than they were in 1919.

The timelessness of the ILO's tasks appears entirely clear. The world today is characterised by changing conditions, such as the increasing gap between rich and poor, the new distribution of roles in the world economy, the access of young States to the circle of economically strong nations, the growing interdependence arising from the international distribution of labour and the predominance of economic pragmatism in ideological programmes. I am nevertheless confident that, given all those conditions, the International Labour Organisation is equal to its task today as it was in the world 40, 50 and 70 years ago when conditions were quite different, some of them completely different, from what I have just described for our own period. But now, as before, only a strong

international organisation, one which rigorously ensures the harmonisation of working conditions and of social security, will make it possible for men everywhere to reach higher, to gain more freedom and to achieve more dignity. A strong international organisation in itself is undoubtedly not sufficient for the accomplishment of this great design, but it is one of its basic prerequisites. Thus our duty is to prevent with vigilance any weakening in our Organisation, to bring it steadily and without any concessions to the highest level of efficiency and, especially, of international authority, an attribute which has emanated from it throughout its existence.

But everything depends upon the global organisation of the world, and the International Labour Organisation will not achieve its goal unless other essential purposes, which are the responsibility of other international organisations, are not simultaneously achieved. I am thinking of the mandate, programmes of action and work of the World Bank, the International Monetary Fund, GATT, UNCTAD and OECD, to mention but a few of those whose purposes are essential.

The ILO's fate is bound up with the fate of those organisations, and conversely, so that, after having pleaded for its own solidarity, I plead for its cohesion with the other international organisations so that major worldwide actions are not, or no longer, accomplished in a dispersed fashion contingent on sectoral circumstances, but are the result of global, concerted and logical undertakings. There is not only co-ordination but an effective synergy to be found and to be maintained.

Indeed, we must set common goals so as to give genuine unity to the international community so as to breach the gap between the poor and rich nations to eliminate the North-South and East-West divides, and to bring the States within a regenerated community.

What is as urgent as it is essential is a new global policy, certain modalities of which may of course differ from one region to another but whose principles and inspiration are universal. This is an exacting task, requiring perseverance, a burden at times overwhelming but which must be tackled at all costs if we want to break the growing imbalances and perilous tensions, both for the world economy as well as for social peace.

The challenges which States must now face are famine and poverty, underdevelopment, domestic and external conflicts, diseases, unemployment, pollution and destruction of the environment. These serious problems lead ultimately to the loss of human dignity and the violation of human rights if they exist at the very time that mankind today has enormous possibilities both technical, economic and financial to fight against them effectively. This implies on our part abandoning our selfishness and that of the State, and this also implies an appeal for political innovation and an urgent invitation to concentrate our economic and spiritual forces not exclusively upon ourselves but to incorporate them into planetary purpose of a new globality within the service of mankind.

There is no State which is too small to participate effectively in such an undertaking. Ideas are not dependent upon the size of a country or upon its economic significance; but this mission, let us be quite clear about this, places an obligation upon us, particularly in regard to partner States which are burdened

with debt and which must fight against poverty and disease.

It is to them that we are committed. It is in the combination of our efforts and in the partnerships that we will find solutions. Open and frank collaboration is the way, the only way, toward greater equanimity.

This ideal action has frequently come up against internal policies which do not work and which have deprived these countries of international discipline, either for long or short periods.

Unfortunately, I cannot speak in the past only of these unfortunate circumstances, I must, in 1989, speak of them in the present and I am afraid also that I might have to refer to them in the future.

Let us be quite clear, unfortunate circumstances, indeed tragedies which occur in a country, have the consequences that are unacceptable and unfortunate not only for the workers of the country concerned, and this already should mobilise us, but also for the workers and for the human beings throughout the world. There can therefore be no global progress without national effort. The resistance of a chain is as great as its weakest link. It is therefore important for the weakest members to be strengthened so that the chain as a whole can be strong. Our joint duty is to commit ourselves to reorienting those who have strayed.

I have just made an appeal in favour of the global nature of our policies and of our policies in general.

Alvin Toffler wrote that some generations are born to construct a civilisation, others to safeguard a civilisation. In our present position, our task is of course maintenance, but still more construction. In this we have, I repeat, possibilities which no other generation has had throughout history. Development, technical progress and especially the ever clearer perception of the need to act – in terms of awakening the political will – must be our motivation.

When I see the youth of all countries planting the flag of hope on new shores, when I see so many men and women liberated from their chains, sometimes very recently, what joy it is to see them. I am certain that we are on the path to a new world, provided that we can renew a vital impetus where obscurantism or violence have repressed it.

Our Organisation must play a leading role in humanising this new world, as truly new as the New World which Christopher Columbus discovered five centuries ago, in imparting hope to every person, in reminding governments of respect for their obligations and in encouraging the social partners to find imaginative, consistent solutions.

I greet you all, Mr. President, ladies and gentlemen, who together make up the international community. Switzerland is proud to be the seat of the International Labour Organisation and it will exert all the necessary effort for this to be a place of *rapprochement* and closer communication between men.

The celebration taking place this morning thus acquires its full meaning: the commemoration of 70 years, sometimes difficult, sometimes happy, but 70 years of movement and, moreover, of a firm political will to continue to give the International Labour Organisation and its members, united in responsibility, a new strength drawn from the living spring of freedom and human dignity.

In conclusion, the reference to the guiding values of our civilisation leads me to apply to the world as a whole, particularly since we are dealing here with the International Labour Organisation, what Jean Monnet said of Europe, to the effect that we are not bringing together States, we are uniting men.

The PRESIDENT – Your Excellency, President Delamuraz, on behalf of the delegates to the 76th Session of the International Labour Conference and on my own behalf, I have the pleasure of expressing our deepest gratitude for the moving and inspiring message you have given to this assembly

Your speech has touched on vital issues of the contemporary life of millions of people all over the world. Human rights, the problem of Third World debts and access to work are issues of much concern to all of us. The resolving of these problems is of high priority because their persistence is a threat to both peace and democracy. You have also spoken of the challenges the world and the ILO have to face in the years to come. Your vision of the future world will no doubt guide us, and I would therefore like to thank you once more on behalf of all those who have had the privilege of listening to you today.

It is not just a coincidence that the President of the Swiss Confederation addresses us this morning, on the day we are celebrating the 70th anniversary of our great Organisation. Your country, Mr. President, has not only been the host of the ILO for more than half a century but also one of its strongest supporters. Your presence today amongst us and the message you conveyed is yet another testimony of Switzerland's close relations and solidarity with the ideals and objectives of our Organisation. Was it not the Swiss Government which took the initiative in 1880 in proposing to other European governments an international treaty on factory legislation which was to result in the adoption of regulations concerning work in mines in 1890 at the Berlin Conference? Was this not one of the forerunners of ILO international labour standards?

Seventy years ago at Versailles a number of statesmen and trade unionists, under the leadership of Samuel Gompers, people with ideals and a vision, sat together to reflect on the future of our world; a world which, in the wake of the First World War, suffered from devastation, misery and poverty. They realised that there could be no peace without social justice and that such a peace could only be achieved by involving workers and employers in promoting social justice. This is how the ILO was created with its unique tripartite structure, a structure which over the years has proven to be the strength of this Organisation and perhaps the most important factor which has enabled it to survive the turbulent years of this century.

Seventy years is a long time in the life of an individual but for an Organisation like ours it is very short. This is why the ILO is still as vigorous and dynamic as it was in 1919. It has always had, and still has, the strength to adapt itself to new situations, to new needs and to new aspirations. But it has also remained faithful to its major aims, the promotion of humane conditions of work and the protection of human rights.

It is not my intention to review the impressive record of achievements which the ILO has realised since its existence. There are too many to be men-

tioned here. Yet, at this solemn occasion, there are four important achievements which I would like to share with you. Perhaps the most important one is that, after seven decades, the ILO has started to convince the world that peace and social justice cannot be separated. It has demonstrated that economic growth without social progress is dangerous to stability and development. Nevertheless, I must emphasise that this message has yet to be fully understood and that, in the years to come, the ILO will have to be more forceful in transmitting it to those who ignore it or do not want to believe in it.

The ILO's human right's record is equally impressive. Has the ILO not been at the forefront of freedom of association, of equality between men and women, and of equal wages for equal work? And yet, one of the most disturbing phenomena in recent years has been the increasing number of cases of violation of human rights. The increasing number of cases submitted to the Governing Body Committee on Freedom of Association is a sad reminder of the non-observance of the very elementary principles of human rights, which has become a great concern for all of us.

The ILO has no doubt succeeded in demonstrating to the world at large that international labour standards are not just a moral imperative, but an intrinsic part of human rights whose legitimacy should not depend on economic reasoning. While we appreciate the need for flexibility, this does not mean that labour standards should be lowered. Flexibility does not mean lower wages or longer hours of work; nor does the application of labour standards mean higher labour costs or lower profits. International labour standards have never been in conflict with development and progress. On the contrary the spectacular economic growth which the industrialised world has witnessed after the Second World War has only been possible in conditions of fairness and social peace guaranteed by progressive labour legislations based on international labour standards.

The fourth great achievement of the ILO which I would like to share with you is its programme of technical co-operation. While remaining faithful to its traditional functions of standard setting, research and dissemination of information, the ILO embarked, after the Second World War, on an unprecedented large-scale technical co-operation programme. Technical co-operation has now become the cornerstone of ILO activities. It has become the activity from which developing countries have benefited enormously and which has been greatly appreciated. I would therefore like to take this opportunity to thank all the donors who have generously contributed to the financing of ILO technical co-operation projects. I would, however, like to emphasise that, in our rapidly changing world, developing countries will continue counting on the ILO to transmit the knowledge and experience recently gained in industrialised countries.

Seventy years have elapsed since the ILO was established and the obvious question one needs to ask is: "Has the ILO achieved its goal?" I would venture to say we are still far from it. Despite the ILO's impressive record of the last seven decades, poverty and misery still persist, unemployment and underemployment continue to be the concern of many countries both developed and developing, precarious types of jobs exist, the gap between the rich and the

poor is growing and human rights are violated day after day. We are approaching the twenty-first century and there are still millions of people who suffer from discrimination policies such as apartheid. The ILO will have to address itself to these evils and try to eliminate them. In setting the goal of peace through social justice the founders of the ILO thought that this could be achieved in a few years or perhaps in a few decades. The task has, however, proven to be formidable. I am nevertheless confident that the ILO, with its vigour, its tripartite structure and the spirit of consensus which has characterised this great Organisation in recent years, will strive to attain its noble goals and achieve its objectives.

Interpretation from French: Mr. MENSAH (*Chairman of the Governing Body of the International Labour Office*) – Mr. President of the Swiss Confederation, you have just referred in terms which are both just and warm to the 70th anniversary of the International Labour Organisation. I should like in turn to express, as Chairman of the Governing Body of the ILO, the meaning which its members attribute to this commemoration.

We would wish this anniversary to be an opportunity to go back to the source. Seventy years after the foundation of our Organisation is a good time to assess how far we have come.

The beginning of the nineteenth century saw the emergence of the idea of offering, at the international level, protection to workers by seeking to introduce comparable labour legislation in the industrial countries. A small number of political personalities and enlightened heads of enterprises were the initiators of this idea. But admittedly, they were very few. It was not until the upsurge of the humanistic movement of the second half of the century that the newly germinating ideas produced tangible results.

The first of these was the convening of the first international conference in Berlin in 1890. It was followed by other conferences leading up to that of 1900, which set up an International Association for the Legal Protection of the Workers. This forerunner of the ILO succeeded in having two international Conventions adopted as early as 1906: one prohibiting the use of white phosphorus and the other banning night work by women in industry – this is a subject which will be referred to at great length this year by our Conference. The adoption of these instruments opened up a new chapter in the history of international relations.

But what was needed was the series of upheavals accompanying the First World War for the aspirations of our forerunners to take tangible effect. At the end of hostilities, a new opportunity for progress arose. At the urgent request of the trade unions of several countries the Peace Conference of 1919 established within itself a Commission on International Labour Legislation, of which prominent figures of the union movement were members: the American Gompers, the Frenchman Jouhaux, the Belgian Mahaim, and the Englishman Harold Butler, who later became the Director of the ILO. The commission adopted a text which, on 11 April 1919, became Part XIII of the Peace Treaty of Versailles and the central element of the Constitution of the ILO. The authors of that text went much further than their precursors. They decided – and this was a revolutionary idea for the time – to have employers' and workers' represen-

tatives sit side by side with those of governments in the bodies of the new Organisation. Thus was born the tripartism which seems so normal to us today, and to which we are so attached.

The International Labour Conference first met in Washington in October 1919, and the first Director of the International Labour Office was a man of exceptional stature who was to impart to the Organisation its original aims which are still alive today: it was Albert Thomas who was chosen. From the outset, the ILO addressed the most pressing problems of the time. It drafted the first standards on subjects such as the limitation of the working day to eight hours, the struggle – already at that time – against unemployment and the regulation of the work of women and children. The standard-setting structure which it was to set up during the first two decades of its work would mark the real beginning of international co-operation.

1940 to 1945: the ILO survived the Second World War. The International Labour Conference held, in May 1944 in Philadelphia, its first session after an interruption of five years. It spelt out once again the goals and objectives of the ILO in terms which are known to most of you but which are so important and so relevant 45 years after they were drafted that I think I should recall them:

All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.

That says it all. This sentence covers it.

The Declaration adopted in Philadelphia proclaimed also that "poverty anywhere constitutes a danger to prosperity everywhere". The ILO was thus the pioneer of international solidarity in this struggle against poverty, a struggle which has become one of the collective responsibilities of mankind.

Did the ILO, a living body, adapt itself over these past 70 years to the requirements of the new times and the needs of its constituents?

The Organisation is gradually approaching universality, its membership growing from 42 member States in 1919 to 52 in 1948 and, with the countries formerly under colonial administration gaining independence one after the other – for Africa alone there were 30 between 1955 and 1965 – reaching its present number of 150. It has also become world-wide in scope through its programmes, which are regularly reoriented to take account of the concerns as well as the social and labour problems encountered by governments, employers and workers of all the regions of the world.

The first task of the ILO, at its very beginnings, was to improve working and living conditions by laying down internationally applicable standards. Through tripartite discussion, the Conference adopted in 70 years 168 Conventions and 176 Recommendations which to date have garnered more than 5,400 ratifications. We have thus woven this International Labour Code, which is a common fund of experience of exceptional originality. At the same time, we must continue to give high priority to the defence of human rights, in regard to which apartheid is one of the most acute problems of our times, and that of freedom of association, which has been flouted in so many regions of the world, and the struggle against all forms of discrimination. Let us not forget that in

order to induce States to comply with the international standards set, we have at our disposal a set of supervisory tried and tested machinery, of which the Committee on Freedom of Association, the Committee of Experts on the Application of Conventions and Recommendations and the Conference Committee on the Application of Standards are irreplaceable elements.

Obviously, they have proved their worth. Let us not allow them to weaken. Let us not permit them to be ignored or bypassed.

Standard setting: the law is there. But practical activity is not forgotten either: for nearly 40 years the ILO has also succeeded in facing up to the problems of development and will be an important partner in the international technical co-operation pursued within the framework of the United Nations system.

For its part, it has done innovative work by proposing a model for development based not only on growth but first and foremost upon the struggle against poverty, of which the spearhead is the World Employment Programme launched in 1969. Through this programme, the ILO sounded the alarm in order to focus the attention of the international community on the serious threat raised by the increase in unemployment and underemployment, which looms not only in the developing countries but also in the industrial countries. It became quite evident that economic growth would not automatically reduce poverty and inequality and it would not succeed in creating jobs in sufficient numbers within an acceptable time. The ILO, through the World Employment Programme, therefore committed itself to seeking a new course for development which would make it possible at the same time to stimulate growth and to increase the volume of employment. A vast research and action programme aimed at reaching these goals, has been one of the main activities of the ILO during these past two decades. But the economic environment has changed during these past years, and the ILO has had to confront these problems in the context of enormous debts in a considerable part of the developing world. Here again, it was necessary to convince countries that the required structural adjustments had to include an important social dimension. Our Organisation had the honour to proclaim this, in particular at the High Level Meeting on Employment and Structural Adjustment held in Geneva in November 1987.

The last decade of the second millennium will probably, unfortunately, see many gaps increasing between rich and poor peoples. These gaps are fraught with dangers for social peace, for peace as such. It will be up to the ILO to continue to ensure that the flame of social justice shines throughout the world; a flame without which, as the Preamble to its Constitution recalls, there can be no peace.

Interpretation from French: Mr. OECHSLIN – (Chairman of the Employers' group of the Conference) – On behalf of the Employers' members of this Conference, I would like to thank the President of the Swiss Confederation for his address. His words are a source of inspiration which I hope will spur us to action.

It was not by accident that we set up our headquarters here in Geneva 70 years ago; it was not only to enjoy the beauties of the countryside of Geneva or of the Canton of Vaud, or the high standards of communications and transport. Albert Thomas was deter-

mined to set up the Organisation in Geneva, despite the reservations expressed at the time by the League of Nations, for he recognised the symbolic value of having the organisation headquartered in a country whose public spirit matched the spirit of the Organisation.

Allow me, Mr. President, though I am a foreigner (albeit with some Swiss antecedents), to venture into this area. The public spirit of the Confederation is one of tolerance; that is, respect for other and the recognition of their equal dignity and worth.

But we have to be careful here, for there are two kinds of tolerance: there is the tolerance which comes from lassitude and indifference, and there is the tolerance which emerges from facing and overcoming challenges.

I believe that Switzerland's internal peace, and the industrial peace to which you referred, is not a blessing from heaven. Rather, it is the result of deliberate effort, a tolerance built on the basis of disputes and challenges which have been overcome. It is in this sense that it is exemplary and that it coincides with our concept of tripartism.

For us, tripartism does not mean a denial of diverging interests. On the contrary, we acknowledge that there are different interests between the different social groups. But the conflicts which arise from these divergent interests must be overcome, while respecting the autonomy and specific role of the social partners, and promoting negotiation.

That is the central message of the International Labour Organisation. As you said earlier, Mr. President, this spirit coincides with a well-rooted Swiss tradition. That is why we are happy to be here in Switzerland.

Today we commemorate 70 years of common history and perhaps this is a good time to look back on 70 years of joint work.

It seems to me that our Organisation has been faithful to its mandate and has enriched that mandate. Allow me to explain. Its mission in the 1920s concerned social dialogue, mainly as regards conditions of work. In the language of the times, it was referred to as relations between employers and workers. Of course, the question of the improvement in the conditions of work has not been settled and our agenda still includes items concerning the improvement of working conditions, and it is perfectly natural that it should be so. But we also know that our concerns have widened and that our specific approach to social dialogue has also extended to other concerns. First of all, it is not sufficient to improve working conditions, that is, conditions of employment; it is also necessary to create jobs, productive employment and wealth, and therefore to improve training, for we must improve the productive capacity of workers.

The Chairman of the Governing Body has just referred to the Declaration of Philadelphia, which represents a turning-point in the history of our Organisation and which enlarged the scope of its mandate. The work accomplished since the war, for which Mr. Morse and Mr. Blanchard deserve much of the credit, has shown the value of social dialogue, and that the promotion of employment is not a matter for governments alone, but also for employers and workers.

We have expanded the scope of our considerations to another equally important area – the relations between the industrialised countries (those which are

often called wealthy countries although they do not consist only of rich people), and the developing countries. This, also represents a development which followed the Second World War, which was led by our Directors-General of the time, and spurred widespread by the decolonisation of the 1960s and a dramatic increase in the number of our members. Today, in this room, all countries of the world are represented on an equal footing. There is still much to do, and perhaps some of our early dreams will have to be reviewed. But if we have found a place among the various United Nations agencies dealing with questions of development, it is because our Organisation can contribute not only its competence, but a method of direct contacts with its constituent members, which are not only governments, but employers and workers – the real triggers of economic development. In more recent years we noted that the world economy, which seemed to be in a phase of lasting growth, has in fact moved more into a phase of instability, but also into a process of globalisation where all economic events have repercussions everywhere, where nobody can remain isolated, and where national economies must adapt continually to a changing world. This sort of adaptation also creates a new mission for the International Labour Organisation; specifically, it must carve out a place for social dialogue in the process of adaptation. Here again, Mr. President, you referred to the role that the ILO can play in co-operation with other international organisations. There is no point in establishing economic plans if we fail to establish a social consensus as well.

But I cannot close on a triumphal note. Although social dialogue, a corner-stone of our Organisation, is needed to solve the world's problem, it is meaningless unless the social partners can express themselves freely.

Freedom is a prerequisite for social dialogue. Without it, we have nothing more than a poor puppet show, manipulated by invisible hands. Consequently, I believe that the freedom of individuals to establish and join organisations, to express their opinions and to participate in economic life – in short, human rights – are an essential part of our Organisation's mandate. In this area, we have only just begun. For an Organisation like the ILO, 70 years is very little. There is still much to do. My employee colleagues and I draw inspiration and encouragement from your words.

Interpretation from German: Mr. MUHR (Workers' delegate, Federal Republic of Germany) – Today we are commemorating the 70th anniversary of the International Labour Organisation. This is certainly an event which makes it worth our while to pause a moment in our work to think back to the origins of the Organisation, to the reasons for its being founded at the time and to compare these with the situation throughout the world today; but we must also think of the men and women who have shaped this Organisation.

I should like first of all on my own behalf but also on behalf of the Workers' group at this Conference to thank His Excellency the President of the Swiss Confederation, Mr. Delamuraz, for honouring us by his presence and conferring prestige upon this occasion.

Our gratitude to you is linked with our gratitude to Switzerland and its citizens who have always wel-

comed us and been most understanding for the past 70 years.

Your country, Mr. President, is inseparably linked with the struggle for peace between peoples. The city of Geneva is renowned for its multifarious efforts to give peace a solid foundation and to bring human beings fresh hope. Geneva is also a city in which the largest humanitarian world-wide Organisation has its headquarters; and Switzerland is a country which has set the example of peace both within its own borders and beyond, for centuries. Indeed it bears witness to the fact that a nation with many peoples does not necessarily have to live with internal dissensions and division. Where could the ILO have found a better site for its headquarters?

But it is not only the International Labour Organisation which is celebrating a special anniversary this year. Trade unions all over the world are remembering even more that the first of May has for 100 years been the day of the common struggle which from the outset was – and still is – led under the banner: Peace, Bread and Freedom.

Those who know the history of the International Labour Organisation are aware that its origin, the idea for its realisation, goes as far back as that of the first of May.

Both emerged to overcome the poverty, hunger and exploitation of the working people.

Although, the workers themselves wanted to fight world-wide for their objectives, far-sighted humanists, scientists and politicians also rose to fight against the circumstances which prevailed at the time.

Was this war on two fronts successful? Have the aims being reached which the initiators had in mind?

If we read the demands of the International Labour Congress of 1889 in Paris, we might believe that they were part of a discussion of current agenda items of the International Labour Conference, at least for part of our efforts to put into practice existing Conventions of our Organisation.

Amongst the subjects they discussed were: the eight-hour day, the prohibition of child work, a six-hour day for youth, a ban on night work if not absolutely necessary for production and technical reasons, a general ban on night work for women and young people, a weekly rest break of at least 36 hours, a ban on workers' middlemen (we might call it labour-only contracting today), a ban on private employment offices, the supervision of health conditions in workshops and industrial plants by the State.

Of course, 1989 is no longer 1889, but who could deny that a number of these items are still burning issues throughout the world today – and that others are more relevant now in large parts of the world than they have ever been?

Some people even feel that several of these issues are once again coming to the same front.

However, to deny the success that has been achieved would also be to deny success of the trade union struggle, which has often gone hand-in-hand into repression and resulted in the death of trade union officials.

Again 1989 is not 1919. Our Constitution at that time wrote that "women were also eligible to the Governing Body" Anyone reading that sentence today, particularly young people, would believe that our founding fathers were incredibly out of date.

But if we think of more recent history, we realise how progressive in fact they were. This Organisation

was one of the first to take up the cause for the emancipation of workers, but also for equal rights.

Today, these old problems still exist and new problems have emerged world-wide. Social disparities in the world should trigger an unanimous outcry of all righteous people. The Preamble of our Constitution should open our eyes to the seeds of conflict inherent in this situation; indeed, at the very beginning, it states that: "Universal and lasting peace can be established only if it is based upon social justice".

Peace and social justice are inseparably linked by their very nature. Peace is more than the mere absence of war. Peace is the fruit of justice. This is what the President of my country said here at this forum three years ago.

"Poverty anywhere constitutes a danger to prosperity everywhere", as stated in the Declaration of Philadelphia of 1944. Who could be so foolish as to claim that we have already come to the end of our struggle? The foundation of our Organisation 70 years ago was necessary and right; and it is just as necessary and right today to support it to the best of our ability in both its old and its new aims.

Last year we celebrated another anniversary, or rather two parallel anniversaries, which were not only linked with regard to time but also with regard to their objectives. I am thinking here of the adoption of the United Nations Universal Declaration of Human Rights and the ILO Freedom of Association and Protection of the Right to Organise Convention (No. 87).

The right of workers to join with other workers in order to defend their joint interests is – and will always be – an inalienable human right. It is a fundamental democratic right and the great number of violations against that right show to what extent it is an obstacle to those in power. These violations have not decreased in number; quite the contrary.

But there are also signs of hope. Increasingly, and in a larger number of countries, the principle that the right of association is a right of freedom and not of compulsion is being upheld. It must be left to the workers themselves to decide how they wish to associate and how they wish to formulate their objectives. This is a principle which has become more widespread because of the indefatigable struggle of the ILO.

Fundamental human rights also include the right to work and to a free choice of occupation and activity. Fundamental human rights are not respected as long as need, hunger and poverty still afflict large number of the world's population.

As long as human beings are compelled to endanger their health in order to earn a living for themselves and for their families we must ask ourselves two questions: How far are we still from the achievement of these human rights? And for how many people across the world are we in fact going further away from these targets?

There is as much need today as there was 70 or 100 years for organisations which work for human rights on a world-wide basis.

Nobody should be persecuted or threatened because of race, beliefs, political convictions or nationality.

Let us look to South Africa where a racist system flouts these principles. But we should also not forget that alongside this particularly flagrant example of

violations of human rights, there are a number of other examples which are just as shocking.

It is now one hundred years that trade unions have been struggling for a better life for the workers; 70 years that the ILO, has been in existence; 40 years since the Universal Declaration of Human Rights and the Freedom of Association and Protection of the Right to Organise Convention were adopted. On the threshold of the next millennium we have the duty to continue to fight for the realisation of these rights.

Indeed, we owe it to those who have sacrificed their lives and their health for these aims. And we also owe it to our children and to coming generations that this struggle will not last as long again as it has already.

Interpretation from French: The SECRETARY-GENERAL – An anniversary is a special moment because it is an opportunity to look back and commemorate; but it is also a time for taking stock, for making certain that we have not strayed from our chosen course, for taking new sightings in order to continue our journey in the right direction. You, Mr. President, have given us an optimistic speech which for us will be a source of inspiration.

But what is this course that we have set ourselves? What are the objectives, what are the basic principles that govern our actions? It is in fact not very difficult to find them. You are all quite familiar with them, because these objectives are contained in our Constitution and in the Declaration of Philadelphia. Let us recall some of them. Even if some of the speakers before me have already done so, I think it is particularly important that we do so.

"Universal and lasting peace can be established only if its based upon social justice". This was true in 1919. It is true in 1989. It is a simple fact.

"Freedom of expression and of association are essential to sustained progress." This was true in 1919. It is true today.

"Conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled". This was true in 1919. It is also unfortunately true in 1989.

"An improvement of those conditions is urgently required," and the Constitution mentions among others the prevention of unemployment, the provision of an adequate living wage, recognition of the principle of equal remuneration for work of equal value, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, freedom of association, and the organisation of vocational and technical training. True in 1919, and still true in 1989.

But if all of this is true today, does that mean that nothing has been done during these 70 years? Obviously not. It is one of the noble features of our human condition that we invariably face up to the vicissitudes of history and take up the challenges it throws down. As you know, the achievements of our Organisation are many. And what are they due to?

The impact of the Organisation derives first and foremost from its tripartite structure. All of you here are convinced that it is only through dialogue with employers' and workers' organisations that satisfac-

tory responses can be found to the problems of employment and labour.

The ILO also derives its strength from the international standards it has created and the supervisory machinery it has devised. These principles, which were carefully formulated by the Conference, are increasingly incorporated into the legislation and practice of each of our countries. It is true that there are still battles to be won, particularly as regards freedom of association and the prevention of all forms of discrimination or forced labour; but there are so many battles that have already been won.

The Organisation owes its impact finally to its technical co-operation projects in favour of employment, vocational training and the improvement of working conditions and the working environment.

Every one of us can be legitimately proud of these achievements. But we still have challenges to take up, because the labour situation, which is the focus of the activities of our Organisation, changes along with the context in which it evolves. These changes raise new questions and require new responses from us.

First of all, the world of work has become internationalised, as has been mentioned several times this morning. The problems that we face today are no longer just those of industrialised Europe and North America but of all regions. All the countries of the world should today feel that the ILO is responding to their concerns. That is the first challenge that faces us.

The content of work has changed. Technological change has radically altered methods of production. Industry requires fewer workers, while the service industries are in full expansion. More men and women today are working in the public service and education, whereas we are facing tremendous labour problems in the rural sector, particularly in the developing countries. Do the workers in all these branches of activity really have the feeling that the ILO is meeting their expectations? That is another challenge.

The forms of work are multiplying. Traditional full-time, permanent employment is being often replaced by atypical or precarious types of work. Does everyone have the feeling that the ILO has the answer to these new forms of employment? This is a third challenge.

The ILO, its constituents and its secretariat should ensure that everyone, whether employer or worker, finds in the ILO an answer to the questions of today.

The very context of labour has changed. The world has evolved and continues to evolve, and this is bound to have an impact on work.

The result may be either positive or negative. Allow me to cite a few instances.

We see negative outcome when we look at the economic crisis that the world has been undergoing

and the continuing problems of development. Millions of men and women are unemployed. And how many others are living in fear of losing their employment? And no employment means no income, and often a loss of one's sense of dignity. The ILO has been rethinking its employment programme. For example, at a recent a High-level Conference on Employment and Structural Adjustment launched a world employment programme.

We must be even more concerned with seeing that employment creation is at the heart of development. This is an intellectual challenge for us insofar as the Organisation must devise its own strategy in this area. It is a challenge to our credibility insofar as we must convince the decision-makers in each of our countries. And it is a challenge to our determination to co-operate insofar as we must devise new forms of collaboration with other international organisations. President Delamuraz himself has just mentioned this.

Another still more critical development is the need to ensure that work is carried out in an acceptable environment.

In the future, the Organisation will certainly have to devote more energy and more effort to this ecological dimension. It must do so above all in order to improve the working environment, because on this will ultimately depend the safety, health and lives of workers and the happiness of their families. Besides, by ensuring a healthy environment are we not also creating employment?

The context of work has also changed – and here rather more positively – because there now appears to be a new international climate. Detente seems to be the order of the day. The willingness of States to understand each other better is manifest, and we are witnessing the gradual resolution of regional conflicts. New opportunities are appearing for disarmament. All this increases the prospects for international co-operation and for the International Labour Organisation.

The course we have set ourselves has not changed. Our objectives are still the same and will remain so because they are the very essence of the organisation. But though the Organisation must remain faithful to its vocation, it must also be able to find innovative solutions to the kind of problems that arise today. Fidelity and imagination, continuity and innovation – these, I am convinced Mr. President, are the qualities that will enable the International Labour Organisation to adapt to a world which is changing but which must be ever more welcoming and attractive to the entire world of work.

(The Conference adjourned at 11.30 a.m.)

No. 6 – Saturday, 10 June 1989

PRINTED IN SWITZERLAND



Provisional Record

Seventy-sixth Session, Geneva, 1989

Fourth sitting

Thursday, 8 June 1989, 12 noon

President: Mrs. Molkova

FIRST REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The PRESIDENT (Mrs. MOLKOVA) – The first item on our agenda is the first report of the Selection Committee, I call on Mr. Hammond, Government delegate, Canada, Chairman of the Selection Committee, to submit the Committee's report to the Conference.

Mr HAMMOND (*Government delegate, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the first report of the Selection Committee which is to be found in *Provisional Record* No. 4. This report refers to the election of the Officers of the Committee and contains proposals concerning the setting up and composition of committees of the Conference.

The Selection Committee has also considered the numerical composition of the committees which it recommends should be set up. The Committee has made proposals regarding the appointment of the Credentials Committee and has also made recommendations to the Conference concerning the composition of the Drafting Committee of the Conference.

As regards the discussion of the Reports of the Governing Body and the Director-General, the Committee has decided that it should begin today, Thursday, 8 June, and that the list of speakers should be closed on Thursday, 15 June, at 12 o'clock noon.

The Committee has also decided that the brief debate in plenary sitting on the programme and budget proposals should take place next Monday morning, 12 June. The Committee recommends that the Conference urge members of the Conference who take part in the discussion of the Reports of the Governing Body and the Director-General to abide strictly by the provision of the Standing orders of the Conference concerning the duration of speeches in plenary sitting, which may not exceed 15 minutes. It also proposes that the Conference urge delegates to concentrate their remarks on the Reports of the Governing Body and the Director-General and on the activities of the International Labour Organisation.

I should like to call the attention of the members of the Conference to the suggestions in the report concerning the quorum, punctuality and negotiations in committees, all of which are designed to ensure the smooth working of the Conference.

As regards participation in the Conference committees by members who have lost the right to vote, the Selection Committee took note of the Governing Body's recommendation that the practice followed

last year by the Government members of not applying for regular membership of the committees if they were not at the time entitled to vote, should be continued. The Selection Committee itself recommends to the Conference that should this practice for any reason not be fully respected, the calculation of weighting coefficients for votes in committee should be based on the number of regular Government members entitled to vote.

In another recommendation the Committee proposes that certain non-governmental international organisations should be invited to be represented at the Conference and on some of the committees.

Finally, the Committee endorsed a general plan of work for the Conference committees which is appended to its report. Although not binding, it will enable the committees to organise their work so as to take the maximum possible account of the overall needs and possibilities of the Conference. In this connection, the Committee decided that a special sitting of the Conference should be held at 11 a.m. on Thursday, 15 June, to pay tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office, for his many years of outstanding service to the Organisation.

I commend the report for adoption.

The PRESIDENT (Mrs. MOLKOVA) – The discussion of the report is now open.

Original-Spanish: Mr. MEZA SOZA (*Government delegate, Nicaragua*) – With all due respect, I wish to point out that I am speaking on behalf of the delegation of the Government of Nicaragua. I would like to refer briefly to the part of the first report of the Selection Committee concerning the make up of the committees for this Conference.

The delegation of the Government of Nicaragua does not want to open an untimely discussion on the competence of any particular body at the Conference or the Credentials Committee specifically. However, we would like to draw your attention to a fact that once again violates the Constitution of the ILO and the Standing Orders.

In the list of regular Employer members for the formation of committees, there was the deliberate omission of Mr. Juan Ramon Aragon, who is the Employer delegate of Nicaragua appointed by the Government which I represent in accordance with paragraph 5, article 3, of the ILO Constitution. Given the impossibility of achieving an agreement between the employers' organisations despite the efforts undertaken by our Government, this decision to

exclude him, based on presumed arguments over representation, effectively makes him unable to function as a delegate, depriving him of a vote and a voice in the committees, in clear violation of paragraph 1, article 4, of the Constitution and paragraph 8, article 26, (section B, Part 2), of the Standing Orders.

I would further like to recall that under paragraph 3 of article 26, only the Credentials Committee has the authority to pronounce on the representativity of a delegate and only the Conference can strip him of his powers and rights by a vote of two-thirds of its members. In excluding him from all committees, one sector of the Employers' group, whose gratuitous hostility to all the actions of the Government of Nicaragua is widely recognised, is alleging a principle of autonomy for groups in order to violate a procedure clearly established in the Standing Orders and the Constitution.

Finally, I should point out that in these circumstances the Employers' delegate may or may not be able to make use of his right in accordance with his own interests, but as far as our Government is concerned we can only deplore the violation of legal provisions that all of us should respect.

We do not intend to delay further the decisions of the Conference and the beginning of the work of the committees, but we would like to call the attention of the honourable delegates to the points we have outlined and make clear our absolute reservations on this matter.

The PRESIDENT (Mrs. MOLKOVA) - I thank the distinguished Government delegate of Nicaragua. I have taken note of the complaint lodged against the composition of the committees. This complaint comes under the procedure adopted by the Conference on 8 June 1959. It must therefore be referred to the Appeals Board which will be convened without delay. I invite the author of the complaint, the Government delegate of Nicaragua, to be good enough to send to the President, in writing before tomorrow, Friday at midday, a brief note summarising his arguments so that it can be transmitted to the Appeals Board as soon as possible.

The Board will decide on the procedure it intends to follow, but bearing in mind earlier practice, I would request the complainant and all other persons concerned to place themselves at the disposal of the Board in case it wishes to hear them.

The hearings will take place as soon as possible, most likely on Monday 12 or Tuesday 13 June, 1989.

On this basis, the objection of the distinguished delegate of Nicaragua having been duly noted, if there are no other objections, I take it that the report is adopted.

(The report is adopted)

(The Conference adjourned at 12.30 p.m.)

Fifth sitting

Thursday, 8 June 1989, 3.30 p.m

President: Mr. Nkomo

SUBMISSION OF THE ANNUAL REPORT OF THE GOVERNING BODY TO THE CONFERENCE BY THE CHAIRMAN OF THE GOVERNING BODY

The PRESIDENT – The first item on this afternoon's agenda is the presentation of the annual report of the Governing Body to the Conference. I call on Mr. Mensah, Chairman of the Governing Body of the ILO, to submit the report.

Original – French: Mr. MENSAH (*Chairman of the Governing Body of the International Labour Office*) – In my position as Chairman of the Governing Body of the International Labour Office, it is incumbent upon me to introduce to you the report submitted each year by the Governing Body to the Conference. This report gives an account of the work carried out by the Governing Body upon resuming the 240th Session immediately following the Conference in June 1988, as well as at its 241st and 242nd Sessions held in November 1988 and in February-March 1989.

As the first part of the 243rd Session which preceded the current session of the Conference only concluded a few days ago, the printed report which you have before you in *Provisional Record* No. 3 does not reflect the very latest considerations of the Governing Body. I shall therefore complete this orally by telling you of the principal decisions which have been taken and the discussions which took place on this occasion. But before I go into the details of this work, I should like to mention briefly three major events which have left their mark on the period under review.

The first of these events concerns the regional dimension of the activities of the International Labour Organisation. For the life of our Organisation does not only go on in Geneva but also takes place on a very wide scale in the various regions of the world where the ILO must make every effort to come to the assistance of the workers and to overcome the problems of poverty, unemployment and violations of fundamental rights which they face. One of the main means enabling the ILO to remain attentive to the concerns and desires of its constituents in the various parts of the world is provided by its regional conferences. It was Africa's turn this year to organise the most recent conference of this type, which was held from 29 November to 7 December of the year under review, 1988, in Harare. As Chairman of the Governing Body and coming from an African country, I was greatly honoured and profoundly delighted to open the work of that Conference. In the unanimous opinion of all participants, that meeting was an outstand-

ing success and in this respect, Mr. President, I should like to pay warm tribute to you for the brilliant manner in which you led the work of the Seventh African Regional Conference. I should also like, through you, to renew the Governing Body's expression of gratitude to the Government and to the employers' and workers' organisations of Zimbabwe for the resources which were generally made available to the Conference and for the warm hospitality which they offered to its participants. In addition to the conclusions and resolutions adopted by the Conference on a number of technical subjects, providing valuable guide-lines for the future action of the ILO to promote economic development and social progress in Africa, the Conference also dealt, of course, with the harrowing problem of apartheid, a challenge to the whole of Africa, whose negative consequences particularly affect the front-line States such as your own, Mr. President. The struggle against apartheid, moreover, is one of the subjects which was dealt with during the sittings of the Governing Body which have just been completed; I shall return in a moment to the decisions which it took in this respect.

The second major subject which I should like to address relates to the financial situation of our Organisation. The adoption of the ILO's programme and budget every two years constitutes a vital stage in the programming and financing of the activities of our institution. The Programme and Budget Proposals for 1990-91 submitted to you this year for final adoption represent the fruits of a considerable effort of planning, consultation, fixing of priorities, examination of resources and estimates of costs accomplished by the Director-General and his staff. These proposals, as usual, were then subjected to a detailed examination by the Programme, Financial and Administrative Committee before being approved by the Governing Body. In this respect I should like to highlight the encouraging fact, quite exceptional in the recent experience of our Organisation, that these Programme and Budget Proposals were adopted unanimously by the Governing Body. I am convinced that I speak for the entire Governing Body in expressing the wish that they might find equally unanimous support in the International Labour Conference.

Finally, the third outstanding event which I should like to highlight is the election of the new Director-General of the International Labour Office. An instrument for consideration, for study and for action at the service of the tripartite constituents of the Organisation, with the task of carrying out the decisions taken by the Conference and the Governing Body, the International Labour Office has always

been fortunate in having been headed by a series of exceptional Directors-General, the successors of Albert Thomas, the first Director-General of the ILO. In electing, at its 242nd Session last February, Mr. Michel Hansenne to head the Office for a five-year term the Governing Body showed its confidence that the new Director-General will continue along the path laid down by his illustrious predecessors. The Governing Body also wished to pay tribute, exactly one week ago, to the outgoing Director-General, Mr. Francis Blanchard, for the remarkably skilful and effective manner in which he has headed the Office over a period of 15 years and the Conference will no doubt wish to endorse this tribute in turn a few days from now.

I shall now give an account of the first part of the 243rd Session of the Governing Body which took place last week, and in particular, of the principal decisions taken as a result.

First of all, the Governing Body gave preliminary consideration to proposals relating to the agenda of the 78th Session of the International Conference which will be held in 1991. The final decision will be taken next November. Proposals submitted to the Governing Body by the Director-General covered the following six topics:

1. the protection of workers' claims in the event of the insolvency of their employer;
2. revision of the Appendix of the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147);
3. working and employment conditions of part-time workers;
4. recording and notification of occupational accidents and diseases
5. equality of treatment for men and women in relation to social security;
6. drug and alcohol abuse.

Following a short debate the Governing Body decided to request the Director-General to provide to it, in November 1989, reports on legislation and practice or more detailed proposals relating to the six topics which I have just listed. In addition, at the request of the Employers' group, the Director-General undertook to examine the possibility of submitting proposals next November on the application of modern agricultural technologies which was the subject of a specific request in the conclusions on the promotion of rural employment adopted by the Conference in June 1988 if this is technically feasible.

In regard to the application of international labour standards the Governing Body took note of the report of the Committee of Experts on the Application of Conventions and Recommendations. According to usual practice this report is submitted to the Conference so that it should be examined in depth within the framework of the Committee on the Application of Standards. The Committee on Freedom of Association has also continued its patient and in-depth examination of complaints relating to the violation of union rights. During the three sessions of the Governing Body during the last period the Committee has examined about 200 cases which corresponds, more or less, to the number of cases before it the previous year. This tireless work remains vital in order to ensure the respect of freedom of association

without which it would not be possible to have true tripartism, the very foundation of the structure and the activities of the ILO. Unfortunately, the Committee has had to note in certain cases the existence of flagrant violations of union rights. However, it is encouraging that the dialogue begun between governments and the Committee on Freedom of Association is continuing and that, thanks to this dialogue and procedure of direct contacts utilised in certain cases, problems relating to the application of the standards and principles of the ILO in this sphere have been able to be solved.

Regarding the finances of the Organisation, the Programme, Financial and Administrative Committee of the Governing Body has noted a satisfactory improvement in the budgetary situation, manifested by a current surplus of income over expenditure for the period 1988-89. This state of affairs is due in particular to the increase in contributions in regard to last year and to the recent stabilisation of the US dollar, the reference currency of the budget. However, this situation may be precarious given the monetary uncertainties and the fact that too many member States are still late in the payment of part or the whole of their contributions to the ILO. I should thus like to repeat the appeal made by all of my predecessors on this tribune that all member States should promptly fulfil their financial obligations to our Organisation.

Moreover, the Programme, Financial and Administrative Committee has examined, in its annual May review, the various activities of the Turin Centre discussed in the Centre's report. On personnel matters, the Committee had before it a certain number of questions relating to pensions. In this respect, the Governing Body has made recommendations to the Conference concerning the designation of titular and substitute members of the ILO and United Nations pensions funds as well as of members of the Administrative Board of the Special Payments Fund.

On the recommendation of its Industrial Activities Committee, it has established the composition and the agenda for the Tripartite Meeting on Employment and Working Conditions for Journalists, to be held in November 1990, as well as the agenda for the Meeting of Experts on Civil Aviation which is planned for the 1990-91 biennium. It has also taken a certain number of decisions in order to follow up the conclusions and resolutions adopted by the Tenth Session of the Chemical Industries Committee which met in Geneva in October 1989 and by the Fourth Session of the Joint Civil Service Committee which was held in Geneva in November and December 1988. Finally, the Industrial Activities Committee completed its examination of the structure of the Industrial Committee system which it had entrusted to a limited working group. The recommendations of this group, which were then adopted by the Committee and by the Governing Body, are aimed at increasing the effectiveness and flexibility of the system of the industrial meetings of the ILO and making it possible for the participation of a greater number of countries, while at the same time simplifying procedures and the agenda for these meetings so as to remain within the existing financial framework. It goes without saying that the reform envisaged will have as consequences the modification of the regulations for Industrial Committees and the renewal of their composition.

Through its Committee on Discrimination, the Governing Body has dealt with the information provided by governments and by employer and worker organisations in response to the questionnaire distributed by the Office on anti-apartheid measures. This information, which can be found in Chapter II of the Special Report of the Director-General on Apartheid submitted to the Conference, will be the subject of the annual in-depth examination by the Conference's Committee on Action against Apartheid. So far as the group of independent experts is concerned, whose task was the monitoring of the implementation of sanctions and other anti-apartheid action – and the Constitution called for in the conclusions of the Committee on Apartheid in June 1988 – the Governing Body has decided to set up this working group and has requested the Director-General to submit to the Governing Body when it reconvenes its 243rd Session following the present session of the Conference, proposals relating to the composition of this group. The Committee on Discrimination has also discussed the activities of the ILO relating to the situation of workers in the occupied Arab territories. This debate will be taken up again at its next meeting in November 1989. Finally, the Committee decided to include the question of equality of opportunity and of treatment for women as a permanent item on its agenda starting from the next session.

The Governing Body took note of the report of the Meeting of Experts on Safety in the Use of Mineral and Synthetic Fibres which was held in Geneva in April this year. It has authorised distribution of the report and has requested the Director-General to take into consideration the recommendation of the experts when he develops proposals for future programmes.

Among the various ILO meetings the composition and the agenda of which were the subject of decisions by the Governing Body at its recent session, the Governing Body has approved the conduct, the agenda and the composition of a tripartite colloquium on structural adjustments and employment in Africa which is to be held in Nairobi in October 1989. This colloquium will constitute, at the regional level, a continuation of the important debate which took place at the High-Level Meeting on Employment and Structural Adjustment which was held in Geneva in November 1987.

Moreover, the Governing Body has taken a certain number of decisions authorising the Director-General to invite two non-member States and 46 international non-governmental organisations to be represented at the present session of the International Labour Conference.

Before concluding, I should like to thank most sincerely my two colleagues from the bureau of the Governing Body, Mr. Jean-Jacques Oechslin, the Employer Vice-Chairman, and Mr. Gerd Muhr, the Worker Vice-Chairman, for their efficient and ever-cordial assistance which has greatly facilitated my task as Chairman. Thanks to the atmosphere of understanding within the Governing Body's bureau, as well as the kind co-operation of all the members of the Body, we have been able to cope with the considerable workload in the best possible time frame. I should also like to thank the two successive Directors-General, Mr. Francis Blanchard and Mr. Michel Hansenne and their staff for the support they have

given to the Governing Body as a whole and to its Bureau during the term of my mandate.

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION

The PRESIDENT – Before we proceed to the discussion of the Reports of the Governing Body and the Director-General, I would like to make the following statement on behalf of the officers of the Conference.

Before initiating the discussion on the Report of the Director-General, I should like, first of all, to make the following statement on behalf of the Conference and the Conference officers. This statement refers to the way in which we intend to discharge our duties and I am making it on behalf of all the officers of the Conference in order to remind you of the principles which we propose to apply in guiding this discussion. These principles will be applied with the greatest possible uniformity to all speeches made by any speaker in the Conference. The principles by which we shall be guided were first established by the Working Party on the Programme and Structure of the ILO and approved by the Governing Body and communicated to the Conference in 1967. They are set out in paragraphs 54 to 58 of its report which are reproduced in the Memorandum on the 76th Session of the International Labour Conference, a copy of which you should all now have. It is incumbent upon the officers of the Conference to draw the attention of all delegates to the contents of paragraph 58, which reads as follows: "In periods of acute political tension the ILO has a twofold responsibility – to uphold the values of human freedom and dignity enshrined in its Constitution, and to circumscribe rather than extend the area of international tension by ensuring the fullest possible degree of continued co-operation in pursuit of the objectives of the ILO. Every delegate to the International Labour Conference therefore has an obligation to the Conference to keep these considerations constantly in mind, and the President has an obligation to ensure that the Conference does not lose sight of them."

In the discharge of my duty, I draw the Conference's attention to these principles. In full agreement with my fellow officers and on behalf of all of you, I urge all delegates to collaborate with us in applying these principles. In particular, we hope that every delegate will recognise that the officers of the Conference are responsible for ensuring that these principles are observed. My colleagues and I are determined to carry out this responsibility.

Freedom of expression is a vital feature of the International Labour Organisation. However, in order to exercise this right in a spirit of mutual respect, we all have to accept a certain amount of discipline if we want our work to be carried on in an appropriate way and be crowned with success. It is the duty of the President of the sitting to ensure that these principles are respected, and the officers of the Conference will not hesitate to intervene in this connection. In particular, if there are offensive or insulting remarks made about any Head of State or Government or if personal insults are directed at any other delegate, the President will intervene immediately.

At the Conference, all delegates should use parliamentary language and respect the accepted proce-

dure, refer only to the items under discussion and avoid raising any question alien to these matters.

It is important that every delegate who wishes to make a reply to a statement should refrain from asking for the floor by raising a point of order. What a delegate should do is to inform the President of the sitting before that sitting finishes that he or she wishes to exercise his or her right to reply. A request for a right of reply should be addressed to the officers during the sitting in which the government or delegation considers that it should exercise its right to reply. These requests should be transmitted to the President through the Clerk and not by asking for the floor at the meeting.

I wish to refer to the practice with regard to the exercise of the right to reply. The reply should refer only to the point under debate. It should be brief, not exceed two or three minutes, and should not give rise to any further remarks. Lastly, it should be couched in correct and parliamentary language. Furthermore, I wish to point out that, in order to avoid endless debates, it has been a practice of the Presidents to refuse to allow replies to a reply.

I wish furthermore to refer to the recommendation made in the first report of the Selection Committee, according to which the Conference invites all delegates participating in the discussion on the Report of the Director-General to abide strictly by the provisions of the Standing Orders relating to the maximum length of speeches and to concentrate their remarks on the report and on the activities of the International Labour Conference. I recall that under terms of article 14, paragraph 6, of the Standing Orders of the Conference it is stated that "Except with the special consent of the Conference, no speech, whether by a delegate, a visiting minister, an observer or a representative of an international organisation, shall exceed 15 minutes". The time available to the Conference for the examination of its agenda is very short and we have an exceptionally large number of speakers who have already registered on the list. It is therefore imperative that these provisions be strictly respected and I intend to enforce the 15-minute rule very strictly in order to avoid too many night sittings. All delegates and ministers attending the Conference will no doubt wish to take into account, in preparing their remarks, this limit of 15 minutes laid down in the Standing Orders, so that the President will not be obliged to withdraw the right to speak from a speaker before he has finished his speech.

May I remind you that in accordance with practice, the officers and President organise the general discussion. In particular, it is up to the President to ensure respect for the principles and provisions of the Standing Orders to which I have just referred.

Therefore, in order to fulfil the mandate which you have entrusted to us, we shall fully discharge all the responsibilities conferred upon us. We thank you in advance for your help and collaboration with a view to ensuring the proper conduct and the success of this 76th Session.

Having made those remarks, I shall now give the floor to the Honourable P.H. Okondo, Minister for Labour of Kenya, our first speaker in the discussion of the Reports of the Governing Body and the Director-General.

Mr. OKONDO (*Minister for Labour, Kenya*) – Mr. President, allow me to take this opportunity, and

also on behalf of my delegation, to congratulate you and the members of your Bureau on your merited election to guide the deliberations of the 76th Session of the International Labour Conference. I would also like to take this opportunity to extend my delegations's utmost congratulations to the new ILO Director-General, Mr. Michel Hansenne, following his recent and well deserved election to that post. My delegation would like to assure Mr. Hansenne of Kenya's continued co-operation with, and support for, him and the ILO, in all areas of our common endeavour.

My Delegation has noted that the Director-General's Report for this session of the Conference is presented in two parts. In Part I, the Director-General highlights the subjects of global economic recession and subsequent economic recovery leading to employment as a prerequisite for the creation of increasing employment. Part II of the Report gives an excellent account of the various ILO activities for the year 1988.

My delegation recalls that after the long period of economic growth of the late 1970s and the early 1980s, there followed a downturn in developed economies caused by inflation and high interest rates which led to critical weaknesses in the global economic system. The impact of that phenomena on poorer countries was catastrophic, coinciding as it did, in many countries, including Kenya, with drought conditions. As if that were not enough, rapid economic changes in the developed countries led to dramatic shifts in the demand patterns which adversely affected demand for the products of developing countries. The growing crisis was also accentuated in some cases by mistaken or inadequate policies adopted by some of the Third World countries. The crisis manifested itself in deteriorating balance of payments, falling receipts from exports due to international market pressures, which in turn led to repeated budget deficits and in some case defaults in repayments. This is, in the main, the brew of the debt crisis. The World Bank and the IMF reacted with structural adjustment programmes for the economies of those countries. The aims of the programmes are to re-organise the existing and sometimes quite rigid economic and social structures of the communities in an effort to overcome internal and external constraints in the economic field.

The World Bank is normally concerned with extending high conditionality loans, while the International Monetary Fund aims at stabilisation programmes using high conditionality credits accompanied by stringent fiscal and monetary policy conditions for the recipient country. Since 1975, Kenya has had at least seven stabilisation programmes in the form of credits from the IMF and three structural adjustment loan from the World Bank. Our experience is that structural adjustment and stabilisation policies cannot be administered without posing problems to human resource planning, development and utilisation. There is a need, therefore, to base prescriptions for the role of the State on a thorough empirical analysis of country-specific situations and to avoid rigidly applying simplistic solutions indiscriminately, to often intricate socio-economic systems.

Allow me now to refer to the current sad political situation in both South Africa and Namibia. Africa's greatest concern continues to be the elimination of

the neo-Nazi system of apartheid practised in South Africa and imposed upon Namibia. My delegation is appalled to note that those minority regimes continue to deny millions of innocent Black people their God-given right to fundamental human rights simply because of their race. This situation is totally unacceptable and Kenya once again strongly urges the international community to move in concert and greater vigour to halt this open abuse of humanity. We appeal to all peace loving people of the world to unite against apartheid and to rid South Africa of that odious practice. However, the Kenyan Government notes with keen interest, the milder tones employed by the new leadership in South Africa of late. It would appear to give some hope, no matter how faint, that some planning is under consideration for improved inter-racial relationships there. We need to encourage this trend of thought in the light of the changes in Namibia and in the hope that it might mature into the eventual abolition of apartheid. Yet, in the absence of tangible signs that a negotiated abolition of apartheid is in the offing, we in Kenya feel that it is our sacred duty to support the ongoing armed struggle in South Africa until the evil practice of apartheid is completely dismantled.

On the current political situation in Namibia, my delegation notes with pleasure that certain positive developments are taking place there now. It is in this respect that the Kenyan delegation would like to express our deep appreciation to the United States Government for its vital mediation role which helped to secure, in December 1988, a trilateral agreement between Angola and Cuba, on the one hand, and South Africa on the other, on a peaceful settlement in Namibia. The above agreement set 1 April 1989 as the starting date for the long awaited United Nations Independence Plan for Namibia, contained in the United Nations Security Council resolution 435 of 1978. The above United Nations Plan for Namibia commenced on 1 April this year and is expected to lead to United Nations supervised elections on 1 November of this year and to usher in the independence of the Namibian people as a free people, under their right to self-determination.

As I speak here, the United Nations peace-keeping force that is to oversee Namibia's transition to independence has already registered its presence in the territory. Let us hope that all will go well as planned, and that Namibia will be independent following the 1 November supervised election.

In order to facilitate Namibia's transition to independence, the United Nations has created what is commonly referred to as the United Nations Transition Assistance Group (UNTAG) comprising 4,650 troops, 500 civilian police and 2,000 civilian officials. Kenya, at the request of the United Nations, has already sent a full contingent of 850 infantry battalion as part of the UNTAG troops to Namibia. The Kenya contingent commander is also the overall deputy commander of the UNTAG troops. It is this UNTAG group that will ensure that free and fair elections are held in Namibia. Furthermore, Kenya has agreed to send a contingent of Kenya police to assist in policing duties in Namibia under the United Nations programme.

My delegation is also pleased to note the latest efforts made to defuse the South African brewed crisis which is surrounding the United Nations Plan to give Namibia independence from South Africa.

On the situation in the Gulf region, Kenya has noted with appreciation the quiet and persistent diplomacy by the United Nations Secretary-General which has helped to silence the guns in the eight year long Iran-Iraq war following the August 1988 ceasefire. The United Nations peace-keeping force between the two countries has so far done a commendable job and the workers there can now enjoy peace at last. It should again be noted that Kenya, at the request of the United Nations, has also sent several of our senior army officers to the Gulf as part of the United Nations peacekeeping force in the area.

My delegation notes with appreciation that you have included in the agenda for this year's session of the Conference, three major technical items for our discussion, namely the issues relating to the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107); the issue relating to safety in the use of chemicals at work; and the issue on night work, with particular reference to women.

On the issues of the proposed revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), my delegation is of the unanimous view that the various governments of independent countries truly have the responsibility for developing, with the participation of the peoples concerned, co-ordinated and systematic action to protect the rights of those peoples, and to guarantee respect for their integrity while according them full opportunity and means to attain equality with the rest of the population. In my delegation's view, such action should include the taking of measures for enabling members of these peoples to benefit, on an equal footing, from the rights and opportunities which national laws and regulations, etc., grant to other members of the population.

My delegation has again noted that the ILO has decided to place the question of night work on the agenda of this year's session of the Conference. The subject of the prohibition of night work for women in industry, once a widely accepted element of labour legislation, has today become increasingly controversial. My delegation fully understands and appreciates that it is the debate on whether to maintain this prohibition that has led to calls for the need to revise, in particular, the most recent of these Conventions, the Night Work for Women Convention, 1948 (No. 89), in order to make it more flexible. In my delegation's view, the proposed partial revision of this Convention No 89 aims primarily at adding the much needed flexibility to the standards laid on night work for women.

The third technical item on our agenda is the "Safety in the Use of Chemicals at Work". The increasing production and the use of chemicals sometimes resulting in major accidents (e.g. the world's worst industrial disaster which took place in the Bhopal pesticide plant in India in 1984 and which killed about 3,300 people and left thousands with mental and physical scars) have given rise to growing concern about health protection and to widespread demands for comprehensive international safety and health standards to regulate the use of chemicals at the workplace.

In Kenya safety in the use and handling of chemicals and the control of their potential hazards, is a subject of primary concern to our Government.

The increasing importation and use of obsolete drugs and chemicals in Africa present hazards to hu-

man health and the environment and have become a matter of growing concern for most governments and the community at large.

In today's world chemicals are used in manifold applications. We are aware that over the past few decades, revolutionary developments have taken place in the fields of chemical management and control. However, the battle is far from being won.

It is our hope that this world labour parliament will at the end spell out the responsibilities of the manufacturer, the importer, the exporter and the distributor of such chemicals, if we have to protect lives and the environment adequately against potential harm.

In addition to our concern for safety with chemicals, we are deeply perturbed by the current wave of dumping of highly dangerous industrial toxic waste in Africa from Western countries. It has been argued, and of course not without truth, that the choice of Africa as the destination of such industrial chemical waste, which expert handlers in Europe would not even dare to touch, is only a modern expression of the old-age contempt for the African people which has persisted through so many centuries. If not, why should anyone in his right mind bring to our continent any product he thinks would be a danger to life in the country from which that waste originated? As was the case with the slave trade, the dumping of toxic waste in African countries, which have neither the skills nor the means to dispose of them, can only be thwarted by the concerted action of the entire international community. In any event let it be known here and now that Africa will no longer accept any subjugation no matter what source it takes or where it comes from.

Finally, I would like to remark here that the fundamental purpose of the ILO is to continue with this policy.

Mr. BORG CARDONA (*Government delegate, Malta*) – Your Excellency, may I first of all congratulate you on your election as President of the Conference.

In the Preface to his Report, the Director-General has highlighted the paradox existing at this time. While the rate of growth of the world economy is encouraging, most of the Third World sinks deeper into poverty. Further development of the industrialised centres of the North continues to widen the gap between them and ever larger areas of the South. In his conclusions, he emphasises that in developing countries the situation is critical; in some, it is even desperate.

It is being claimed that we are on the threshold of a new era of prosperity. We may well ask for whom! Should the prosperous become even richer while the poor become more destitute? Bad times mean for the prosperous some sacrifice and the lowering of high standards attained; for too many of the poor it means the ultimate sacrifice – death as a result of the total lack of even the most basic needs for survival.

We are reminded periodically of the extreme poverty that still exists; nevertheless, this is allowed to get progressively worse. How much longer can we disregard the 1,000 million who live in abject poverty and overlook the fact that 100 million children live and sleep on the streets and millions die each year of hunger; that we consume too much for our own good and probably discard enough to feed most, if not all, of those suffering from starvation. Must so many mil-

lions continue to die from lack of food in a world of plenty? And yet in so many forums we blithely talk of a more equitable distribution of wealth, of a new economic order, of a new era of social justice. We mention them so often that we have come to believe that they exist while the chasm between rich and poor yawns ever wider and is less bridgeable than ever.

Do we really believe that human beings, all of them, are as much the means for, as the end of, economic and social development? Must we continue to expend so much wealth on what is harmful and destructive and so little on what sustain life and improve its quality? Should we not dispense with further declarations of good intentions and do something tangible and effective to ensure the most basic of human right – the right to live, or at least to survive?

Each country seeks to increase the prosperity of its citizens, but what is basically a highly moral concept can become totally immoral. When increased prosperity is attained at the expense of the weak, when the achievement of higher standards for those which have most results in further deprivation for those which have least, it becomes immoral and anti-social. In the long term it is not even justifiable economically.

The development of Third World countries is inhibited by many factors among which: lack of capital for investment; inadequate infrastructure; lack of educational and economic institutions; poorly developed markets; and lack of technology.

If one adds to these the enormous debt burden which many of the least developed countries have to carry, and the increasing degree of protectionism in world trade, it is no wonder that they are sinking deeper into poverty. In a situation where capital is required for investment to develop, many have become net exporters of capital to industrialised countries. Where exports are the only means of acquiring sorely needed foreign exchange, market limitations are imposed by protectionism or demand and prices manipulated by artificial arrangements.

There has not been enough concern shown on a global basis or enough done to effectively narrow the gap between rich and poor to start redressing the imbalance. And yet, the highly industrialised countries have shown a great awareness of common destiny in response to major natural and ecological disasters and the uncertainties created by the deterioration of the environment. They are the major culprits, having, in the process of industrialisation, done untold harm to the natural environment in their own region and in that of others. They continue to produce items and materials which cause serious damage to the ecology of our planet. Their expectation is that what is left in other regions be preserved for the common good even if utilisation of such natural resources is the sole remaining means of Third World countries to survive or register some advancement.

This awareness of common destiny is genuine only if it is applied generally, in all matters, on a global basis, and not only in matters of self-interest. If in the past more prosperity was sought through industrialisation without heeding the damage being caused to Mother Earth, it is still in the interests of all to take remedial measures. But those who, through lack of opportunity or means to develop, are still blessed with some natural resources or environmental aspects which they can utilise to advantage, cannot be ex-

pected to forego the opportunity of survival or advancement only in the interests of others. If they are to be induced to act in the common interest, the world community must help them to survive and advance in other ways than by despoiling what is left, as others did in the past.

Despite the necessity to promote economic and social development on a global basis, several countries have chosen or been driven to form themselves into regional groupings to protect their interests, despite original reluctance to do so. This makes it progressively more difficult to achieve collective development on a global basis.

With the acceleration of technological advancement, there is a progressive increase of the capability to produce more and more, better and faster. In order to dispose of what is produced, a larger market is required – and this is only possible in the countries of the Third World. Unless they are helped to develop, they can never acquire the means to obtain what they sorely need and which others will need to supply.

The world community has to accept the fact that if it wants to retain what has been achieved and to progress further it must also accept the concept of, and effectively strive for, a more equitable distribution of wealth. It must create a new order in which every human being can contribute to development and participate in its benefits. For many centuries human and natural resources from countries in the Third World have contributed handsomely to the accumulation of wealth that we witness today. Economic necessity and social justice require a reverse contribution as much for the benefit of the Third World as in the general interest.

There is need for a concerted effort to eliminate constraints on development in the Third World and to provide the means for advancement. Meanwhile ways have to be found to alleviate the current burden.

If this is not done, pressures will continue to build up to a state where a political, economic and social upheaval of major proportions will be inevitable. Further deterioration of an already desperate situation in the Third World will have a severe negative effect world-wide, and we shall all pay dearly for ignoring the ominous signs.

I turn now to the local scene; to what has happened in my country during the past year that is of interest to the ILO. Last June my Minister spoke about aspects of the policy adopted with regard to the implementation of work-related human rights.

The Auxiliary Workers and Training Scheme, managed by a tripartite board of directors, has made substantial progress. Over 20 per cent of the unemployed and around 25 per cent of those surplus to requirements in the public sector have already been absorbed in the scheme. A good number of these are being trained or retrained in skills for which there is a demand.

The number placed in productive jobs during the nine months since the inception of the scheme is very encouraging. A comprehensive training scheme for adults is being set up. This year's budget provides for incentive schemes under which grants, soft loans and technical assistance are made available to the unemployed and to workers in the Training Scheme, as well as to surplus employees in the public sector as an inducement for them to seek self-employment. Cash and other incentives are given to those willing to

move from the public sector to productive jobs in the private sector where there is a demand for skilled and semi-skilled workers.

The Labour Corps, set up over 16 years ago, whose members were precluded from joining trade unions, is being disbanded. These have the option of joining the Auxiliary Workers and Training Scheme which does not preclude trade union membership or of availing themselves of benefits under the incentive schemes.

A further step was taken with regard to recognition of the contribution made by unpaid family workers. In addition to the allowance payable to mothers who have the care of young children, introduced last year, a further allowance was introduced this year payable to all those mothers in receipt of children's allowances.

Legislation has been finalised for the setting-up of an Occupational Health and Safety Authority as recommended by a tripartite commission. It is anticipated that this new authority will be set up this year as the Government accords high priority to safeguarding workers' health and safety.

The National Commission for the Handicapped, set up last year, has done sterling work and through its efforts a number of handicapped persons have been placed in suitable jobs where they can participate fully, though in a special manner, in the world of work.

Another commission doing good work is that set up by the Government to combat and prevent drug abuse, and to rehabilitate drug users, in co-operation with church and lay organisations. This commission provides treatment, care, counselling and rehabilitation. Those who complete treatment and are certified as fit for work are placed in suitable jobs in a selective environment under adequate supervision to ensure that the rehabilitation process continues and they do not succumb once again to drugs.

A national commission was set up in March this year to promote the advancement of women in all spheres of society. It is to recommend what changes are required in legislation to ensure real equality between the sexes and to draft new legislation concerning the family. To complement this commission, a Secretariat for the Equality of Women is being established within the Ministry for Social Policy to assure the implementation in practice of the principles of equality and the elimination of any form of discrimination which may still exist.

My Government has promoted initiatives with regard to the environment and the ageing. The United Nations Institute for Ageing, inaugurated last year in Malta, is now fully operational and taking initiatives in this area. The initiative on climate and the environment has been accepted and is now being actively pursued by the international community. Last October the Government ratified the European Social Charter. We will be hosting this year the European Conference on Integrating Social and Family Policy for the 1990s. This is being organised in collaboration with the Centre for Social Development and Humanitarian Affairs of the United Nations and the Secretariat of the Council of Europe. 1990 is a double anniversary – the 20th anniversary of the United Nations Declaration on Social Progress and Development and the 40th anniversary of the Council of Europe. To celebrate these two events we seek to provide a forum for the sharing of information and

experience by as many of you as possible. We shall explore the possibilities for development of social security systems more efficiently for the benefit of those whom we serve. We invite you all and welcome you to Malta.

Finally, and most important of all, through my Government's efforts over the past two years, the progressive erosion of pluralism in trade unions as a result of policies adopted by the previous administration has been halted and reversed. Today, all trade unions, without exception, enjoy the fullest rights as defined by the ILO. Such rights are guaranteed by law and enjoyed in fact.

On the international plane, my Government is fully committed and backs without reservation all United Nations and ILO initiatives concerning human rights. It welcomes the positive developments in Poland, as also the advances made in many other countries with regard to human rights. It condemns the violation of human rights in South Africa and in the occupied lands of the Palestinians. It condemns also all violations wherever they occur and under whatever form of government they take place. My Government is determined to work closely with all those who seek a genuine world peace through social justice and the full enjoyment of all human rights.

Original - Japanese: Mr. SUZUKI (Employers' delegate, Japan) - This morning, we celebrated the 70th anniversary of the ILO. It is a great honor for me to speak here today. Mr. President, as the delegate for Japanese employers, I would like to offer my congratulations, on your election to the post of President of the 76th Session of the International Labour Conference. I am confident that the Conference will be conducted smoothly under your able leadership and fair administration.

The ILO has a unique tripartite structure among international organisations, being composed of governments, employers and workers. By adopting international labour standards and providing technical co-operation, the noble aim of the ILO is to establish the human rights of workers and improve their living standards, thus ultimately contributing to world peace. This Organisation has made sincere efforts toward this goal and we are proud that its activities and contributions were honoured with the Nobel Peace Prize in 1969.

The theme of the Director-General's Report to the Conference this year is economic recovery and employment. This theme is timely because economic development and social progress must proceed simultaneously so that human well-being and world peace, the goals of the ILO, can be achieved. It is economic development that actually brings a stable livelihood and improved conditions to each individual. Man does not live by bread alone, but neither can man live without bread. Without jobs, many people are unable to earn their daily bread.

The ILO has dealt with this issue in various ways over the years. The process of economic development ebbs and flows and may not reach all areas evenly. Therefore, it does not necessarily guarantee absolute or average living standards.

Because this is so, economic recovery and employment are the most urgent socio-economic issues facing the world today. The Director-General's Report states that while overall the world economy is recovering and expanding, economic progress in develop-

ing countries still lags and can even bring on lowered living standards.

The report discusses how to stimulate economic development in those areas and carry out social reforms concurrently. One of the major elements in solving the economic problems of developing nations is how to handle the debt question. Measures are being discussed by the IMF, the World Bank and other international financial institutions and the countries involved. The industrialised nations are also increasingly taking constructive steps in this direction.

The ILO has been active in undertaking extensive technical co-operation in order to supplement its standard-setting activities and to promote its universality. Technical co-operation is meaningless unless it is implemented effectively, in terms of both funds and know-how, to produce actual results. Technical co-operation activities should not result with people in the assisted countries, those who are directly involved in assistance activities, as well as the governments and non-governmental organisations supporting them, feeling that their efforts are in vain.

The Director-General's Report points out that a global approach is needed to rectify today's imbalances in the world economy and, in particular, overcome and resolve the issue of accumulated debt. It is important for the industrialised nations of the North to co-operate in helping the developing countries of the South, but at the same time, the South must use all available resources more efficiently and move from short-term measures to medium- and long-term policies. In addition, stringent cost-benefit criteria must be accorded the highest priority to ensure the efficient use of funds. This is the crucial point, the core of the issue.

Today, many industrialised Northern countries are seriously considering the question of aid to developing countries. The Japanese Government is very active in international co-operation, including assistance to debtor countries. As you know, Japan is today one of the world's largest donors of official development assistance. Because of its geographical location, it is giving priority to Asia and the Pacific region, where 3 billion people, or 60 per cent of the world's population, live, the majority on low incomes. It is also extending assistance to Africa and to Central and South American countries.

This year, Nikkeiren, the Japan Federation of Employers' Associations, established an International Co-operation Centre. This Centre will be involved mainly in providing technical assistance to strengthen the operation of employers' associations in developing countries. It will be gratifying if our small effort can contribute in some way to economic and social development in those countries.

It is my fervent hope that through international co-operation and truly effective use of the assistance provided to developing countries by numerous public and private organisations, steady progress can be made in eliminating unemployment and poverty.

The world faces many serious political, economic and social problems. The problems are countless, even in the social and labour areas, the ILO's special field. We must address each of these problems appropriately and work toward solutions. There is no time to discuss each issue individually here, but I would like to talk about the requisites for solving these problems. They are the establishment of favourable

interpersonal and labour-management relations and of co-operation between workers and employers.

Speaking realistically, establishing industries and creating thriving economies is the starting-point and an essential element to improving living standard and social welfare. Industries must be vigorous so that they can provide opportunities for earning a living.

As the driving force in industry, employers and workers must work together to produce and to conduct business activities. Co-operation between labour and management, fostering social stability and economic development, achieves very important results. The ideas dating from the industrial revolution that workers and employers are antagonists and that management exploits labour are outdated. Today, in many industrialised nations, at least, it has been proved that labour-management co-operation in industry contributes to national prosperity and the well-being of all people.

In my position as Nikkeiren's president, one area in which I have made a special effort is exchanging views and opinions with both employers' and workers' representatives in industrialised and developing countries alike. Domestically, Nikkeiren discusses important social and economic issues, as well as labour questions, with Japanese labour organisations to foster better communication between our two sides.

I would also like to enlarge on the idea of respect for human beings, which is at the base of labour-management co-operation. The tradition behind this is Nikkeiren's belief that industry exists for the benefit of people. We have long advocated people-oriented management that values employees and is based on a high standard of business ethics and that, in its turn, contributes to the country and to society.

People-centred management begins with employment creation. It encompasses training workers, motivating them to participate in production, providing appropriate wages and benefits and making each employee truly feel some purpose in life.

The economic development and social stability of Japan today are due in large part to appropriate management based on respect for others and a people-centred approach, which has fostered positive relations between management and labour. I believe that taking good care of people is the most important aspect of operating a company. This universal principle is an indispensable element to stable labour relations and a stable society, as has been proved in other countries as well.

In his Report the Director-General points out the importance of discussions among governments, employers and workers. I cannot agree more. Even allowing for three different perspectives on the issues, I believe that the starting-point is co-operation and a people-oriented approach. The idea of wider social dialogue generated by this tripartite co-operation has already been adopted in many countries, and I hope that it will spread even more, in particular among the developing nations.

This would, as the Director-General states, bring about participation by all in steering the course of development, equitable distribution of the fruits of development and the spread of appropriate social welfare measures. It would also help cut down on regulation and government intervention in economic activities and contribute to more vigorous economic activity. This is truly a valuable way of achieving the

ILO's goal of the common advance of economic growth and social progress.

Present today at this 76th Session of the International Labour Conference, 70 years after its founding, I am convinced that the beliefs and actions of Japanese employers until now have not been mistaken. At the same time, I am again deeply impressed by the seriousness of an esteemed international body, such as the ILO, brings to making its ideals a reality. As president of Nikkeiren, I pledge our continued efforts in the areas of international and technical co-operation.

In closing, I would like to express deep appreciation for the hard work and the achievements of Mr. Blanchard, who retired in March this year after 15 years as Director-General. I would also like to congratulate the new Director-General, Mr. Hansenne. His wide-ranging knowledge and extensive experience in the fields of social and labor administration will stand him in good stead in successfully carrying out the duties of the ILO Director-General.

Original – Italian: Mr. MULARONI (*Minister of Labour, Republic of San Marino*) – On behalf of the Government of San Marino and on behalf of my delegation, allow me to take this opportunity to congratulate you and your colleagues for having been elected to preside over the deliberations of the 76th Session of the International Labour Conference.

I should also like, on this occasion, to reiterate my congratulations and best wishes to the Director-General, Mr. Michel Hansenne, and to the delegates and Ministers here present.

I feel deeply honoured for having been given the opportunity to present my thoughts before this international gathering in the name of a small country which, in the course of its history, has made democracy and freedom one of its hallmarks and essential purposes.

Our presence here testifies to our determination to create a more just society, with full employment offering many forms of participation, and where power is distributed on an equal basis, where people – who are our main concern – may find an environment propitious for growth and enabling them to become useful to humanity as a whole.

Modern democratic societies increasingly manage labour through collective bargaining since they comprise many small groups which compete against each other and must be brought in line with the common good through appropriate policies.

In democratic societies, as in the International Labour Organisation, political decisions do not result from the enforcement of a superior will, such as that of the State, but from negotiation and agreement. The social contract is therefore no longer a static element, but one which is constantly being reviewed and corrected in order to govern. While society's organisations can balance the action of the State, there are nevertheless areas which fall outside of the scope of general policies, even in the more advanced societies. The principle of the individual's freedom persists.

It is in this sense that this assembly has adopted many Conventions. However, there are ever more forms of poverty and it is therefore necessary to increasingly sharpen awareness within the many international and national organisations so as to deploy greater efforts on behalf of human beings, who must be given access to a life of dignity.

Work for all people is one of the prerequisites for the attainment of freedom and full human development.

Therefore, it is essential for all organisations to look at the various problems which create obstacles to full employment and investment. Nevertheless, we must not ignore, as has been the case in past, environmental problems because it would be pointless to attain a very high employment rate in an environment which is unlivable or even dangerous for humanity.

In fact, the environment is becoming an increasingly international problem for it constitutes a wealth which belongs to the whole of humanity.

I am convinced that we must act ever more at the international level to implement policies aimed not only at defending but also at heightening appreciation of this precious good of humanity.

The International Labour Organisation itself must join in these efforts for it is upon their success that the very quality of our lives depends.

The problems facing people and society in general are numerous and sometimes insurmountable, but if we arm ourselves with good will and strive to attain our ideals, both as individuals and as organisations, we shall not only create conditions favourable to development, but we shall also succeed in bringing about the end of societies which harbour conflicts, apartheid and oppression.

We must also increase the number of occasions where peoples can meet each other in order to foster co-operation and solidarity. In this way, we shall be able to conciliate differences and increase the standard of living for all.

The Europeans are living through a historical time. Everywhere they are working to ensure that the whole of Europe can benefit from the innovations undertaken and the contributions which every community, large or small, can make to the process of unification.

A small society, such as San Marino, in order to participate in these major transformations, has only a limited population on which to rely and it must therefore involve all of its citizens.

Bearing that in mind, we are trying to increase the level of education of all our young people since knowledge and professional skills are the key to a secure position and options in the employment market and are therefore a crucial investment.

Our youth usually go on to higher education after compulsory schooling. This creates a sound basis for our future development.

In order to build the future, we cannot simply recreate the past, since in many OECD countries unemployment, which is on the rise, is using up important public resources and arousing concern, while the objective of full employment remains out of reach.

Therefore, we must strive for a future society which is more human and shows greater solidarity.

In order to solve the problems of large-scale poverty and unemployment with which we are concerned, it would suffice to rechannel a modest proportion of national armament budgets towards economic and social development.

We should set aside obsolete values and turn our attention to promoting respect for and harmony with nature, instead of attempting to dominate it. We should foster greater appreciation of what we have rather than consume it to excess. We should learn to

find satisfaction in pursuits other than economic ones and, faced with the frenzied competition which has been the driving force of economic progress, we must encourage a new sense of solidarity and search for what unites us rather than what divides us.

If we manage to curb the exasperating consumer logic, we shall be able to give greater importance to creativity. Modern economies and technological innovations offer great opportunities for production and growth which we must use to serve man, to make the system serve man.

If, as I have said already, we unite our efforts to make full use of these opportunities, we shall be able to build a more human and freer society. I have spoken about various problems connected with a future centring on man. I should like to emphasise that continued joint reflection on human needs and human dignity can form a basis for co-operation among peoples. This has already happened in Europe with the final Helsinki Act which placed man at its centre, making him a unifying element.

Allow me, in conclusion, to express the wish that this session will be successful.

Original - Spanish: Mr. MALDONADO RUIZ
(Minister of Labour and Social Welfare, Guatemala)

- On behalf of the Government of Guatemala, and in my capacity as Minister of Labour and Social Welfare, I am happy to express my sincerest congratulations to Mr. Nkomo on his election to the presidency of this session. His great capacity and his experience are a guarantee of the successful conduct of the work of this 76th Session of the International Labour Conference.

I should also like to congratulate the Director-General of the ILO for his Report, particularly for the first part which, under the title *Recovery and employment*, tackles an essential problem for all the countries of the world. This subject is of great interest to my Government. For Guatemala, the first part of the report constitutes a valuable contribution which will undoubtedly be frequently quoted as a source in future discussions which, on the subject of economic recovery and employment, we hope to encourage with the participation of the most representative organisations of workers and employers.

From another viewpoint, I should like to express my agreement with some essential views contained in the Director-General's Report and at the same time to emphasise my concern at the fact that some ideas have not been considered. With all due respect: I believe that in the report the subject of "social debt" has not been sufficiently developed. In Part II of the Director-General's Report, where he speaks about the activities of the International Labour Organisation, reference is made to a meeting, the Sixth Regional Conference on Employment Planning in Latin America and the Caribbean, which was held in the capital of my country in December 1988. Unfortunately, it is not stated that that event was also convened as the First Conference on Social Debt.

In the course of that meeting, the opinion of the Ministry of Labour and Social Welfare of Guatemala, for which I am responsible, differed from the views taken by a number of ministers of finance, economics and planning as concerns the category of social debt. Unfortunately, there was no time for an in-depth discussion but some conceptual groundwork was nevertheless carried out.

Subsequently, the Declaration of the First Meeting of Ministers of Labour of Central America and Panama, held in the city of Antigua, Guatemala, from 6 to 8 April this year, when referring to this subject, emphasised that social debt had its origins in a historical reality which promoted an unjust economic structure which led to a state of social injustice which is now chronic, aggravated by inequitable international economic relations imposed on our countries, in turn resulting in worsening backwardness and deepening poverty. Our Declaration adds: "These ideas furnish a series of qualitative realities as a framework for the concept of social debt, it being clear that its solution lies not only in curing financial ills and in promoting growth policies but rather in being more radical, and recognising the need to change the conditions of inequality, injustice in the workplace, inequitable distribution of wealth and the lack of opportunity that face the worker as he seeks to improve his standard of living."

As far as the Central American countries are concerned, the discussion of the subject which was first raised by the President of Brazil, Tancredo Neves, began in the course of the meeting that was convened by PREALC, the Regional Employment Programme for Latin America and the Caribbean, and was continued and expanded upon during the first meeting of labour ministers to which I have referred. As far as my own country is concerned, PREALC is now organising a forthcoming mission for the purpose of establishing a national diagnosis on this question of social debt. I believe that this initiative deserves support not only in Central America but also on a regional basis and, hopefully, world-wide with a view to enriching the ideas on the central topic of the Director-General's Report. In other words, the diagnosis of the social debt needs to be an integral part of the analysis of those problems. In my view, if that component is lacking, the design of strategies and actions will suffer from serious limitations.

I should like to express the political determination of the Ministry of Labour and Social Welfare of Guatemala, for which I am responsible, to undertake whatever actions may be necessary to organise as many events and meetings as may be required for the purpose of analysing, with the leaders of the most representative organisations of workers and employers, the complex problems of the inter-relationship between economic development and employment, which implies the discussion of social debt.

Recent experience in my present office has shown me that traditionally, in many countries which are euphemistically known as developing countries, ministers of labour have been excluded from discussion and from decision-making on essential matters like economic growth and macro and micro-economic policies. In my judgement, this is a serious error which must be corrected. This subject and these policies are closely linked with employment and hence with the problem of employment which is the *sine qua non* function of ministries of labour. This decisive participation must, at the same time, lead to another one, concertation.

The new democratising process of my country has adopted as its strategic and tactical method, dialogue and concertation with workers and with employers, acting as interlocutor between the representatives of capital and labour. We have made real progress in the use of this method which we seek to make our

practice not only in international relations but also in our daily work at home, particularly in relations between workers and employees and between them jointly and the Government. This conception was endorsed by the Declaration of Ministers of Labour of Central America and Panama who expressed their agreement with the view of the President of Guatemala, as expressed in his inaugural address of that meeting, on the need to rethink the role of ministers of labour in order to turn them into entities of social concertation.

I should like to say that it is precisely in the practice of social concertation that we have made progress. Guatemala is a country with serious economic and social problems and, if to this we add the lack of historical experience of democratic life, it is clear that making dialogue and concertation a general daily practice is not something that can be achieved in a matter of months. Nevertheless, I repeat that in this very strategy we have already made progress and an example of this can be seen in the solution to many disputes between workers and employers without having to resort to the courts or to direct action.

In my country nowadays we can say that we have the capacity to take some crucial decisions in the theory and practice of the Ministry of Labour. Independently of the fact that from day to day we are gaining experience in the promotion of dialogue and concertation, we shall soon be in a position to initiate discussions with the most representative organisations of workers and employers of the all-important standard-setting functions of the Ministry of Labour on the one hand, and of substantive and necessary labour relations on the other. We shall soon reach our goal in the achievement of which we have enjoyed the valuable co-operation of the International Labour Organisation in what has been a major national concern as well as a historic commitment to our people.

This example of co-operation with the ILO is one of the utmost historical importance. It sets a precedent and points the way to the future, and on the basis of that experience I would like to emphasise that co-operation on the part of any international organisation must be based on national needs and national requirements.

I avail myself of this opportunity to repeat that while maintaining the policy of active neutrality pursued by my Government in the Central American conflict, we reiterate our condemnation of apartheid in all its manifestations and our full respect for the right of the self-determination of peoples.

Mr. UMAR (*Minister of Employment, Labour and Productivity, Nigeria*) – Permit me, Mr. President, to join the previous speakers in congratulating you on your well deserved and unanimous election to the exalted presidency of the 76th Session of the International Labour Conference. You are presiding over the Conference at a unique period in the life of this global Organisation and at a time when most economies of the world are facing serious survival strategies. Despite that and the heavy agenda of the Conference, I have no doubt in my mind that with your wealth of experience you will steer the deliberations of the Conference to a successful conclusion.

On behalf of myself and my colleagues in the Nigerian delegation, I wish to welcome the new Director-

General, Mr. Michel Hansenne, to the post vacated by Mr. Francis Blanchard. It is fair, and indeed necessary, to pay tribute to Mr. Blanchard for the exemplary leadership, co-operation, mutual respect and understanding which characterised his administration and which are largely responsible for his successful tenure of office. I would also like to offer you, Mr. Hansenne, our hands of friendship, co-operation, mutual respect for your person and your office, so that you can improve on the record of your predecessor.

As we celebrate the 70th anniversary of the founding of the International Labour Organisation, we can justifiably look back and be proud of the achievements of the Organisation. In spite of the fact that the world has been passing through a debilitating economic recession, which has led to massive unemployment and its attendant social costs, the Organisation has nevertheless recorded considerable achievements in several areas of its activities. For example, through its standard-setting activities it has promoted better conditions of life and work for myriads of workers all over the world; its technical co-operation activities have brought relief to many developing countries; its adherence to its tripartite principle has assisted in solving many difficult problems; and the contribution of the World Employment Programme is highly appreciated by member States.

The Director-General's report, *Recovery and employment*, has focused on a very important and topical subject. He has done an impressive job of covering in a lucid and comprehensive manner the key issues relevant to the problems of economic recovery and the employment experience of the 1980s. My delegation identifies itself with most of the issues raised in the report. We note that many developing countries, especially those in Africa, are yet to experience the recovery which is already in place in the developed world. Most developing countries are still plagued by the debt problem, poor terms of trade, protectionism, high interest rates, drought, desertification, famine and malnutrition. Worse still, developing countries are forced to spend anything up to 50 per cent of their income on external debt servicing. This has led to a drop in real wages, and consequently to poor health, poor education, inadequate housing and a regrettable fall in the productivity of the average worker. This whole concept needs a thorough reappraisal and has to change in favour of the developing countries.

Nigeria, like most developing countries, embarked upon a structural adjustment programme to cure its economic difficulties and, in the process, to revive the hitherto dwindling employment opportunities. The import licence system was abolished and the allocation of scarce foreign exchange was left to be determined by the interaction of market forces; the currency was devalued to promote exports; and industries were required to source their raw materials locally to ease the demand on scarce foreign exchange. Measures dealing with trade liberalisation were introduced, inefficient public sector parastatals which hitherto consumed lots of public money are right now being privatised or commercialised to reduce government expenditure, while the economy is being deregulated by the removal of bureaucratic bottle-necks. Although we have made some gains in the implementation of the structural adjustment pro-

gramme, it must be admitted that this was not without some social costs.

The road to recovery has not been smooth because of the difficulties imposed by some developed countries. Although we have largely succeeded in re-scheduling our debts, the repayment of these debts has been taking a heavy economic toll on our development plans, thus stifling our economic growth. As though this were not enough, some countries have mounted high tariff barriers against primary products from developing countries and the prices of our commodities are subjected to the vagaries of the international market. Oil, our principal foreign exchange earner, has been buffeted by the instability of the international market, thus disrupting our budgets and plans. Given the interdependence of nations, and the fact that no nation can go it alone, we support the Director-General's view that there has to be a global approach to the problem. Only a concerted, well intentioned and global approach could effectively address these fundamental and inter-related issues.

Despite these draw-backs, we have in Nigeria put in place some policies designed to improve the welfare of Nigerians generally and the employment situation of both rural and urban dwellers. Realising that one major factor that has aggravated the unemployment situation is the sheer size of the population and its growth rate, Government has introduced a population policy which will in the interim slow down its rate of growth and eventually help to control its size. The kernel of the policy is that no couple should have more than four children, since it is well known that the rate of growth of the labour force depends on the rate of growth of the population. The rapid rate of growth of the population has serious implications for a large labour force at a time when job opportunities are not expanding correspondingly.

The educational system is being reorganised to remove the problems posed by school-leavers who have no marketable skills. The new education policy which espouses the 6-3-3-4 system is expected to correct that deficiency. Universities and other tertiary institutions of learning will similarly tailor their courses to meet the manpower requirements of the country.

The Government has also embarked on some fiscal and monetary policies designed to correct the imbalance in external payments. The fiscal policy will ensure that the tax system allows adequate incentives for productivity and that personal disposable incomes are equitably distributed across groups and regions. Efforts have been made to moderate price inflations, to check the growth of money supply and to raise interest rates in order to attract savings which would be available for investment. The Central Bank of Nigeria credit guidelines specifically lay down the interest rate structure. My President made it abundantly clear in the 1989 budget that the ultimate solution to the unemployment problem could only come through increased capital investment in appropriate industries and enterprises.

The Government has also established a Directorate of Food, Road and Rural Infrastructure charged with the responsibility of mobilising the rural communities, developing the rural areas and improving the quality of life through the provision of roads, basic infrastructures and the stimulation of agricultural productivity, thereby generating employment. Since it was unrealistic to expect that all, or even most, of the new entrants into the labour market would be

absorbed in the urban-based industrial sector, it became necessary to promote employment opportunities in the rural areas. Thus, rural employment is central to the Directorate of Food, Road and Rural Infrastructure. It is gratifying to note that the Directorate has succeeded in stemming rural-urban migration which was largely responsible for the high level of unemployment in the urban areas.

To combat unemployment in all its forms, another Directorate, the National Directorate of Employment, was set up specifically to generate employment. This is a bold step by the present Nigerian Government to arrest the menacing problem of mass unemployment in the country. The National Directorate of Employment is also expected to achieve short-term employment relief as well as long-term structural change in employment expectations. The long-term goals are to be achieved through the National Directorate of Employment's catalytic rôle.

To achieve its short-term and long-term goals, the National Directorate of Employment has developed its activities around four core programmes, namely: the Youth Employment and Vocational Skills Development Programme, the Special Public Works Programme, the Agricultural Programme and the Small-Scale Industries and Graduate Employment Programme.

The Youth Employment and Vocational Skills Development Programme is aimed at providing school-leavers with skills in specified trades that are in demand in the economy. Currently, there are two schemes in the programme namely, the National Open Apprenticeship Scheme, and the Waste to Wealth Scheme. The objective of the National Open Apprenticeship Scheme is to place unemployed youth as apprentices in private enterprises and government establishments for periods of one to three years to acquire marketable skills. On completion of their training, they are provided with loans and tool-kits relevant to their trade so that they can go into self-employment. The second scheme under the National Youth Employment and Vocational Skills Development Programme is the Waste to Wealth Scheme which aims at training people to turn discarded objects into valuable products such as jewellery, etc. This is already proving a big success as the products have turned out to be popular as items of export.

Employment is also generated through the special Public Works Programme. This allows unemployed youth to identify and execute labour-intensive projects. It provides relief from social distress and has helped many to bridge the unemployment gap. Those who participate in the programme are engaged in the construction and maintenance of buildings, public roads, irrigation, soil conservation, reafforestation, etc.

Under the Agricultural Programme, unemployed agricultural graduates and other persons with an aptitude for agriculture are encouraged to take to farming as a means of promoting self-employment and self-sufficiency in food production. Each participant is provided with suitable land, necessary agricultural inputs and a substantial easy-term loan for the purchase of agricultural equipment.

Under the Small-Scale Industries and Graduate Employment Programme, unemployed graduates and other young entrepreneurs are encouraged to set up small-scale enterprises, thereby providing employment for themselves and for others. They are taught

the rudiments of how to run a small business and thereafter provided with bank loans.

Over and above all these, a new scheme called the Mature People's Programme has been introduced. It is intended to provide self-employment opportunities to adults who have remained unemployed through redundancy or premature retirement following the implementation of our structural adjustment.

The Government has stepped up its training and retraining schemes to ensure that displaced workers acquire new skills needed for alternative employment. The various vocational training centres have been provided with the necessary funds and equipment to ensure the success of this policy. The Government realises that improvement in training can contribute significantly in increased productivity, efficiency in the use of resources and improvement in economic growth.

Furthermore, the Government has recently put in place a new industrial policy aimed at increasing the rate of economic growth and improving the general employment situation. A major plank of this policy is the creation of a one-step agency, called the Industrial Development Co-ordinating Committee, for the timely consideration and approval of applications for the establishment of new industries by investors. Unlike in the past, when such applications had to pass through about five different ministries for approval, thereby occasioning long delays and the eventual frustration of potential investors, the new policy has now made it possible for all these considerations to be completed in one month by concentrating all powers within the committee.

In periods of economic crisis such as we are now facing, it has been realised that dialogue with our social partners is an absolute necessity in order to ensure industrial peace and harmony. Consequently, we have through the National Labour Advisory Council, a tripartite consultative body, broadened the base of our consultations to include matters relating to wage policies, labour market policies, revision of labour legislation, method of increasing productivity and measures for reducing the level of unemployment etc. This is in the realisation that both workers and employers have a direct interest in maintaining appropriate wage levels and avoiding high levels of unemployment.

I cannot end this address without referring to the obnoxious regime of apartheid in South-Africa, where the Blacks have suffered untold hardships and are the victims of exploitation, as recently exemplified by the ban on trade union activities. We urge the international community not to relent in its efforts to impose mandatory sanctions on South Africa. In addition, we appeal to all men of goodwill to support the arrangements for the independence of Namibia.

The PRESIDENT – I would like to remind all speakers to respect the 15-minute time limit for speeches.

Original – Polish: Mr. CZARSKI (Minister of Labour and Social Policy, Poland) – Mr. President, I have great pleasure to congratulate you on behalf of the Polish Government delegation on the occasion of your election to the eminent post of President of the present session of the International Labour Conference, the 76th in the history of the International

Labour Organisation. I should like to convey particular congratulations to Mr. Michel Hansenne, the newly elected Director-General of the ILO. Let me assure you that my Government shall grant full support to you, Mr. Director-General, and to the Office headed by you. I should like to express my appreciation to Mr. Francis Blanchard, who for the past 15 years has guided the work of the International Labour Office with the utmost commitment and devotion. He has achieved in that field numerous meaningful successes, no doubt gaining the respect of governments and working people throughout the world.

The 70th anniversary of the founding of this international parliament of labour confers particular meaning and dimension on the present session of the Conference. Moments like this always furnish an occasion for taking stock of successes and defeats, of what has already been done and what is still to be achieved.

The actions taken up to now in favour of progress, social justice and the improvement of the conditions of life and work clearly mark the Organisation's prestigious mission throughout its 70-year-long history and its immense contribution to the improvement of the progress of civilisation in the world.

Poland, I should like to stress with pride and satisfaction, is a founder member of the ILO and has played a considerable part in the activities of the Organisation over the past 70 years. We belong to the group of countries which have ratified the greatest number of ILO Conventions. We are glad of common achievements and yet are aware of the scale and level of the difficulties that still mark our path.

It is our deep conviction that with joint efforts of all member States and of the Organisation itself we are able to make the world better and more just.

Only a year has passed since the last session of the Conference. A number of positive changes in the international situation have taken place in that time. Political and economic transformations in Europe and in other regions of the world have become more apparent and consistent.

In my country in April this year the round-table discussions came to an end after two months of negotiations. That debate, involving the representatives of all social and political forces, was the culmination of a certain stage of extreme importance to the Polish State and nation, to national reconciliation, to social, political and economic reforms.

The round-table discussions were an events of historical validity and dimension. They have paved the way to accelerated development, to meeting the expectations of society as a whole, of implementing a vision of our country as a State with an efficient economy, abiding by the principles of social justice and of the identity of social groups and organisations, a State open to pluralistic aspirations of the nation. A vision of public life is being created in which there is space for all law-abiding forces and for those who are guided by the Polish *raison d'Etat*.

In April the Parliament of the Polish People's Republic adopted three Acts: on associations, on trade unions of individual farmers, and on the amendment of the Trade Union Act. These three Acts are marked by a particular feature which, from the viewpoint of human, worker's and citizen's rights, gives them an extremely important dimension. These documents unequivocally underline the conditions for the implementation of democratic freedoms in Po-

land and widen the rights of citizens to free association in civic and trade union organisations.

Therefore, they constitute an important part of the reform programme being carried out in Poland. In this way, institutional forms have been created in which different state interests and views of society can be manifested, and in which participation in the decision-making process becomes possible. The new text of the Trade Union Act provides – in accordance with international standards – for an unrestricted principle of trade union pluralism at the enterprise level and leaves trade unions the freedom to adopt their organisational structures.

The Report of the Director-General has been studied in Poland with keen interest. The problems discussed in that report in the context of the current economic and social world situation, concern to a considerable extent the issues we are confronted with in my own country. Proposals aimed at their solution are similar to those implemented in social and economic life in Poland with full observance of the principle that economic growth and social progress must go hand in hand.

In the country I represent, many difficulties have accumulated. The level of inflation is big, the market is unbalanced and the foreign debt huge. The Polish Government is aware of the fact that in overcoming those difficulties we can no longer rely on traditional approaches. Therefore, the main motive of our economic policy now is to develop entrepreneurship, to provide conditions for the increased professional participation of working people and to spread the conviction of the social and individual value of work.

In order to implement this policy, not only consistency, not even social acceptance, but also co-operation are needed. An understanding of the need for a pluralistic structure of joint action and of common responsibility was the guiding principle of the round table and of the discussions held there, which culminated in the agreement of a wide reform-orientated coalition uniting the representatives of different ideological and political orientations.

At this juncture I wish to stress that on 1 June, there was a sitting of the Preparatory Commission of the Polish Tripartite Committee for Co-operation with the ILO. The foundation and activities of such a body will, in our view, be crucial for the establishment of a mechanism of tripartite consultations providing for more efficient co-operation of my country with the ILO.

Our economic philosophy at present consists of introducing the market mechanism in the right to economic freedom, equality of economic subjects of all economic sectors, in autonomy and self-financing. Conditions have recently been created in my country to promote the growth of initiative, entrepreneurship and efficient economic performance.

This new economic policy is expressed in the Programme of the Consolidation of National Economy for the years 1989-90 which is a kind of adjustment programme creating conditions for a consistent and complete switch to new relationships in all major components of the economy. The Programme clearly defines objectives, priorities and economic strategy.

The analysis of the condition of the economy, of social expectations and of the possibilities of meeting them has determined the need to specify the priorities in economic policy, which are agriculture and food economy, housing and environmental protec-

tion. All these priorities are decisive for the living standards of our people. They are an expression of objective needs and, as such, will remain the prime concern of the authorities.

The inadequate functioning of the food market, the rapidly rising cost of living, poor prospects for private housing and deterioration in the natural environment determine the social climate and often provoke social and political conflicts.

A priority in economic policy means a concentration of attention, energies and resources on a specific objective, but also increased efficiency in the utilisation of resources. It also means restructuring and demopolising the economy, allowing inefficient enterprises to go bankrupt, as outlined in the Report of the Director-General, and transferring resources, including manpower.

Conditions must be created to enable the flow of labour to those enterprises that are more effective and economically more promising, thus increasing the mobility of labour and hence the optimisation of the use of labour resources. That means that all sectors of the national economy should be equal in terms of labour supply and that the principles and methods of labour exchange and of the system of vocational guidance and orientation should be improved.

The phenomenon of unemployment has been unknown in Poland in practical terms since after the war. The present surplus of available jobs seems to indicate that no one should be in any fear of unemployment, but nevertheless we see problems resulting from the need to change jobs, to undergo professional retraining or from temporary unemployment in local labour markets.

We are tackling these problems in both their institutional and material aspects. We have devoted appropriate financial means to providing temporary social security to persons losing jobs in inefficient enterprises and to financing the process of requalification for those who will have to change their profession. We look forward to solutions which will not only motivate people to work, but also provide assistance to those in need.

The Report of the Director-General stresses the need to solve the international debt crisis and to improve and develop international economic relations. This line of thinking has the full support of Poland. We know from our own experience how great and difficult to overcome are the barriers of foreign debt and restrictions in international economic co-operation. That is why our doors are wide open to this kind of co-operation and to foreign investment. We have introduced solid and lasting changes in the principles governing the activities of foreign companies in Poland in the hope that together with domestic capital they will trigger new economic and social initiatives.

I have already quoted the statement contained in the Report of the Director-General that economic growth and social progress must go hand and hand. Returning to that quotation, I would like to add that in our country, notwithstanding considerable economic difficulties, we have never assumed or implemented a policy of limiting social achievement or allowing the real income of the population to decline.

In determining the guidelines of our incomes policy, we consider it an indispensable obligation of the socialist state to provide for the social security of its citizens; to protect the living standards of work veter-

ans and to provide assistance to those who, through no fault of their own, face material difficulties.

Existing economic and financial regulations enable enterprises to provide funds for higher wages to compensate for increasing prices. The distribution of such resources among the workforce is a matter for the enterprises themselves, though it was recommended by the Round Table that the principle of indexing individual wages should be applied. We trust that the system of indexation will ease the spontaneous pressure on wage increases not related to better economic performance.

Regulations enacted this year have also introduced a system of wage fixing in the budgetary sphere which we hope should eliminate a justified dissatisfaction with the wage level of those employed in this sphere.

The catalogue of cash benefits currently in force in Poland basically covers all the risks to which the individual and his family are liable and in practice meets the most important social needs. Yet some of the criteria and principles for granting these benefits, their amount or the machinery for fixing their value may arouse criticism. Therefore, efforts are being undertaken to introduce far-reaching changes in this field. This does not mean, however, that before these changes are introduced we shall cease protecting the real value of the benefits. Pensions and old-age pensions, as well as other social cash benefits, are being increased and will rise in future at a rate not lower than prices.

Today's civilisation has brought about major dangers to the development of mankind, such as famine and poverty raging over vast areas of our planet, the deterioration of the natural environment, the exhaustion of natural resources, unemployment or debt exceeding the economic capacity of many countries. All these problems are discussed in the Report of the Director-General in a very accurate way. They constitute a challenge to the international society to stimulate and intensify action to solve them. Because of their scale, however, any action to limit those dangers and any attempt to overcome them may be successful only through international or inter-regional co-operation. The Director-General has formulated in his Report proposals on ways and means of achieving these objectives both on the macro-economic scale and on the scale of individual States and regions.

The implementation of these important goals, accompanied by the continuation of the process of disarmament and growing trust among States and political and military blocks, provides an opportunity to achieve considerable economic and social progress in the world. Achieving political and economic stabilisation, safety and social welfare for all nations and working people should be the aim of all our activities.

Original - Italian: Mr. FORMICA (*Minister of Labour, Italy*) - First and foremost I should like to express my congratulations on your election and to wish you the greatest success for the outcome of the 76th International Labour Conference.

The occasion is an agreeable one for me to renew my congratulations from the Italian Government to the Director-General, Mr. Hansenne, on his election to the head of the International Labour Office. The experience which he has acquired over a number of years within the Government of Belgium will be valuable for the whole Organisation.

The report which is the basis of our debate deals with the main problem of the current international situation at the beginning of the decade which will conclude the twentieth century. The situation is such as to demand considerable economic and social readjustment not only by countries which have long been industrialised, but still more – sometimes considerably more – by those which have undertaken the development process during recent years. Within this century, over the last 40 years, since the end of the Second World War, an important political process has begun, namely the end of colonisation. This represents a basic stage in the history of humanity, and a political result to which the peoples of the various continents have made a contribution in the form of sacrifice and commitment; but this is not sufficient to make our consciences easy. All of those amongst us who have social or governmental responsibility and have thus the possibility of enjoying contacts outside the limited reality of their own country feel particularly that they have more to offer and could indeed guarantee real possibilities for development for everybody.

We should begin to change the situation by means of new principles, setting in train concrete, realistic and effective initiatives. We have to understand that the sharp line still dividing the North and the South, the rich and the poor, is against the interests of the whole world and if we look closely at the social phenomena which result from this, we can see that it is in the interests of the countries of the North above all to reduce and progressively close the gap. A cynic might even say that these are the only countries with something to lose at the economic level, but a great deal to gain from the point of view of social peace.

Given that none of us is interested in following a line of conduct orientated towards conflict, we should make use of every international forum such as the ILO to develop policies of re-equilibrium. I want to speak of the ILO as an institution and as a specific forum now and in the future, because it is here that we can find a solution to the conflict seen elsewhere as well, for example in GATT, where we are confronted by economic interest pure and simple.

On the other hand, the International Labour Organisation, by its make-up and its internal social components, is an institution which makes it possible to bear in mind other factors to verify the utility of applying economic data to social factors translating arid figures to the problems of peoples and the values of international solidarity to which we all subscribe.

I would not wish to be taken for an idealist. In my country, I am considered a difficult politician, one who is in the habit of being very frank. There is no reason why I should change my style in this place or on this occasion.

A cursory reading of the news we get each day from every corner of the world, an elementary analysis of day-to-day events or an effort to understand social and political phenomena is sufficient to evaluate the scope of the situation forming the subject of our analysis, the difficult situation whereby each country or region is seen as having its own position and space, even if each is linked to and to some extent dependent on the other.

We could say that the problems of our country or region are closely connected. We could even describe them as being functions of each other.

Thus we can draw the first conclusions: nobody should have the illusion that he can act alone.

The Report of the Director-General notes several isolationist trends, systematically underlines the questions which are suggested to us by reality and indicates a working method to define a systematic approach to the economic and social problems of our times.

This is good work. On this basis we can construct good international relations.

Quantitative growth on the one hand, and a better quality of life on the other, represent the ambitions and factors providing the impetus to progress. However, these are objectives which cannot be reached in a fragmentary autonomous manner. On the contrary, we must have an organised approach and an effective basis for co-operation.

There is no shortcut and so far nobody has given any evidence of having any miracle solutions. Economic and social readjustment calls for policies of joint effort towards internal and international co-operation which should be in a position to guide resources towards the desired objectives.

When these objectives consist of overcoming structural imbalances in the world economy, in particular those which exist between the North and the South of the planet, we have to begin with such factors as determine the persistence of these imbalances.

The developing countries have insufficient resources at their disposal for development. How can we increase these resources?

A first reply, perhaps the most sensible is based on the possibility of extending world trade and reserving for these countries a more important section of it than they enjoy at present.

This is not the time to give lessons in economics, which we all know well, having studied it at university and in economic text book. Let us leave the economists to their own work and give to ministries and international economic organisations the task of establishing the various monetary, fiscal, credit, external trade, balance of payments, consumption and investment policies to be adopted in accordance with any given situation.

Here we are going to limit ourselves to putting a problem before you and determining the political conditions for its solution.

The problem is to guarantee the development of the world economy over a sufficiently long period, while trying to close the gap between the two regions.

We have to bear in mind two considerations: the considerable external debt of the developing countries and the situation of the rich countries where development is no longer automatically accompanied by an increase in employment.

The burden of external debt is a constraint which is not negligible for developing countries and it hinders the implementation of any plan aimed at recovery and growth. Debt servicing draws on the limited resources produced in these countries and channels part of the international contributions that they receive towards the major banks.

External debt is thus an issue of vital importance in the analysis of effective development policies. Italy has made its contribution in this sphere, but its initiative is still far too isolated.

Over the past decades the international banking system has made its fortune from the financing of developing countries. At present, it is in an impasse.

It would like to continue to increase its profits by means of interest on loans but it only receives valueless slips of paper and promises of payment which will obviously be difficult to keep.

The major bankers, governments and the countries which govern them, must be aware that this policy can no longer be applied and they must themselves encourage the implementation of an equitable plan for credit mobilisation. It is not by pulling the rug out from under their feet that we can save those who are at risk of being sacrificed. If debtors were to declare themselves bankrupt, the first to suffer the consequences would be the bankers and their problems would in turn affect the economic and financial systems of the countries where they carry out their activities.

A large-scale international initiative is absolutely imperative. I consider that the ILO, by way of its composition and its role at the social and political level, can support such an initiative.

Employment represents the other side of the dilemma, which is all the more serious in the developing countries, where demographic growth rates are generally high. The work done by international organisations, and the ILO in particular to compare, consider and stimulate, has brought forward certain consolidated elements of consensus with a view to defining strategies for world economic recovery.

The first of these is an awareness of the need for, but also the inadequacy of macro-economic stabilisation policies.

The second is the need to combine macro-economic measures with structural adjustment policies, at both the micro-economic and institutional levels.

The importance of social aspects and labour market aspects in structural adjustment policies has not yet been fully comprehended.

I should like to explain this by citing an example drawn from the Director-General's Report: we must take into consideration the social costs of stabilisation and structural adjustment, which do not represent an independent variable. Experience in restructuring, which the various industrialised countries have had to cope with at the beginning of the eighties, indicates that they have all succeeded in holding down inflation and continuing the inversion of the economic cycle, although their economic and social costs were radically different; this is what is called the "sacrifice rates".

As a result, when restructuring and adjustment are necessary, it is also necessary to bear in mind the social costs of policies of economic recovery so as to minimise them, thus contributing, *inter alia*, to longer-lasting and more stable economic growth.

This is applicable in all cases, especially when we speak about the development of countries of the southern hemisphere, where social conditions and the needs for social growth are much higher.

I would like to emphasise once more that this is not a problem which concerns these countries alone, nor is it a priority for these countries.

It concerns the whole world, because it refers to the need to involve large sectors of the population in productive activity, and at the same time the possibility of creating an "active society" in ever widening regions, thus overcoming conditions of degradation, dependence and mere assistance.

We must promote labour mobility which meets the peoples' expectations.

We must deal with the problem of existing migratory flows and those which will exist in the future.

We must examine the role which is played and that which should be played by workers, their organisations, their professional approach, their families and their culture in the process of international integration.

Each of us will then try to solve his own problems in relation to this context, which it would be all too simple to overlook.

In Italy, we have our own problems. I can assure you that they are difficult ones. We also have a considerable imbalance between north and south within our country, a problem which our economic and political specialists have faced for years.

We have also, no doubt, committed errors. The most serious was that of pushing workers towards job opportunities instead of creating job opportunities where the workers were living.

We have made the mistake of searching for solutions by means of public intervention and giving very little attention to the professional approach and entrepreneurial spirit of individuals.

We are now going to correct the errors of the past, for example by implementing a work and vocational training programme for young people, based on a financial contribution to their integration in production activities.

In any event, it would not be wrong to regard Italy as a case in point, a good laboratory. For this reason, we full our experience enables us to make suggestions in all modesty.

The only means of solving these serious problems is to step up co-operation amongst regions which have achieved different levels of development so as to provide tangible encouragement of internal and international progress of the weakest countries, while stimulating appropriate readjustment policies as highlighted in the Report of the Director-General Report.

I should also like to emphasise our financial commitment within the ILO, for I am firmly convinced that such a readjustment of the world economy calls for an effective strengthening of international co-operation, which occurs largely through the activity of international organisations such as the ILO, which do everything within their power to bring peoples closer together.

It is in this spirit, and as a token of our confidence in the ILO, that we have recently ratified the amendments of the Constitution adopted by the General Conference in 1986.

We intend to promote the technical co-operation programme of the ILO. I would emphasise here that Italy claims, in terms of its presence in the structure of the Organisation, a position corresponding to the important contribution of a highly developed country.

I should like to recall Italy's major contribution to the Turin Centre, a contribution which is the more positive since we recognise the priority of programmes aimed at utilising human resources and training to the full as part of policies to curb the recession.

While there are still many positive signs of a more peaceful and fruitful cohabitation in relations between different countries, once again I must strongly condemn the apartheid regime in South Africa and

denounce the deplorable situation of the population in the occupied Arab territories.

Italy is in the process of doing its best to help the Black population of the Front-Line States to reduce their dependence on Pretoria.

New progress in the action of protest and revolt of the Palestinians has recently aggravated an already delicate situation in the occupied Arab territories. In this respect, we must act with determination so that the rights of the Palestinian people are ensured within the framework of human rights recognised throughout the world, an economic and social development bearing in mind the real needs and aspirations represented by the fundamental principles of the International Labour Organisation.

For some years now, in China, the gradual implementation of economic and social reforms have made us think about a peaceful and progressive transition toward more and more important and free forms of economic and social renewal. Chinese workers were beginning to benefit from the results of more numerous and diversified job possibilities thanks, inter alia, to the new structure in the production of goods and services.

At the present time the Chinese people are living through a truly tragic Spring. It is our duty to stand by them. The International Labour Organisation must make its voice heard and take appropriate initiatives.

The PRESIDENT – Again, I wish to remind the speakers to respect the 15-minute limit on speeches, otherwise I shall be compelled to invoke the powers invested in me by the Constitution and the Standing Rules of the Conference.

Original – Korean: Mr. CHANG (*Minister of Labour, Observer, Republic of Korea*) – It is a great honour and pleasure for me to speak on behalf of the Government and people of Korea at the 76th Session of the International Labour Conference.

At the outset, I should like to extend my heartfelt congratulations to you, Mr. John Nkomo, on your unanimous election to the presidency of this session. I am confident that this Conference will bring about, under your distinguished leadership, the most productive conclusion.

Upon examining the Report of the Director-General, I was impressed by the outstanding performance and progress achieved by the ILO during the last year. I should like to express my respect and appreciation to the Director-General and his staff for their excellent preparation for this session.

I also wish to pay my special tribute to Mr. Francis Blanchard, who has successfully completed his important duties as Director-General.

In his report entitled *Recovery and employment*, Mr. Blanchard carefully analysed the environmental and socio-economic situation in relation to technological and demographic patterns. He emphasised the importance of expanding environmental conservation and restoration projects, as well as developing infrastructure, including roads, railways, housing and hospitals.

I agree with him in the sense that these projects will enhance living environment and that such labour-intensive projects create many employment opportunities.

In addition, he suggested that the International Labour Conference call on member States of the United Nations and its specialised agencies to finance a series of operations at the regional level to create or refurbish essential infrastructure from funds saved as a result of settlement of regional conflicts and disarmament by major powers.

Believing that such regional co-operation among countries will contribute to promotion of employment and world peace, I welcome his suggestion as very valuable advice.

The Republic of Korea has made sustained efforts in pursuit of economic and social development since the early 1960s. Today Korea, which hosted the Olympic Games last year, is recognised as one of the successful newly industrialised economies in the world.

In the course of continued socio-economic development, working conditions, income distribution and the living standards of workers in Korea have steadily improved.

Even so, in every respect – political, economic and social – a new democratic order has been established under the banner of democratisation guided by the leadership of President Roh Tae Woo.

The labour field is no exception in this regard, and every effort has been made to guarantee the rights and interests of workers which were neglected in pursuit of growth-oriented economic strategies. Various labour laws have been revised. With the changes in the labour environment, trade union activities in Korea have been greatly strengthened recently, which has brought about a substantial increase in the establishment of trade unions. The number of trade unions increased to 6,141 in 1988 from 2,725 in the previous year, and some 1,800 labour disputes occurred in 1988, though this was much lower than in the previous year, which registered a record of 3,700 disputes as workers' demands suddenly erupted with the new democracy.

These developments can be regarded as an unavoidable transitional phase in Korea's industrialisation process towards economic advancement.

The Government of the Republic of Korea has made every effort to guide labour and management to peacefully settle disputes through negotiations in the principle of autonomy and equality. Thanks to such effort by the Government and the accumulated experience of negotiation, radical labour movement is disappearing; and I am sure that labour-management relations in Korea will be normal in the near future.

I believe that the true protection of workers can be realised through the guarantee not only of the three basic labour rights but also of the ability of the workers to lead a decent life both economically and culturally.

Such goals cannot be achieved in a short period of time but every country can make progress in a manner commensurate with its development stage.

On the basis of Korea's recent experience, I would like to emphasise that it is very important for countries undergoing industrialisation to recognise labour issues not only as a problem concerning workers and their employers but also as a national issue affecting every citizen of the country. I would also like to emphasise that a government must adopt appropriate policies to ensure that workers do not feel neglected.

On the other hand, the fruits of development should be fairly distributed among all people, including workers.

I firmly believe that only by doing so will the factors causing social discord be removed. Meanwhile, mistakes made in the course of economic development should be rectified and conflicts between labour and management overcome so that, eventually, national development can be achieved in a relatively short period of time.

I strongly believe that the wisdom and experience of the ILO will be of great value in these efforts, and I have no doubt that the ILO will continue to support and co-operate with developing countries in these matters.

I should like to make a brief observation on the agenda of this session.

As for the agenda item concerning the revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), as the Korean population is very homogeneous, the treatment of indigenous groups is not an issue in Korea. However, I firmly believe that every human being should be treated equally based on humanism, the basic spirit underlying the United Nations and the ILO.

Now, I would like to speak briefly on the issue of night work, which is designed to protect women workers from heavy work and other hazards. The Labour Standard Law in my country stipulates that women workers should not be assigned any work from 10 p.m. to 6 a.m. without permission from the Ministry of Labour.

I have no objection to the principle that women or children should be protected. However, it should also be noted that prohibition of night work may inevitably reduce employment opportunities for women in the labour market.

In this respect, regulations on prohibition of night work for women may have an undesirable effect on the employment of women workers. Furthermore, as diet patterns and the physical condition of women improve and as industrial development will create various types of jobs which can be performed equally by men and women, regulations on night work, Convention No. 89, should thus be revised in an appropriate way.

At the same time, revisions should be made with flexibility in consideration of each country's diverse physical conditions, food patterns and culture.

For example, instead of strictly prohibiting night work for women, it would be much more effective to allow night work when requested by women workers and when it is not detrimental to their health.

The third agenda item, "Safety in the use of chemicals at work", is very timely and appropriate.

It is true that industrial accidents have so far been generally thought of as accidental disasters and that occupational diseases caused by the handling of harmful substances or explosive chemicals have not been given much attention.

As the production and use of chemicals is now on the increase in industry, I believe it will be an epoch-making project to adopt international standards concerning the use of chemicals.

At the same time, medical technology should be developed to more effectively detect symptoms of occupational diseases caused by handling of chemicals.

In Korea an increasing number of people now believe that industrial safety will eventually result in

lower costs and increased productivity. Recognition of the importance of industrial safety has deepened, and workers now give high priority to safety in the workplace in making labour demands.

To respond to such a changing environment, the Korean Government in January 1980 established the Industrial Safety Bureau within the Ministry of Labour. In addition, the Korean Industrial Safety Corporation was established as an independent organisation where expert technicians conduct research on industrial accidents and evaluate working environments.

With the successful hosting of the Seoul Olympics in 1988, the Republic of Korea demonstrated its willingness to participate more actively in the promotion of world peace and the development of human society.

It will spare no effort to help cope with low economic growth, low employment and poverty facing the world; and in pursuing these goals, Korea will establish closer co-operation with member countries of the ILO seeking technological co-operation in various fields.

Also, the Republic of Korea wishes to play a more active part in the ILO activities and to share with member countries the experience and the know-how it has acquired in the course of economic development. In doing so, Korea will continue to make an effort to contribute to the prosperity of all mankind.

May I take this opportunity to extend to the respectful member countries my deep appreciation for their kind support and co-operation shown to my country in its desire to become a full member of the International Labour Organisation.

I sincerely hope that with your continued support and encouragement, the Republic of Korea will be able to achieve full membership in the near future. Korea will continue to maintain its relationship of close co-operation with the ILO and its member countries.

Before closing, I would like to express my sincere hope that this Conference will be a valuable occasion for seeking ways to improve human rights and the safety of workers, and that the ILO continue to make a substantial contribution to the common prosperity of all mankind.

I pray for the everlasting prosperity of the ILO and its members, and wish success and happiness to all the distinguished delegates.

Original - Arabic: Mr. SAID (Government delegate, Iraq) - In the name of God, the Merciful, the Compassionate! I take great pleasure and pride in conveying you greetings from Bagdad, the city of peace and victory, from President Saddam Hussein (may God protect him), President of the Republic, and from the Government and People of Iraq, and in wishing your Conference every success in its work. I hope that the Conference will attain its goals and consolidate the principles of human justice, so that security and stability might reign throughout the world and that man may aspire to a state of wellbeing and creativity which benefits mankind as a whole.

I should also like to congratulate the President most warmly on his election to steer the deliberations of this Conference. His considerable ability and his vast experience will help him to conduct the work of this Conference and to achieve positive and fruitful results and recommendations; these will, in turn,

help towards achieving economic and social progress throughout the world.

I should also like to congratulate Mr. Michel Hansenne on his election to the post of Director-General of the ILO. His experience and competence will stand him in good stead in running the affairs of this Organisation, so that it can play its vital role of improving the world of work and the situation of workers. I should also like to pay my respects to the outstanding work carried out by Mr. Francis Blanchard, former Director-General of the ILO, and to the considerable role he played at the Head of this Organisation, when he achieved many successes. I wish him a long and happy life.

The 76th Session of our Conference is being held at a time when many developing countries are having to cope with a vast number of economic and social problems, which are bringing a permanent drop in the living standards of many of their inhabitants in their wake. The phenomenon is accompanied by the chaotic situation in the world economic system, the repercussions of which are felt throughout the world. In addition, many countries are having to face serious climatic problems, such as desertification, drought and natural disasters, which go hand-in-hand with famine, malnutrition and wide-scale migrations to find means of subsistence. On the other side of the coin, we are faced with the spectacle of the waste of funds and considerable wealth; this not only applies to construction and development but also to the arms race and military expenditure which, in addition to economic and political problems, causes a permanent deficit in the budget of these countries. Whilst hoping that attempts at disarmament will bear fruit and result in an objective and practical policy, we hope that this policy will extend to other areas of the world, especially those which are the scene of widespread military conflicts and regional problems and which need the help and effective action of the international organisations and the international community as a whole. In particular, the area of the Middle East is considered at present to be one of the regions representing the greatest danger to the future of mankind. A cursory glance at what has been happening in this region for many years is enough to prove that these problems should be dealt with at the international level. The first measures in this respect should be taken by the United Nations and their specialised agencies to create a situation of stability, peace and well-being in this region.

Furthermore, the burden of the foreign debt of many countries and its negative repercussions on their economies in creating an obstacle to development and affecting the living standards of their inhabitants; at the same time it is undermining social security and increasing the seriousness of problems in these countries. All this is having an impact on the overall situation of several countries, whose sovereignty is embedded in democratic foundations and which apply principles of freedom and security in these regions.

I take pleasure in referring to the report of the Director-General, which is entitled *Recovery and employment*. This is one of the most vital issues, affecting the future of millions of people, that must be tackled in order to find practical and objective solutions to the problems of the world economy, to increase work opportunities and to step up co-operation in international trade.

The Director-General's Report describes the negative developments experienced by the world economy during the past decade and their repercussions on social progress – especially on the economies of developing countries, on account of the social expenditure they have had to shoulder. In spite of this, the Director-General is somewhat optimistic as to the possibility of increasing economic growth rates, thereby creating jobs. However, we must adopt strategies to attain this goal, whilst stepping up our efforts to put an end to economic and social crises and to usher in the principles of social justice and progress – that the ILO is always trying to strengthen. In spite of this optimistic note in the Director-General's Report because of the positive growth rates in a number of countries, poverty and want continue to be the norm in vast areas of our contemporary world and total or partial unemployment continues to prevail in many countries of Asia, Africa and Latin America: other countries in the North, however, have not yet succeeded in shaking off the negative repercussions of the international economic imbalance. As the Director-General pointed out in his Report, preparations for the United Nations Fourth Development Decade offer an excellent opportunity to proceed with the necessary modernisation. We are convinced that the ILO will have a leading role to play, in co-operation with the other United Nations agencies, in guaranteeing the success of this strategy, especially in the field of employment development and unemployment policies; in so doing, it will contribute towards increasing production and development rates, ensuring a fair distribution of income and bringing about the well-being of everyone.

My country has attached great importance to development, guaranteeing employment to all Iraqis of working age and providing job opportunities for thousands of Arab workers and foreign workers who have come to work in Iraq and participate in its vast development projects, thus benefiting from high wages and excellent working conditions. But this economic revival and development have not pleased the enemies of Iraq who have sought by all means to put a spoke in the wheel of development and social progress. These means took the form of an eight-year war, to put an end to the conflict by peaceful means. It responded positively to international appeals and to Security Council resolutions, the last of which was resolution 598, whilst the other party persisted in its determination to continue this war. However, Iraq's tenacity and its glorious victories in 1988 forced the other party to accept the resolution. Since the war ended in August 1988...

The PRESIDENT — I give the floor to Mr. Nabian, Government adviser of the Islamic Republic of Iran, on a point of order.

Mr. NABIAN (*Government adviser, Islamic Republic of Iran*) — In the Name of Allah, the Merciful, the Compassionate. I did not wish at this stage to take the floor, but I feel obliged, on behalf of the delegation of the Islamic Republic of Iran, to raise a point of order according to the Standing Orders of the Conference, under article 14, paragraph 5. I hope, Mr. President, that you will do your best – in accordance with the promise and commitments you made at the beginning of the Conference – to ensure

the smooth running of the Conference, with the full co-operation of all the participating member States. We, too, assure you and the august Conference of our full co-operation – by which we mean co-operation between both parties. Any implied or explicit reference to subjects beyond the subject of recovery and employment – that is to say the Director-General's Report – is outside the scope of the discussions of this august assembly, and, despite our willingness, the Iranian delegation will see fit to raise a point of order requesting the President to firmly request the speaker to keep to the items under discussion and not go beyond what is supposed to be discussed here. Any implied or specific reference to a particular member State requires a right of reply, which will be requested if necessary.

The PRESIDENT – Before I allow the speaker to finish, may I once again appeal to the delegates to avoid issues that may cause unnecessary friction, issues that are extraneous to the matters discussed in the Director-General's Report.

It is my understanding that the issue referred to by the Iranian delegation is being handled in other forums. I request the speaker's co-operation for the sake of the smooth running of this Conference.

Original – Arabic: Mr. SAID – Since the war ended in August 1988, my country has sought to take all the necessary arrangements to implement all the operative paragraphs contained in Security Council resolution No. 598, under the auspices of the Secretary-General of the United Nations and through direct negotiations between the two countries – known as the Geneva Negotiations. It is for this reason that we state at this Conference today that the only way forward possible is to strive to establish total and lasting peace between the two parties, and that any attempt to take another course and to turn these negotiations into a game of manoeuvres can only destabilise the region. In adopting this stand, we must understand the true significance of resolution 598; i.e., that it stands for the establishment of a lasting, fair and honourable peace between the two parties. My country firmly believes...

The PRESIDENT – Would you please address your remarks to the Director-General's Report and avoid this friction. Please avoid references to the Security Council's resolution.

Original – Arabic: Mr. SAID – My country firmly believes that the setting up of a sound basis of economic co-operation between peoples is vital to consolidate international political relations and that a situation of economic and social stability in the world may be achieved by setting up regional economic groups of co-operation. It was bearing in mind this premise that, at the beginning of the present year, the Council of Arab Co-operation laid the foundations for economic co-operation between the Republic of Iraq, the Arab Republic of Egypt, the Hashemite Kingdom of Jordan and the Yemen Arab Republic. This Council is attempting to establish strong links with the Co-operation Council for the Arab States of the Gulf, the Union of Arab Maghreb and the international and regional organisations of economic co-operation, in order to attain the well-being, prosperity and happiness of mankind.

The large popular uprising ("intifadah") which is being led by the Palestinian people in Palestine and the other occupied Arab territories against the Zionist occupation is striving to attain its lawful rights and the establishment of its independent State. This uprising is being put down by the Israeli occupation authorities, using methods of barbarous repression and arbitrary measures, which violate the principles of the United Nations, international charta and labour standards promulgated by the ILO in the field of human rights. All this is happening at a time when the Director-General has submitted his Report on the situation of Arab Workers to the Conference. This tragedy can only come to an end with the establishment of an independent State of Palestine on Palestinian soil, which embodies the aspirations of the Palestinian people and its hopes for a free and dignified life. The international community represented at our Conference most certainly supports the principles of peace and freedom. The fact that many countries supported and recognised the proclamation of the State of Palestine bears witness to the fact that the international community wants to establish an independent State of Palestine on Palestinian soil, led by the Palestine Liberation Organisation which is the only lawful representative of the Palestinian People, thereby ushering in lasting peace in the Middle East.

The events which have been disrupting Lebanon since 1975 up until this day and the suffering inflicted on this country, are due to foreign intervention into domestic affairs. If security and stability are to be returned to this country, all foreign forces must withdraw and there must be an end to foreign intervention, so that the Lebanese people might deal with their national problems themselves.

We have examined Part II of the Director-General's Report on the activities of the ILO which deals with the work of the Governing Body and of the ILO to try and apply the resolutions adopted at previous sessions of the International Labour Conference. We have also taken note of ILO's activities in the field of technical co-operation and the application of the Declaration concerning Action against Apartheid in South Africa. The Director-General's Report reflects the ILO's praiseworthy efforts and commendable activities to try and implement previous resolutions. In this context, I should like to state that we hope that the share of the Arab people in technical co-operation will be increased in the future. As regards the Director-General's Report on Apartheid, I am particularly proud to state that my country supports and backs all resolutions taken to put an end to the policy of racial discrimination in South Africa and Namibia and calls upon the international community to apply sanctions against racist regimes and those that co-operate with them.

The agenda of our Conference contains a number of items that particularly concern the world of work and workers. It contains three vital technical items; the first deals with the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), which will lead up to the adoption of a new instrument covering the needs of the categories concerned by this Convention. The second item concerns night work, which has been placed on the agenda of the Conference after several years of planning, research and the collection of information, with a view to establishing a legal basis to deal with this problem which gives rise to many disagreements in interna-

tional labour legislation. We hope that the Conference will succeed in drawing up an international document that takes into account developments in this field, especially the night work of women. The Conference is also going to examine safety in the use of chemicals at work. The Conference is asked to update data in this important field, which concerns the protection of millions of workers affected by the use of chemicals, while taking into account technological development of products used at the workplace and the development of occupational safety standards required by various branches of activity of industries.

At this point I should also like to stress that Iraq attaches, in its national legislation, great importance to protective methods and conditions of occupational safety at the workplace; indeed, several laws and regulations deal with this subject.

In concluding, I should like to say once again that I hope that our Conference has successful results that will contribute towards bringing about peace, well-being, progress and prosperity of mankind as a whole. May peace, mercy and the grace of God be with your.

The PRESIDENT – Again, I wish to request that delegates confine their remarks to the Director-General's Report.

Mr. LEE (*Minister for Labour, Singapore*) – On behalf of the Singapore delegation, I wish to congratulate you, Mr. President, on your election to chair this 76th Session of the International Labour Conference. Under your able leadership, I am confident this Conference will be a success.

1988 has been a good year for many of us. World economic growth has continued through 1987 and into 1988. Barring any unforeseen circumstances, we are likely to end this decade with further growth this year.

However, the global economy remains fragile although most economists do not expect a recession this year. The question is how long the present state of affairs can carry on.

The 1987 stock market crash did not bring about the depression that many feared it would. Massive injection of liquidity into the world financial system kept it afloat, at the risk of inflation later on. Stock markets are booming once more and vast profits are made selling script instead of goods.

It remains to be seen whether countries have the political will to overcome the structural problems of the world economy. Even if they do, it will not be a painless process. If they do not, the problem will continue to fester and grow.

The currency realignment has significantly altered the comparative advantage and purchasing power of different countries. It has made American products more competitive but many customers continue to buy Japanese products despite their higher prices.

Some progress has been made at least in recognising the reality of the huge LDC foreign debt, part of which may never be repaid. Meanwhile many developing countries are staggering under the weight of their external debt, high birth rates, high unemployment and social instability. To their citizens, the issue is not whether their employment standards are comparable to those of developed countries but whether there is sufficient income to feed and clothe their families.

The underlying economic difficulties provide a fertile ground for the protectionist lobby in various countries. Uncompetitive industries clamour for protection at the expense of the consumers. The trend is towards more managed trade rather than free trade. We can expect more trade disputes and trade friction.

Domestically, the pressure to restrict markets is great. But the most serious consequence of more restrictions will be more conflicts. Nations will be forced to integrate themselves into trading blocs. Increased integration will bring about greater exclusion of the developing countries.

There is some concern that the Economic Community, when it becomes a common integrated internal market by 1992, would withdraw itself into a "fortress Europe". It is our hope that this will not materialise. Europe must remain the champion of free trade. More than 40 per cent of EC exports are now shipped to countries outside the EC. To withdraw into a fortress mentality would only negate the advantages that an integrated market can bring.

A protectionist America and Europe will set back world economic gains. It was the West that set the rules for free and fair exchange of goods and services through the GATT. With rising protectionism, everybody will be the loser. The poor countries will fall deeper into the clutches of poverty.

As a small nation which is extremely dependent on world trade, Singaporeans watch this protectionist tide with grave concern. It affects not only us but also our ASEAN partners, with whom we have increasing economic links.

The Singapore economy is perhaps the most open economy in the world. Almost any raw material or finished product can enter or pass through Singapore duty-free. Excise duties are collected on only a few items such as liquor, cigarettes, petrol and cars for revenue reasons or for special purposes such as to reduce traffic congestion. With our manpower and resource constraints, our entrepreneurs and industrialists have to upgrade themselves to compete internationally. Otherwise, they may be assisted to relocate to neighbouring countries so that our resources can be released for more productive uses.

This process of restructuring is difficult and often painful but our circumstances leave us with little choice. Larger economies can protect their inefficient sectors for longer periods but the day of reckoning will come.

Just when protectionist pressures are rising, the world is getting more interdependent. A multilateral and co-operative approach is essential to resolve the problems confronting the world today, whether it is trade, the environment or drugs. Countries should not expect others to uphold free trade whilst they themselves hide behind protectionist barriers.

The opening up of some socialist countries presents us with new opportunities and challenges. They can be good partners in trade and development as well as formidable competitors.

The ILO is an important forum for international co-operation. The ILO has done much to raise the standard of living of workers in both the industrial and the developing countries. In the past, the ILO's task was made easier by the last 30 years of unprecedented growth in international trade which has generated economic prosperity for many countries. Job opportunities also grew as a result.

However, the future outlook is clouded with uncertainties, many structural economic problems remain unresolved and protectionism is on the rise. The ILO should take a serious view of the increasing trend of protectionism. It has an important role in helping to ensure that the world trading system remains open.

Like many other international organisations, the ILO is saddled with a burgeoning budget. To tackle problems more effectively into the 1990s, the ILO has to ensure that it remains trim and supple. One way would be for it to cut down on the frequencies and the duration of its meetings. Another would be to cut down on the number of committees at the an-

nual International Labour Conference. More emphasis would have to be given to employment promotion rather than standards-related activities. Activities should be regional-based on the basis of needs.

We are also pleased to note that the ILO has been adopting a more flexible approach in its supervisory function. It should continue to do so and be more sensitive to the domestic circumstances of its Members.

This is a period of change and transition. The challenge before the ILO is how to ensure that it continues to remain relevant in such turbulent times.

(The Conference adjourned at 7 p.m.)

CONTENTS

Page

Fourth sitting:

- First report of the Selection Committee:
Submission and adoption 1
Speakers: Mr. Hammond (*Chairman*), Mr. Meza
Soza.

Fifth sitting:

- Submission of the annual report of the Gov-
erning Body to the Conference by the
Chairman of the Governing Body of the
International Labour Office 3
Reports of the Governing Body and of the
Director-General: Discussion 5
Speakers: Mr. Okondo, Mr. Borg Cardona, Mr.
Suzuki, Mr. Mularoni, Mr. Maldonado Ruiz, Mr.
Umar, Mr. Czarski, Mr. Formica, Mr. Chang,
Mr. Said, Mr. Nabian, Mr. Lee.



Provisional Record

Seventy-sixth Session, Geneva, 1989

Sixth sitting

Friday, 9 June 1989, 10.15 a.m.

President: Mr. Nkomo

SECOND REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The PRESIDENT – The first item on the agenda is the second report of the Selection Committee. I give the floor to the Clerk of the Conference.

Original – French: The CLERK OF THE CONFERENCE – On page 4A/1 the last country under the Government members of the Committee on Apartheid should be USSR, not Ukrainian SSR.

The PRESIDENT – I call on Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the report to the Conference.

Mr. HAMMOND (*Government delegate, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the second report of the Selection Committee, found in *Provisional Record* No. 4A.

The report deals first with the composition of the Committee on Apartheid. The Selection Committee recommends that the Committee on Apartheid be composed of 20 Government members, 15 Employers' members and 20 Workers' members. The list of the members of the Committee on Apartheid is appended to the report, and you have just heard of a correction to its Appendix.

The Committee recommends that Palestine, as a liberation movement, be invited to be represented at the 76th Session in the Committee on Apartheid and the Resolutions Committee, in accordance with article 56, paragraph 10, of the Standing Orders of the Conference.

Finally, the Committee also recommends that the Conference approve a number of changes in the composition of Committees.

I commend the report to the Conference for adoption.

The PRESIDENT – The discussion on the report is now open. I give the floor to Mr. Georget, Employers' delegate, Niger.

Original – French: Mr. GEORGET (*Employers' delegate, Niger; Vice-Chairman of the Selection Committee*) – Mr. President, this may be a good opportunity for me to congratulate you on your election. I am sure that with your wide experience you will conduct our work very successfully. Through you I should also like to congratulate all the Vice-Presidents who will contribute to our work.

The reason for my statement this morning is the fact that yesterday the distinguished delegate of the Government of Nicaragua protested against the procedure followed by the Employers' group on 7 June. The report of that sitting will show that the Employers' group gave every opportunity to the Employers' delegation of Nicaragua to register as a candidate for committees of their choice. The decision of the group as to proposals to be put before the Conference was taken subsequently without any question or objection being raised. As the Government delegate of Nicaragua was reminded yesterday, there is an appeals procedure, which is objected to year by year but which exists, and it is up to the Appeals Committee, if it has before it a complaint, to act upon it. I regret having to make this statement today. I wished to do so at yesterday's sitting, as the Chairman of our group did in identical circumstances in 1987, but for reasons which my group does not accept, and which I will not now describe in detail, I was prevented from doing so. My group hopes that such incidents will not recur, that in future the Standing Orders will be used in good faith and that freedom of speech, which perhaps does not exist in all countries, will be respected in our Organisation.

The PRESIDENT – I have taken note of the remarks made by Mr. Georget. I would like to assure Mr. Georget that we will do our best to ensure that there is freedom of speech.

If there are no objections, I take it that the report is adopted?

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT – We now move on to the next item on the agenda: the discussion of the reports of the Governing Body and of the Director-General.

Original – Arabic: Mr. AL-BDOUR (*Minister of Labour and Social Development, Jordan*) – It gives me great pleasure to associate myself on behalf of the Jordanian delegation and in my own name with those who have preceded me in congratulating you, Sir, on your election to the presidency of our Conference. It is a testimony of our confidence in your person and in your skills, and is an honour not only to your country but also to the continent of Africa. We wish you every success in guiding our deliberations.

I would also like to offer warm congratulations to Mr. Michel Hansenne on the occasion of his election as Director-General of the International Labour Office. I am confident that Mr. Hansenne will enjoy the same trust as his predecessors and will guide our Organisation with great skill. We know all his qualities, his experience and his capabilities which qualify him for this important task. It also gives me pleasure to extend my thanks and appreciation to Mr. Francis Blanchard, the former Director-General of the International Labour Organisation, who has rendered much important services to this Organisation throughout his three terms of office and who has been exemplary in his dedication and devotion. Once again, we extend to him our thanks and very best wishes.

This session coincides with the 70th anniversary of the founding of the International Labour Organisation in 1919 and the Report of the Director-General on economic recovery and employment consequently assumes special significance.

This Report addresses a most important international issue of great complexity which affects the entire world. The Report affirms the necessity for industrialised countries and developing countries alike to meet the basic challenge of finding employment opportunities that will enable us to cope with the rising level of unemployment. We in Jordan, one of the developing countries, are faced with this challenge and our Government has set up a senior ministerial committee to deal with unemployment and, in particular, the local labour market. Our aim is to provide employment opportunities for citizens looking for work and as much, reflects our constant concern for the problem of unemployment as well as for the economic and financial problems that beset us.

Our Government also devotes special attention to the environment and the protection of natural resources. This attention is reflected in the introduction of environmental considerations into our national development plan. Jordan also participates in international efforts to protect the environment, and this even at the highest level. His Majesty King Hussain attended the recent international conference held in the Hague and has signed the international declaration on the protection of the ozone layer it adopted.

We also share the opinion of the Director-General that the world labour and social situation is a cause of grave disquiet. Still we do not despair that the world will live up to its responsibilities through concerted and joint efforts and that it will be able to put an end to our present degradation and resolve all the problems that confront us. This can be done thanks to the profound changes that are taking place in the world and to new ways of thinking which give us hope that new solutions will be found to serve the best interests of mankind in a spirit of co-operation and dialogue.

This is why we endorse the conclusions reached by the Director-General in his Report, especially where he called upon the major industrialised countries to shoulder their responsibilities in order to alleviate the burden of the Third World countries which are suffering from stagnation and even regression. These countries certainly are in urgent need of solidarity from the industrialised States. The developing countries, especially those with a heavy burden of debt, badly need a breathing space in order to recover, to start introducing reforms and to develop their exports without the poorer countries having to bear the

brunt of structural adjustment. Perhaps the initiative recently put forward by France, which expressed her intention to cancel unconditionally the debts owed by 35 of the least developed countries may be considered as one of the most important and positive initiatives; it should be introduced more widely and should be taken as an example by the other industrialised States in order to find a solution to the insurmountable problems facing the world. This is an appeal to these countries to show solidarity with the developing countries.

This Conference coincides with the continuing struggle of the "intifadah", in the occupied Arab territories. This uprising has entered its nineteenth month and has come up against the most brutal forms of racism and repression. It embodies the will of the Palestinian people to liberate itself from the yoke of the Israeli occupation and to regain its legitimate rights to self-determination on its national soil.

We do not need to reaffirm here what already has been stated in the Report of the Director-General. The tragic situation in the occupied Arab territories and the policies of destruction and of uprooting of the Palestinian people and the damages suffered by all its economic, social and cultural institutions since 1967 are well known to all of the sessions of the International Labour Conference to the international community.

However, we would like emphasise the following: firstly, the suffering of this people can only end with the cessation of the Israeli occupation and Israel's compliance with the will of the international community which has condemned this occupation policy, and with Israel's application of all the resolutions adopted by the United Nations and its specialised agencies. Israel must recognise the legitimate rights of the Palestinian people, including its right to self-determination on its national soil, which is the basis for the establishment of just, comprehensive and lasting peace in the region.

Secondly, in the light of the escalation of severe policies and measures being adopted by the occupation authorities, we have submitted a draft resolution concerning protection of the rights and freedom of Arab workers and employers in Palestine and all other occupied Arab territories. In the name of justice, therefore, we call on all members of this distinguished international conference to support this draft resolution and thereby rekindle hope in the people of Palestine sincerely struggling toward real peace based on justice and equality.

Thirdly, so long as Israel ignores the call of reason and will of the international community and the international resolutions concerning peace in the region with their guarantee of a just solution to the Palestinian problem, we call upon the International Labour Organisation to implement the provisions of the resolutions adopted by our distinguished Conference in 1974 and 1980 calling for technical assistance programmes for the Palestinian people and to its labour force under occupation to enable them to cope with Israeli practices and policies.

We call upon the International Labour Organisation to implement the recommendations contained in the report of the Director-General's mission, recommendations which we believe, as does the mission itself, remain valid, since assistance provided for the occupied territories is not commensurate with the degree of suffering and the tragedy to which the inhab-

itants and the workers in the occupied Arab territories are being subjected.

I should like to make some comments on parts of the Report of the Director-General, especially paragraphs 18 and 22 of Appendix 3, where reference is made to my country, directly or indirectly.

Firstly, until the decision regarding the dissolution of legal and administrative links with the West Bank, Jordan took upon itself the responsibility of supporting and assisting the inhabitants of the occupied Arab territories, as attested by the allocation of a special item in our 1987 budget to fund the various economic and social development programmes in the occupied territories, in support of their resistance to Israeli policies and measures relating to productive and agricultural enterprises. Even after this decision Jordan never refrained from providing all possible financial assistance. For example, the Jordanian Government decided to reopen the branch of the Cairo-Amman Bank on the West Bank and to continue payment of salaries to some categories of workers.

Secondly, concerning what the Report has called restrictions, or even temporary bans, on agricultural products coming from the West Bank, the neutral observer may know that Jordan used to absorb a considerable quantity of such products and if there are some organisational measures they have been taken in view of food and agricultural shortages in the occupied Arab territories as a result of the restrictive and repressive policies of the occupation authorities against Arab agricultural and industrial enterprises. Israel had aimed to cause bankruptcy to these institutions in order to jeopardise the economy of the occupied Arab territories and to make it dependent upon the Israeli economy. There are numerous examples cited in the Report in this respect, unfortunately, however, we do not have sufficient time to quote them.

Thirdly, we must express our regret and our surprise at the contents of the mission's report in this respect, for it often relied upon Israeli sources of information, or sources of information partial to Israel. We hope that the mission of the Director-General will strive to be more precise and more objective in the future. In this respect, my delegation would like to express its thanks to the Director-General for his keen interest and his follow-up on the situation of Arab workers and employers in Palestine and in the other occupied Arab territories, by means of the missions the Director-General sends to these territories.

Fourthly, in Annex 3 of Appendix III to the Report of the Director-General, we have noticed some repeated mistakes which aim at raising certain side issues to divert attention from the core of the question of Palestine and the suffering of the people of Palestine, the core of the problem being the occupation itself and the practices of the occupying forces. Due to the errors it contains, this Annex may be considered a propaganda leaflet distributed by the Israeli occupation authorities in a desperate attempt to affect international public opinion concerned with the occupied Arab territories. Israel has been trying thereby to present this atrocious occupation in a more positive light, by trying to make it pass for a civilised undertaking...

The PRESIDENT – Mr. Minister, I must ask you to conclude your remarks.

Mr. HOSSAIN (*Deputy Prime Minister in charge of the Ministry of Labour and Manpower, Bangladesh*) – It is a great pleasure for me, as Deputy Prime Minister and leader of the Bangladesh delegation, to address this 76th Session of the International Labour Conference, I recollect with a sense of satisfaction that I addressed this august forum in 1984.

On behalf of my delegation and on my own, I congratulate you, Sir, on your election as President of this Session. I also congratulate the Vice-Presidents from the Government, Employers' and Workers' sides on their well-deserved election. I am confident that your abilities, experience and leadership will enable you to steer this Conference to a successful end.

I take this opportunity to congratulate Mr. Hansenne on his election to the high office of Director-General of the ILO. He brings with him rich experience, strength and vision in the discharge of his duties as the chief executive of the ILO and work for the promotion of international solidarity and co-operation. In this connection, may I express our appreciation to the outgoing Director-General, Mr. Blanchard, for steering this tripartite organisation for nearly the past two decades.

The subject of recovery and employment has been chosen as the theme of the report of the Director-General for the current session of the International Labour Conference and the ILO secretariat deserves our appreciation for preparing the Report on the subject which is both appropriate and timely. The Report points out that "poverty has increased" and the proportion of the population living below the poverty line rose from 33 per cent in 1980 to 39 per cent in 1985. It is also asserted in the Report that growing poverty and an increasing by unequal distribution of income will not only pose a challenge to policy-makers but also create social imbalances.

Against this backdrop, economic growth, productivity and employment could only be achieved with a global approach. Shortfalls in the quality and quantity of financial resource transfers, protectionism by way of tariff and non-tariff barriers, depressed commodity prices and the unbearably large outflows on debt service have been the key factors hampering the growth and recovery of developing countries, particularly the least developed countries. The least developed countries are particularly handicapped and ill-equipped to develop their economies and to ensure employment opportunities for their workforce. Their economic and social development represents a major challenge for these countries and for their development partners. Therefore, what we need is concessional assistance, massive transfer of resources, quota- and duty-free market access and transfer of technology as well as sustained economic growth so that unemployment and underemployment are contained.

The unemployment problem in countries like Bangladesh is acute. In addition to the ordinary jobseekers, Bangladesh has a large mass of educated youth who are on the look-out for jobs; while in the developed countries they get social security benefits, jobseekers in developing countries do not get any such benefit. About one-third of the workforce in Bangladesh is unemployed. However, the present Government, under the dynamic leadership of President Hussain Muhammad Ershad, has undertaken various pragmatic programmes to create job opportunities and reduce the level of unemployment. The rural

public works programme, the food-for-work programme, the self-employment programme and the like have been set up in rural areas. Electricity has been taken to the doorsteps of both the farmers and the rural entrepreneurs. Irrigation facilities and a seed and fertiliser distribution network have been taken to rural areas so as to enable farmers to engage in multiple cropping and dry-season cultivation. All these measures have turned rural areas into productive growth centres. Facilities have been created not only to promote and diversify traditional and non-traditional products but also to help innovators develop new products, prototypes, designs and forms. As a result, rural employment – for both men and women – has increased.

The Government has also taken bold steps to protect the initiators of farming and small industry from the baneful effects of rural money-lending. The Rin Shalishi Board (Debt Settlement Board) has been established to save the indebted poor from the claws of money-lenders and big landowners. It is intended to increase productivity in the rural areas with more off-farm job opportunities.

Several important development-oriented administrative reforms of far-reaching significance have also been carried out in Bangladesh. The Government has introduced a number of fiscal incentives for augmenting investment in the private sector to boost exports and to encourage efficient import-substitution industries. All these measures have created employment opportunities. The Government established the Investment Board, with powers and functions to sanction an investment plan on a priority basis. As a result, an encouraging response has been received from both domestic and foreign investors.

We are faced with the challenge of recovering colossal losses, caused by the worst floods and cyclones in our history. These disasters have constituted an insurmountable burden for the economy and development plans of the country, causing a setback in employment opportunities. The causes of devastating floods are both natural and man-made. They need a global approach and solution. It is gratifying to acknowledge that we have received a positive and understanding response from the world community. The Government, under the inspiring leadership of President Ershad, is not only trying its utmost to recuperate from the devastations caused by these calamities, but has also embarked upon measures leading to both short-term and long-term solutions to the menace of floods.

During the lifetime of the ILO, the world has witnessed phenomenal technological progress in the industrialised world, the trickle-down effect of which has also reached the Third World. Extensive automation and computerisation has not only caused massive displacement of workforces but has also adversely affected the competitiveness of the developing countries. In the context of such technological change, training and retraining requirements have changed both in the developed and in the developing countries. It is imperative, therefore, that in designing its future programme of training, the ILO takes careful account of this fact.

May I suggest that migration for employment be considered as one of the remedies to contain the problem of acute unemployment in the least developed countries? For this, the ILO might conduct a survey to find out the types of jobs that are available

in various sectors in workforce deficit countries, as well as to suggest remedies to remove existing restrictions on a very important factor of production, i.e. labour. The ILO might also extend its technical co-operation programme to non-formal tertiary sectors of production, with a view to expanding employment opportunities.

Let me recall that the current session of the International Labour Conference coincides with the celebration of the 70th anniversary of the ILO. This gives us a welcome opportunity to reflect on the ways and means of making this oldest organisation of the United Nations family more effective and tuned to the changing needs of the hour. In this context, I would like to stress the importance of the following few points: (i) concentration on the ILO's standard-setting exercise alone cannot guarantee the best interests of the working masses. Equally important is to provide stepped-up assistance to developing countries, in order to enhance their capability of implementing provisions of various ILO Conventions and thereby encouraging them to ratify and implement ILO Conventions in a greater number; (ii) in the interests of universal acceptability, the ILO Conventions must take into account the socio-economic realities of the developing world where the vast majority of the labour force is located; (iii) the technical co-operation programme of the ILO needs to be so devised or reoriented as to enable the developing world to mitigate the pangs of the labour substitution effect introduced by the phenomenal technological progress characterised by extensive automation and computerisation leading to a massive displacement of the workforce; (iv) the ILO needs to play a more forceful role in assisting developing countries in their struggle to tackle the shrinkage of employment opportunities, due to their initiating a process of structural adjustments in their economies. The conclusions of the High-Level Meeting on Employment and Structural Adjustment, held in 1987, could serve as a valuable guide in this regard.

We feel that there is good will in this assembly and there is an historic sense of purpose on the occasion of the 70th anniversary of the ILO. The real test of faith and commitment will be whether we can advance on the basis of globality. I am hopeful and optimistic that we will be able to move ahead.

Mr. BATUBARA (*Minister of Manpower, Indonesia*) It is a great privilege for me to associate myself with the other distinguished speakers in congratulating His Excellency Mr. J.L. Nkomo on his election as the Chairman of this Conference. I am confident that under his wise leadership this Conference will be successful in attaining its objectives. My delegation extends its full co-operation to you, Sir, towards the fulfilment of these goals. I would also like to convey my delegation's congratulations to the three Vice-Presidents and to the other officers of the Conference on their respective elections.

I extend my sincere gratitude to Mr. Francis Blanchard, the former Director-General of the ILO, who has made a great contribution to the development of this Organisation. I also offer my best wishes to the new Director-General, Mr. Michel Hansenne.

I appreciate the Report of the Director-General which focuses on the crucial link between the economic and social spheres and the role of the ILO in the area of employment. We have learned from history

and experience that economic growth does not automatically resolve problems related to human resources.

Since 1969 in Indonesia we have implemented our Five-Year National Development Plans (PELITA). Through the First and Second Plans, we achieved success in economic development with growth of 8 per cent per annum. In this period, the human resources programme was explicitly designed and constituted an integral part of the national development programmes. Our rural development programmes, labour intensive projects, loan programmes supporting small and insufficiently financed business groups were able to improve the economic structure and income of Indonesian society. These programmes also reduced the number of unemployed and underemployed, especially in rural areas. In general, significant progress was made in combating human resource problems during the First and Second Five-Year National Development Plans.

Unfortunately, the prolonged world economic recession has also affected the Indonesian economy. During the Third Five-Year Plan, 1979-84 (PELITA III), our economic growth reached 6.5 per cent per annum, whereas during the Fourth Five-Year Plan, 1985-89 (PELITA IV), the growth rate decreased to 4 per cent per annum. Although human resources issues were given special treatment in the National Development Programmes, the situation deteriorated as a result of slow economic growth. The number and levels of unemployment have increased ever since.

The Indonesian economic structure is heavily agrarian. Only 30 per cent of our workforce is in paid employment and the remaining percentage is considered as unpaid workers. Thus, even though we will successfully reach a 10 per cent growth rate in manufacturing and other modern sectors during the next Plan, its impact on the economic development for the next ten to 15 years, in terms of both GDP generation and employment absorption, is estimated to be still less than 50 per cent.

It is envisaged that in our next Five-Year National Plan, the size of our workforce will increase by 11.9 million. In considering our economic structure, only 30 to 35 per cent of this number are in paid employment and the remaining 8.5 million of the labour force must enter the informal and traditional sectors as self-employed or family workers. Although most of them will have a job, the majority are likely to be underemployed with constant low earnings.

To overcome this human resources problem, one of the breakthrough strategies is to prepare our workforce to become self-employed and entrepreneurs, especially in the informal sector. They are encouraged to work in the areas of home industries and small or medium-sized businesses. To support this strategy, training programmes are provided and directed partly to respond to industrial demand and partly to prepare the workforce for self-employment and entrepreneurship. We believe this strategy will help stabilise our economy. In order to develop it further however, we need co-operation from other countries in the world.

Mutual understanding and co-operation among countries will not only improve the economic conditions of these countries but will also speed up the process of world economic recovery. For this reason, we appreciate the genuine co-operation of industrial

countries. To this end, we, inter alia: firstly, invite foreign investors and multinational corporations to open businesses in our country which can intensify our economic activities. In this way, we hope foreign investors will not merely focus on businesses producing quick profits but will also consider long-term businesses which have backward and forward linkages. Furthermore, foreign investors and multinational businesses must also be concerned with the preservation of national resources.

Secondly, industrial countries need to support the economic development of developing countries by providing technical assistance especially in the areas of human resources development, research and development and technological advancement and maintenance.

Thirdly, industrial countries are expected to help ease the implementation of exchange programmes among developing countries which can enrich the life experience of the people. For the last ten years developing countries have seriously executed the "technical co-operation among developing countries" programme. Although progress has been made in this area, there are still constraints, especially in financing the planned projects and transportation from one country to another.

Fourthly, our businesses are often hindered by marketing obstacles created by the protective behaviour of industrial countries. While industrial countries encourage free enterprise, their applied conventional economic theory suggests that to obtain efficiency and maximum use of resources there must be free movement between all sources and ready-produced goods within the international, national and regional markets. In the long run, the recourse to protectionism in industrialised countries will make it more difficult for developing countries to recover from their recession.

The world economic recovery is itself still in question as it depends on the willingness of all countries to take serious and co-operative action to resolve our common concerns. We must agree on our initial action such as developing mutual understanding and international co-operation to overcome the world economic recession. These efforts must then be continued with action for the anticipated world economic recovery. Mutual understanding and international co-operation are also a key to our success in solving human resources problems and development at the national, regional and international levels.

The Report of the Director-General addresses issues on human rights, freedom to affiliate and freedom of speech. These are principles which are highly respected by every nation which has its foundations laid on democratic principles. I am proud to acknowledge that since our independence in 1945 the Indonesian Constitution and other laws succinctly state these principles of freedom. We have developed regulations that protect our workers including women, night workers and unpaid workers.

We are aware that the practice of these principles does not only depend on the creation of regulation, but also on society's consciousness and an individual's ability to understand and exercise his rights and responsibilities. The development of the people's consciousness essentially depends upon various factors, including education in general, vocational training, workers' education and institutional development. Success in this area is also determined by the

educational level of the society and economic conditions in general. In order to realise these principles, we need to establish sound international understanding and co-operation.

The above suggestion encourages the establishment of human relations and the elimination of distrust and accusative attitudes which create conflicts within an organisation. We direct our mission to the creation of peaceful and secured working environments in all nations and at all organisational levels. It is through the ILO therefore that we develop and create this working relationship of mutual understanding and international co-operation.

I am confident that under the leadership of the President of this Conference and the new Director-General of the ILO, together with support of the member countries of our Organisation, we can create a new world where workers can work productively and where society can live in prosperity and in peace. Let us devote all our energies to the tasks before us and pledge our commitment to the realisation of this noble goal.

Mr. RODGER (*Minister for Labour, New Zealand*) – Mr. President, my congratulations and good wishes to you on your election as President of our Conference in this, our 70th anniversary year. Once again, the Conference is charged with a weighty agenda, the contents of which are all worthy of their place. The New Zealand delegation proposed to play a full and supportive role in the Conference activities, and we are sure you will guide the Conference successfully through its work.

I must also welcome the new Director-General, Mr. Hansenne, and assure him of New Zealand's support. He knows the Organisation well and I have confidence in his ability to further develop its relevance for workers and employers throughout the world. I shall be effectively throwing out a challenge to him in this regard later in this contribution.

This year's Director-General's Report, which was produced by the outgoing Director-General, Mr. Blanchard, is yet again a worthy focal point for discussion in this plenary session. Its discussion of the relationship between economic recovery and employment levels is one that has much relevance for New Zealand at this time.

My Government's time in office has essentially been devoted to achieving economic recovery in New Zealand. Our basic thrust involved disinflationary policies and major structural reform. Already in a cyclical downturn our economy was necessarily placed under further pressure by these policies.

Virtually no sector of the economy has escaped structural adjustment – the financial sector, the tax system, our agricultural and manufacturing sectors, the state sector, the waterfront, health, education, to name but the major areas that have appeared on our reform agenda.

Regrettably, but not unexpectedly, the impact of the downturn and the restructuring has fallen disproportionately on our workforce. Employment has fallen in all sectors during this time. The primary and manufacturing sectors have generally been harder hit than the service industries. The effects have been more acutely felt in rural areas.

The unemployment rate grew rapidly from around 4 per cent during most of 1986 and 1987 to over 7 per

cent early this year. However, there are some signs that we can anticipate some improvement.

Although in this respect it seems that the cost of reform has been high, we can point to considerable improvements in productivity and efficiency. We can also now look back on inflation that got close to 18 per cent from now a new low inflation rate of 4 per cent.

The gains we have made in terms of low inflation and increased efficiency will, we believe, provide a strong base for economic growth. Indications are that this growth is already happening. The export sector, for instance, is enjoying both an improvement in our terms of trade and an increase in export volume.

Our basic strategy accords with the views in the Director-General's Report – without economic growth there can be no improvement in the employment situation. We accept, as the Director-General finds, that economic growth by itself does not solve the problem of unemployment.

We have not simply focused or relied on economic recovery as being the saviour of our employment situation. We have taken steps, aside from those of a purely financial or economic nature, to address the possibility that the hoped-for decline in unemployment will not automatically result from the projected economic growth.

Specifically, we have addressed the labour market and remodelled our labour relations environment. The 1987 Labour Relations Act provided a permissive framework within which labour market reform can take place.

That this new environment is already having an effect has even at this early stage become apparent. The parties are taking more responsibility for their own actions and decisions. In the state sector, now effectively operating in the same environment as the private sector, negotiations have shown significant flexibility. The private sector has been a little bit slower to respond, but the most recent set of wage settlements at about 4 per cent indicates a significant improvement in the responsiveness of wages to macro-economic trends.

As well, there has been restructuring of consequence in our union movement. As a result of minimum membership provisions in the Labour Relations Act the number of unions has fallen significantly. Our aim of stronger more effective unions is being achieved.

We have also moved to allow for a smooth and fast adjustment to increased employment opportunities. An integrated range of policy options is available to facilitate adjustment to change and to achieve a speedy, productive, and fairer match between people and jobs. These options include enhanced information and referral services, measures to facilitate skill acquisition, geographical mobility, and incentives and assistance towards new employment and business opportunities.

In particular I would mention the area of education and training. It has been reorganised to remove barriers that have affected its level, quality and distribution. Well-focused training, closely linked to the market demand for skills, is an essential part of the adjustment and growth process.

Past experience suggests that when improvements in employment growth do occur they tend to by-pass many of the long-term unemployed. Such persons exert little competitive pressure on the labour market.

To counter this evident problem we have targeted assistance and training to those with a long history of unemployment and to those with disadvantages in the labour market.

You will see therefore that our experience, painful though it has been in some respects, does bear out the observations of the Director-General in his thoughtful Report. We have faith that the mix of policies we have brought to bear on the problem is beginning to show signs of success.

I wish to now turn to a topic that will have inherent interests for all those at this Conference. In celebrating the 70th anniversary we have all been reminded of what the ILO has achieved during its first 70 years. It has helped to bring about fundamental improvements in work and living conditions, and in worker health and safety. Its technical co-operation programmes and research have helped many countries to improve their own labour infrastructure. The recognition of the work of the ILO through the award of the Nobel Peace Prize after the Organisation's first 50 years is a source of justifiable pride for all its members.

Our new Director-General yesterday exhorted us to be imaginative in finding new solutions to our joint problems. He noted that our Organisation must adapt to a changing world. I agree.

So that we can be equally proud of what the ILO achieves in the years ahead, I believe that we need to look now at the state of the Organisation itself and where reform is called for. I suspect the views on this issue will be quite diverse.

Let me be quite clear – I am a firm believer in the concept of the ILO and I espouse its aims. That does not prevent me, however, from asking whether there is room for improvement in the Organisation and in the way it operates. I consider there is significant room for improvement and I know there are many among you who share that view.

Our Organisation is 70 years old. How can we expect an organisation with that much history, and with little significant organisational change in those 70 years, to be responsive to the needs of the closing decade of the twentieth century?

The issue, to my mind, is not whether the ILO should be reformed – rather, it is what sort of reform process should be initiated to determine the extent of reform needed.

In no way do I seek to belittle changes that have been achieved over the years. But they must be seen in context for what they are – ad hoc tinkering! No attempt has been made to take a broader view, to stand back and look at the Organisation's *raison d'être* and determine the most effective and efficient means of achieving that goal. Instead we have tried to effect change because of, and amidst, the pressures of budgetary deliberations. At another level the pace of constitutional reform has given new meaning to the word "ongoing".

What is needed in my belief is a fundamental review of the Organisation. It must be comprehensive, systematic, and, above all, to a large extent independent. Nothing, save the central tenet of the Organisation – peace through social justice through humane conditions of labour – should be sacred in such an exercise.

The Organisation's current functions must be identified and scrutinised in detail to determine whether they contribute to our basic objectives or whether

they are superfluous. Can those objectives be better achieved by the introduction of any additional functions? Having identified the appropriate functions, what is the most efficient and effective method of performing them and of funding them?

That exercise necessarily involves looking at the structure of the Office itself and its resource levels. It means addressing the way the Office reaches out to member States. It requires a close look at the Constitution.

Naturally, this yearly Conference would come under scrutiny. I know there have been criticisms of the format, and, certainly, its cost is not an insignificant factor in the budget. Several aspects of the Conference come readily to mind as inviting examination – its duration, its frequency, its size, its location, the voting procedures, the working hours, the extent of the translation service.

The publishing and dissemination side of the Office's operation also stands out as a candidate for reassessment. I know that some minor cost saving measures have been introduced in that area. Really, what is needed though is for the service to be placed on a commercial footing so that, at the end of the day, what is produced is what the member States need.

I have digressed into detail, into just two of the minor areas of the organisation that clamour for reform. My belief is that they are just symptomatic of the wider malaise throughout the whole Organisation.

The medicine must be dramatic and, I reiterate, fundamental.

My model for a reform process requires commitment and a disinterested honesty from member States. It calls for a rejection of self-serving agendas both at the state level and at the individual level. It demands adherence to our basic common purpose.

I appreciate that this may be difficult for some who see the ILO as a home away from home: familiarity may have bred contempt for, or prompted some to forget, our original objectives. Political courage born of ethical motives will be called for. Vested interests must be put aside.

For this reason I chose to describe the reform process as needing to be largely independent. By that I mean that the review must take the form of an external audit, albeit augmented by relevant internal expertise. The outcome of the exercise should be an organisation that is true to its original objectives, that is efficient and effective, and that provides its Members and its beneficiaries with value for money.

If we are to embark on such a reform process we must decide whether the ILO is to be just another international forum to pursue broad political objectives or whether it is to be a truly "labour" organisation. I believe it must be the latter, and I invite you to think long and hard over the next year about the issue I have raised. I suggest that we face the challenge of the nineties with a commitment to meaningful reform of our important Organisation.

Original – German: Mr. THIEL (representative of the International Social Security Association) – I am honoured to represent ISSA here in a year of such great historical significance. Two hundred years ago the ideas of freedom, equality and fraternity, born in the confusion of a bloody revolution, began their triumphant progress throughout the world.

A hundred years ago we in Austria saw the birth of social insurance brought into being by the distress of workers and the perils of the machine age.

Seventy years ago the League of Nations set up the International Labour Office.

We must think in these dimensions if we wish to improve the health and safety of future generations throughout the world.

Considerable progress has been made since there beginnings but very many difficult problems still have to be tackled.

We all live without constantly worrying about sickness and accident; indeed, it would not be healthy so to do. But all of us know the problems arising from the repression of these thoughts.

We know that workers live particularly dangerous lives. We know that workers in agriculture and forestry live especially unhealthy lives. We know that motor traffic has become the worst of the scourges decimating the human race. Are we really ready to sacrifice our health, our children and finally our world to the greed of an affluent society? Are there not higher values and a different style of life?

This leads us to an entirely new scenario. The man and the woman of the next century is now making his or her appearance on the stage in a more leisurely fashion than before since hurry leads to deadly stress and fatal accidents. The man and woman of the next century have learnt to distinguish between what is superfluous and essential. He or she adapts to natural processes and follows the wiser rhythms of nature. Such persons can no longer go back to a lost paradise. There are too many people, too much interference with nature, too many contingencies to allow this; there can be no going back.

But who is stopping us from making use of the millions now being spent on armaments to make this planet, this shrunken world village, into a blossoming garden in which cleaner industries produce useful products for all without destroying our air, our water, the earth, people, plants, animals, and finally the world itself?

We, on a small scale, have shown that something can be done to protect against accidents and occupational disease. Throughout the world we have found persons who have joined in our cause. These have long ago realised that, in view of the common threat, ideological divergencies are of minor importance.

ISSA, with its 330 members from 125 countries, is making an essential contribution to producing a stable foundation for a blossoming economy; namely by helping to improve social security where it already exists and by setting it up when the time is ripe.

Furthermore, all ISSA activities, which are designed to ensure a wider application of legal provisions in the field of social insurance, consolidate and complement the activities of the ILO itself.

In the same way that ISSA experts contribute to the discussions of technical committees which convene during the International Labour Conference or in ad hoc meetings based on the work of the International Labour Office, the ILO itself can also make use of this network of experts as a source of expert knowledge for technical co-operation projects.

The ISSA complements the work of the ILO by the fact that its member organisations have joint activities, as for example training seminars which are organised in Africa and Asia by ISSA.

The most important contribution that ISSA makes to the ILO, however, is in the field of research. With its annual study on developments and trends in social security, ISSA offers the ILO an important work of reference. This is also the case in other fields.

For instance, ISSA's studies on equality between men and women or between employment and social security frequently represent a useful addition to or basis for ILO research.

Since most ISSA research projects are drawn up in the form of reports, this material is available to all who, within the International Labour Office, are involved in these matters and interested in questions of social security.

In his Report to this 76th Session of the International Labour Conference, the Director-General of the ILO states that any economic recovery is dependent upon the respect of the basic human rights of labour protection and fair remuneration because an increase in productivity and jobs gives hand-in-hand with an increase in well-being. It is in the interest of all of us to insure against the dangers of life: to provide against incapacity, maternity, sickness or accident or through physical handicap or old age. It is in the interest of all of us to ensure that people can live healthy and secure lives, so that social security systems do not break down under excessive cost or indeed never see the light of day.

The grounds for increasing costs are clear. As a result of social welfare, especially as a result of better medical care and technical progress, there are many more old people than before. We now live longer! On account of this, we need more hospitals, more doctors and more medicine.

But the proportion of those in active life is lower. In other words, there are less contributors to social security!

In most countries throughout the world, social benefits are deducted from the wage packet. Social welfare expenditure is considered as part of the gross national product. This system, in the long run, cannot continue, and there are two very good reasons for this.

First, the expenditure incurred in treating the sick, rehabilitating victims of occupational accidents and eliminating environmental damage and disasters is enormous and swells the gross national product. Consequently politicians and economists have no obvious incentive to take protective measures. Two to three per cent of the gross national product is earmarked for compensating occupational injuries and diseases. As long as calculations on the productivity of enterprises are based only on capital and labour, social security expenditure will continue to rise because the system will pay out for damages suffered and not make those who have caused the accidents responsible.

Second, the social insurance contribution system must be entirely revised. A social security system in a country is dependent upon the value-added, created by the various branches of production. Similarly, an affluent society is dependent upon the purchasing power of its families. He who underpays his workers cannot sell them his products. As a result of technological developments in highly industrialised countries, workers are being replaced by computers and robots. Neither buy anything or make any contribution. Unemployment in industrial countries is the consequence of this. Many countries suffer from low

wage levels and from the burden of the international debt.

It would therefore be more appropriate to deduct social expenditure from the GNP. This would give a far more accurate basis for calculation; the productivity of a country would be the yardstick of a social security system, which it is possible to finance.

But there are also secondary incentives to reduce the deficit: these can, for example, take the form of training, the enactment of laws and standards, and organisational, technical and personal action.

Only if we are successful in organising private insurance in such a way that it helps to bring about a healthy and safe way of life, will social security be financially feasible and remain so.

Finally, we must all be clear about one thing: if we live longer and have shorter working hours; if we have more children and more old people; if in every respect, we have a longer and more eventful life, then the cost will be higher too.

We can only cope with these higher costs by stepping up productive processes and by reducing harmful processes. If we do not opt for this course social conflicts will increase in intensity.

To sum up, one thing is clear from the joint experiences of ISSA and the ILO at the international level: there must be a comprehensive social policy and protection in all branches of social insurance to preserve health and produce safety. Prevention is always cheaper than compensation. These actions will most certainly increase the gross national product in the long run.

Every investment we make in the health of our children, in the health of the environment and international co-operation will be paid for a thousandfold. The basis for such social policy protection is international solidarity which has led to organisations such as the ILO and ISSA.

I would like to mention finally that the 23rd General Assembly of ISSA will take place this year from 5 to 13 September in Vienna in Austria, at a time when Austria is celebrating the hundredth anniversary of the foundation of social security in this country. The preparations for this General Assembly are already far advanced, and we shall have a very comprehensive agenda before us. We must pay special consideration to one particular problem: the gulf between social insurance problems in developing countries and in industrial countries is becoming even wider.

In this and in the twenty-first century, people will have greater access to information and communication than their forbearers. These possibilities must be preserved and extended by international contacts and by common action.

If we advance with good will and have confidence in reason, our common labours will ensure the attainment of our ends for the greater good of humanity as a whole.

This is worth any amount of effort and expenditure.

Mr. MALVIYA (*Deputy Minister for Labour, India*) – At the outset, I extend to you, on behalf of my country, my delegation, and on my own behalf, our heartiest congratulations on your election as the President of the 76th Session of the International Labour Conference. We also extend to the Vice-

Presidents and other office bearers of the Conference our warmest congratulations on their election. I am sure that under your able stewardship the Conference will reach valuable conclusions. I also take this opportunity to extend our good wishes to the new Director-General, Mr. Hansenne.

We have read with great attention the Report of the Director General on recovery and employment and share most of the concerns expressed therein. We are particularly in agreement with the view that the best approach to economic recovery must be the one that combines growth equity and participation. In the Third World, growth in the 1980s has been faltering or slow. There exist major elements responsible for a lack of equity, both internally in many developing countries, and in the trade and financial relations between the developed and developing world. Not all countries participate equally in the world-wide strategy for restoring growth and achieving social goals, since most of them lack the resources to overcome the major disparities that exist today.

As pointed out in the Director-General's Report, Asia's GDP per capita, in the period 1960-86, after being almost stagnant at a little over 3.5 per cent per annum in the 1960s and the 1970s, has dropped to 1.5 per cent per annum in the period 1980-86. The terms of trade have also moved severely against the South and South-East Asian countries. Perfectionism, and unilateral action in trade-related matters, are growing. Thus, the two major engines of economic development, i.e. economic growth and trade, both moved negatively, leading to less employment generation, reduction in the quality of jobs or remuneration or both, and to severe economic distress for those in the informal and the unorganised sectors. However, in my country, we have been able to achieve a 5 per cent rate of economic growth as projected in our Seventh Plan covering 1985-90. This was achieved by prudent management of our economy, in spite of the century's worst drought in 1987-88. Yet some developing countries have not been able to pick up to that extent. The recession, the recovery, and the adjustments in the 1980s have imposed severe costs in terms of rising unemployment, lower wages, and reduction in outlays in the social sectors. As noted in the report, the world is in a more precarious social situation at the end of the 1980s than at the start of the decade, particularly as the economic situation of the masses has not improved to the desired extent.

It is against this background that we have to view the preparations for the United Nations Fourth Development Decade covering the 1990s and the role of the ILO in the 1990s as perceived by the member countries and the Office. I would like to stress that there is a need for the Office to reorient its viewpoint, its programmes and its instruments of action in order to be more effective in the future than in the past. For example, while initiatives were taken to organise a High-Level Meeting on Employment and Structural Adjustment in 1987, the absence of any discernible follow-up to that meeting, and the only marginal impact of the efforts made by the ILO subsequent to the High-Level Meeting indicate that there is a need to devote greater attention to developing an effective strategy if the ILO is to make a perceptible impact during the Fourth Development Decade. We are conscious of the situation as also of the inertial forces seeking to perpetuate the status quo; but the ILO must fulfil its assigned role in terms

of its Constitution and the high principles enshrined in the Declaration of Philadelphia.

Economic growth, increased employment, reduction in debt and the debt-servicing burdens, and the promotion of an international trade regime which is fair and non-discriminatory against developing countries are the four essential features that must underlie development in the 1990s. My country has kept these aims constantly before it and, as I have mentioned earlier, we have been successful in maintaining the momentum of growth over the last five years or so. We propose, furthermore, to step up the rate of growth in our Eighth Five-Year Plan covering the period 1990-95, to 6 per cent per annum in real terms. Moreover, this plan will have as its prime focus the creation of productive employment, reduction in poverty, decentralisation of power to local village level bodies, continued attention to and investment in the social sectors of education, health, housing, safe drinking water, immunisation, and improvement of the lot of informal and unorganised sector workers. Even without waiting formally for commencement of the Eighth Plan, my Government has undertaken a massive employment generation project during the current year, in which Rs21,600 million, equivalent to US\$1,350 million, will be invested. This massive programme for employment has been named after Pt. Jawaharlal Nehru, the first Prime Minister of free India, to commemorate in the centenary year of his birth, his overwhelming concern for economic growth and uplifting the masses. This initiative alone confirms our commitment to giving the highest priority to employment creation. There is a further initiative in the field of vocational training where my Government has launched, with the help of the World Bank, a major project to modernise, upgrade and expand vocational training institutions in India.

Considering that 90 per cent of our labour force works in the unorganised sector, and that two-thirds of the labour force is concentrated in the rural areas, the problems of rural labour are of prime importance to us. A National Commission of Rural Labour was set up in August 1987. Its report will cover all aspects of the problems of rural labour. We expect it to help us in tackling the problems of the informal and the unorganised sectors.

The United Nations system is the expression of a spirit of multilateralism and global democracy. A great deal has been achieved within its multilateral framework. We believe in the future of global co-operation and the prospects for development which rest on the further strengthening of multilateralism. Unilateral efforts to force changes will undermine the broad trend towards greater co-operation between North and South and between East and West, which has emerged in a multilateral framework. We would urge that all countries use this framework for articulating their views rather than resorting to unilateral action.

I would now like to refer to the three technical items on the agenda of the Conference. Regarding the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), we have made our stand clear at the 75th Session of the Conference. Basically, we have reservations about some of the fundamental points arising from the proposed draft changes in Convention No. 107.

My Government feels that with one-fifth of the total tribal population of the world living in India and

the success achieved by us in promoting their welfare, the views expressed by us need to be carefully taken into account in revising the Convention. We feel that there has been inadequate appreciation of the complexities, particularly with respect to replacing the term "population" by "peoples" as also to land, water and subsoil rights.

As regards the agenda item on safety in the use of chemicals at work, I would like to state that India, and for that matter the world, cannot and should not forget the Bhopal gas tragedy. We have since comprehensively amended our Factories Act in 1987 to include elaborate safety provisions. In association with the ILO and with generous funding extended by the Federal Republic of Germany, we are engaged in the implementation of a Major Accident Hazards Control Project. This will go a long way towards ensuring safety at the working place and also towards protecting the environment. We have recently introduced legislation for safety in the building and construction industry, which is one of the largest employers of labour. We have under consideration other legislative measures to further the objective of safe working conditions and to ensure the occupational health of our working population.

As regards the agenda item on night work, while we recognise that such work is itself hazardous, it may not be totally dispensable for social, economic and technological reasons. However, we are of the view that until fully adequate safeguards are available, night work for women may be avoided. Therefore, it is necessary that adequate safeguards should be adopted to protect all workers, including women workers.

India has always been at the forefront of the international campaign against apartheid. It has been our privilege to play a special role in support of the struggle of the majority in South Africa for freedom and dignity. We firmly condemn the system of apartheid and regard all modifications of it, cosmetic or otherwise, as unacceptable. Apartheid has to go, and go in its entirety. Towards this end we call upon all governments, employers' and workers' organisations, to join in imposing comprehensive and mandatory sanctions in South Africa. We are also deeply concerned by the attempts of the Pretoria regime to manipulate the independence process in Namibia with the intention of establishing a puppet government there.

The Report of the Director-General on the situation of workers of the occupied Arab territories, including Palestine, clearly shows that the situation there will become much worse if the occupation is not ended, and ended quickly. A just and durable solution to the Palestinian issue has to be found and can only come about with Israel's total and unconditional withdrawal from all Palestinian and Arab territories occupied by it since 1967, including Jerusalem, and with the Palestinian people being allowed to exercise their inalienable rights. These would include the right of the Palestinian people to return to self-determination without external interference, the right to national independence and sovereignty, and the right to establish an independent Palestinian State in their homeland Palestine.

Lastly, I would like to recall the words of our late Prime Minister Pt. Jawaharlal Nehru in his address to the Asian Relations Conference held in New Delhi in 1947, which remain relevant today, and I quote: "Nevertheless, the essential basis of world peace

must be, as I think the Declaration of Philadelphia states, social security, liberty, social justice for all in every country. Lasting peace can only be based on social justice. Poverty anywhere constitutes a danger to people everywhere”.

Original – Arabic: Mr. AL-SABAH (*Minister of Social Affairs and Labour, Kuwait*) – It gives me pleasure to greet you and to extend to you my best wishes for the success of your Conference. May I extend my congratulations to the President and to the Vice-Presidents on their election to chair the work of this Conference, which is convened at a time of changing international and regional conditions affecting the international community at the economic and political levels. I also extend my best congratulations to our Organisation on the occasion of the 70th year of its establishment, with my best wishes for its success and progress. I would also like to congratulate Mr. Hansenne personally on his election to the post of Director-General and wish him success. And I would like to thank Mr. Blanchard, the outgoing Director-General.

The choice of the theme, recovery and employment, for discussion at this session was appropriate in view of the economic challenges faced by our contemporary world if it is to achieve economic recovery and development as a priority matter. These are no less important than some of the traditional issues, such as international peace and security. Economic recovery is all the more important in view of the fact that the economic crisis has destabilised many developing countries and uprooted their social structures.

The Director-General presented us with a very accurate and realistic description of the world economy and wished us success in our efforts, despite a feeling of regret which we read between the lines of his speech. His description focused on three points. First, the rising growth rates in the industrialised countries and the increase in the balance-of-payment deficits in both developing and industrialised countries due to the fact that the developing countries are facing very harsh economic crises associated with poverty and the reduction of the standard of living.

Second, the developing countries suffer from the burden of foreign debts and are becoming exporters of capital, despite their dire need for recovery. These countries allocate a large portion of their revenues to servicing their debts. Negotiations between the developing countries and their creditors have not reached a fair conclusion.

Third, the 1980s were characterised by a decline in international trade, especially among developing countries, which suffer from an increase in the interest on loans and the slow-down of growth, and hence a reduction in employment and production.

Fourth, a 20-to-30-per-cent drop in wages with a parallel decline in government expenditures on social services such as health, education, housing, food subsidies and social welfare.

Fifth, the decline of the price of exporting commodities from developing countries as alternative products were developed or as a result of a drop in demand, and because the developed industrial countries manage to substitute some agricultural products which they imported in the past. In consequence, the South was further submerged in debt, unemployment, poverty and food shortage.

Sixth, we may expect that in the future it will be increasingly difficult to absorb newcomers to the labour market, due to the fact that the increase in the workforce in the next ten years is predicted to be 40 million, of whom 36 million will come from developing countries.

Seventh, we have to admit that the developing countries committed many errors in the past which must be rectified in the future, such as an acute increase in indebtedness, wasting resources and unequal distribution of expenditures in the absence of adequate planning for the future, and failure to define priorities in public expenditures.

The 1989 report of UNICEF on the situation of children in the world enriched us with further information on the acuteness of this situation, and the following facts in particular: (a) 40 million children die in the Third World each year due to poverty, (b) 3 million children die annually due to the lack of adequate vaccination policies which are accessible only to half of the child population of the Third World; (c) half a million children died in 1988 due to forced economic austerity and recovery measures imposed by rich countries and the International Monetary Fund (IMF) for the repayment of foreign debts and economic adjustment; (d) the economic measures imposed by the IMF usually led to the political destabilisation of developing countries by lowering the standard of living of the population; (e) the decline in the price of raw materials and in investments by rich countries in developing countries and the loss of revenues of developing countries amounted to \$20 thousand million in the last decade, to be paid in loans and interests on loans to developed countries.

We should all know that until very recently rich countries forced the farmers in their dependent regions to grow only special crops to feed the rich countries' factories, without any concern for promoting the agriculture of the developing countries, so that the latter remain perpetual markets incapable of industrialising themselves and forced to buy industrial goods at a very high price.

If this is the picture as we have just described it, we can propose certain solutions to rectify the world economy on the basis of the following: to find a just and practical solution to the problem of the debt which is draining the developing countries and depleting their resources. May we draw your attention to the solution proposed by His Highness, Sheikh Jaber Al-Ahmad Al-Jaber Al-Sabah, the Emir of the State of Kuwait, on 28 September 1988, when he addressed the United Nations with a view to solving the problem of the debt and the interest on the debts and the increasing prices of industrial commodities: to cancel the interest on the debts; to review the terms imposed by the World Bank and by the IMF, making them more humane and more flexible; to increase technical assistance in the form of technology transfer from the North to the South.

The importance of this Kuwaiti proposal stems from the fact that it was presented by creditor States which expressed their willingness to participate in the meeting of creditors to examine the possibility of cancelling the interests on loans to the developing countries and in order to establish a new economic and social order based on justice and co-operation.

We also propose the adoption of a set of measures as mentioned in the Report, such as the following: establishing an economic dialogue between the social

partners in the process of decision-making in order to increase productivity, savings, investment and equitable distribution of income; developing a growth strategy aimed at building infrastructure and advanced markets and adjusting prices policies, increasing income, proper distribution of subsidies, limitation of government interference in the economy by increasing the importance of the private sector; reducing the importation of luxury goods in order to increase opportunities for productive investment, the development of farming, small-scale industries and rural activities to increase employment and income of the poorest sector of the community; the adoption of training and retraining policies to help workers to find jobs and alternative work, and the training of new jobseekers with a view to increasing production and utilising more effectively resources; the adoption of policies and legislation to achieve minimum protection for workers, to ensure higher participation of workers in the economy and to protect human freedoms from violation and to include the social cost of production such as food subsidies, transport, health and housing. The International Labour Organisation should play an active role in the World Employment Programme which it has adopted for the last 20 years in order to increase, employment opportunities and redistribute income among the poor, allowing them to play an active role in the growth and development policies. The International Labour Organisation should also play a substantial role in the dialogue between North and South to solve the problems of lack of investment, the decline in commodity prices and the need for job creation.

We should all support the proposal of the Director-General in his Report, that the International Labour Conference should launch an appeal for concrete action by the member States of the United Nations and its specialised agencies to finance a series of operations at the regional or subregional levels to create or refurbish essential infrastructure and to conserve the environment. Such activities could draw for their financing on the savings achieved through disarmament.

As we continue discussing the deterioration of the economy in many parts of the world, we cannot pass in silence over the atrocities committed by the Israeli authorities in the occupied territories which result in increased unemployment and a decline in standard of living of the population. As we know, the Israeli authorities confiscate land and water resources, blow up houses, detain youths and force them to work for extremely low wages. These authorities have deprived the population of basic rights, including the right of association. Day by day for the last 19 months the world has witnessed the breaking of bones of children and youths, attacks on women and elderly people, the murdering of people, the destruction of houses and the use of poison gas, all in order to crush the Palestinian "intifadah", which is claiming the basic rights of the Palestinian people and the right to self-determination, rejecting foreign occupation and the abuse of human rights. The crack-down on the Palestinian "intifadah" occurs despite the atmosphere of detente to solve the Middle-East crisis which was initiated by His Excellency, President Yasser Arafat, President of the State of Palestine and the National Council, who has presented a set of very positive proposals, which were welcomed by all peace-loving countries.

We are convinced that the International Labour Organisation, which is a firm believer in human and social justice, prosperity and peace, will do its best to defend the rights of the oppressed people who struggle for an honourable and free existence in their homeland, away from military conflict. Such conflicts bleed these people and drain their resources, especially that most valuable of resources: the human being, which cannot be measured in capital or in raw materials.

We are confident in the support of the International Labour Organisation for the efforts to solve the Lebanese crisis. The International Labour Organisation should appeal to all Lebanese parties to collaborate together to achieve a national consensus and to put an end to the Lebanese tragedy.

We hope that a proper solution to the Lebanese conflict will be found under the auspices of the Higher Tripartite Committee formed by the Arab Summit to achieve peace in Lebanon.

God bless you all and may He bring peace, mercy and grace upon all of you.

Original - Spanish: Mr. ESCANDELL ROME-RO (*Workers' delegate, Cuba*) - I should like to begin by congratulating Mr. Nkomo of the sister Republic of Zimbabwe on his election as President of the 76th Session of the International Labour Conference, which coincides with the 70th anniversary of the International Labour Organisation.

Our delegation regards the topics addressed by the Director-General of the International Labour Organisation as very important, particularly the reference to economic recovery and employment. The weakness of the Report lies in trying to maintain a balance between contradictory and sometimes mutually exclusive extremes. The attempt to apply neo-colonial adjustment to underdeveloped economies which are indebted and stagnating and at the same time trying to do so without creating greater unemployment and poverty is itself a contradiction in terms. As representative of a workers' organisation I should like to stress that this topic is of great interest to workers in general, and in particular to the masses in the Third World countries who are the main victims of the present unjust international economic system, which condemns them to poverty and unemployment, while the national resources necessary for productive investment are removed by transnational enterprises. With regard to employment, my delegation proposes that the ILO take new initiatives to promote the reconversion of military industries to civilian production generating new and increasing employment.

The seriousness of the world socio-economic situation reflected in the Report of the Director-General, requires greater mobilisation and action by progressive forces, and in particular by workers and trade unions, whatever their professed political or ideological tendencies.

Workers and their trade unions are faced with the decisive task of acting to contribute to the prevention of nuclear war as well as to the class struggle through their legitimate economic and social demands, which are constantly threatened by imperialism and its voracious monopolies. Alongside the problems of armaments and the threat of nuclear war stands the terrible problem of underdevelopment and the consequent poverty, hunger and damage to education and health which affects thousands of millions of people.

Hence the importance – for us trade unionists above all – of the Soviet Union's peace policy, linking disarmament with conversion and development.

We salute the steadfast efforts of the Soviet Union in taking new steps towards detente, and we know that the North American people and the best of its workers' movement also reject the petty interests of the United States military/industrial complex.

For us, the workers of the world, the call for peace must mean a genuine peace with equality of conditions for all nations, both large and small.

The President of Cuba, Commander-in-Chief Fidel Castro, has said that every day around 40,000 children in the Third World die as a result of malnutrition and curable disease: 40,000 children every day who could have been saved. If 120,000 children die every three days it is as if every day an atomic bomb such as those dropped on Hiroshima and Nagasaki fell on the children of the Third World. This means that peace alone is not enough, there must also be an end to the war of hunger which is a ruthless and unjust as any war.

The International Monetary Fund and the World Bank, agencies in the service of imperialism, play a harmful role in the crisis and the phenomenon of indebtedness by applying programmes and cuts that make the lives of millions of workers unbearable and bring about serious social consequences. The United States has not given a valid reply to the need to find solutions to the crisis and to external debt. There was the Baker Plan, the so-called Caribbean Basin Initiative and other cosmetic remedies. In addition we now have the so-called Brady Plan, but because it is grossly inadequate it will undoubtedly be yet another failure by the United States and will mean a worsening of the crisis for Third World countries.

Aware of the need for unity of action to face with courage and intelligence the challenges that lie before us, the trade unions and workers of Latin America and the Caribbean are making new efforts in the struggle for development.

Trade unionists of various tendencies in Latin America and the Caribbean, together with the Organisation of African Trade Union Unity (OATUU) are currently preparing an international trade union initiative to deal with the problem of external debt. This will take place this August in São Paulo.

This year the Cuban revolution has reached its 30th anniversary. During these years, the revolution has brought about major achievements, as shown by the following figures. The illiteracy rate is now at zero. One hundred per cent of the country's children in both the city and the rural areas are attending school. Secondary education has reached the level of around 87 per cent, although there is a guaranteed 100 per cent opportunity at this level; 350,000 people out of a population of 10 million are pursuing university studies; 100,000 children are attending nurseries; infant mortality fell to a rate of 11 per 1,000 live births.

In 1988, while there were 2.6 deaths in childbirth per 10,000 births, which is among the lowest rates in the world. We have 34,000 doctors providing medical care coverage for the entire country, both rural and urban areas. Unemployment is virtually non-existent in our country. Social security covers 100 per cent of the country's workers. Despite the Yankee blockade, which has lasted for 30 years, the economy of the country has grown at a rate of 4 per cent annually

during that period. The generation of electrical energy has increased by a factor of 8, steel by 16, cement by 5, fertiliser by 17, egg production by 8 and nickel production has doubled. Six thousand cane harvesters have been manufactured, thereby mechanising 65 per cent of the sugar-cane harvest, and fisheries production has grown tenfold.

The defence of the revolution is in the hands of the workers, who have both the arms and the training necessary to repulse enemy aggression. Can there be any democracy better than that in which industrial and rural workers and students are armed? To those who could question our democracy and human rights, we would reply: let them give weapons to the workers and the students and we will see if they can fire tear-gas against popular movements and if they can set dogs on the masses. These are irrefutable facts showing that the highest proof of democracy is to arm the workers, the students, the rural workers and entire population.

Clear evidence of the support, confidence and backing of the Cuban people for the revolution may be seen in the participation by 98.3 per cent of registered voters on 30 April in the election of delegates to the Municipal People's Assemblies.

Cuban workers and trade unions are now involved in preparations for the XVI Workers' Congress to be held on 24 to 28 January, 1990.

The XVI Congress and all the preparatory work is part of the tremendous efforts being made to move forward the process of rectification under way in our country in order to achieve greater efficiency in all areas of national life and the elevation of the activities of the trade unions to qualitatively higher level in the construction of socialism.

We condemn the manoeuvres of the United States in continuing to supply economic resources to the counter-revolution in Nicaragua, in violation of the agreements reached by the Central American presidents to achieve a negotiated settlement to the conflict in the region. We give our total support to the valiant Sandinista revolution.

We also give our support to the combatants of the FMLN of El Salvador, who are fighting for a better future for their country.

We also support the resistance of the people, trade unions and Government of Panama in their legitimate defence of their national sovereignty against the aggression and interference by United States imperialism in its attempt to fail to comply with the Panama Canal treaties.

We give our unconditional support to the courageous Palestinian people and their legitimate struggle for their national rights.

We call on the workers of the world, the trade unions and all progressive forces to support the application of resolution 435 on the independence of Namibia and we urge the ILO to send a delegation to Namibia to help in monitoring the achievement of democratic, just and clean elections.

We support the struggles for the freedom and trade union rights of the workers and trade unions of Chile, Paraguay and Haiti and other countries of the world faced with exploitation and oppression. We give our firm support to South African workers and combatants in their struggle against the obscenity of apartheid.

Before concluding these remarks, we would once again like to call on the Director-General to inter-

cede to accelerate the implementation of structural changes to put an end to the discrimination in the ILO against representative tendencies of the trade union movement on the part of anti-democratic organisations and forces which are looked upon favourably by some elements of the ILO.

Finally, we assure the 76th Session of the International Labour Conference that Cuban workers and trade unionists will do everything in our power to contribute to the united struggle of the world trade union movement in the advance toward our common objectives and aspirations.

Original – French: Mr. MADOUGOU (*Minister of the Civil Service, Labour and Vocational Training, Niger*) – Mr. President, it is both a pleasure and a pleasant duty to associate myself with all those who spoke before me in extending to you on behalf of my delegation and myself our warmest congratulations on your brilliant election.

I have witnessed your competence and skill in conducting deliberations, (in other forums) so I am sure that your moral, intellectual and professional qualities will be a very definite asset to the success of our work.

As regards the changes which have taken place within the ILO administration, please transmit to Mr. Hansenne our congratulations and assure him of the readiness of my country, Niger, in supporting him in fulfilling his difficult task.

I should also like to pay a well-deserved tribute to that apostle of peace and social justice, Mr. Blanchard, the out-going Director who devoted a large part of his life to the cause of the ideals of our Organisation which he served with competence and devotion.

However, I should like to pay tribute most warmly to Mr. Mensah, the Chairman of the Governing Body, on his courage and selflessness.

We have read the reports submitted to us (very carefully), and we should like to thank and congratulate the members of the Governing Body, the Director-General of the ILO and all his colleagues, not only for the relevance of the topics which they have chosen for this session, but also for the excellent quality of the documents they have provided us with.

We are particularly happy to see that in spite of the enormous financial difficulties encountered by our Organisation, the technical co-operation programme has been allocated high priority in the next budget. This increases our hope that there will be further development of activities favouring the least developed countries, in particular in the following areas: the promotion of women; job creation; support for co-operatives; training in rural areas.

In actual fact, the Women's Association of Niger, the National Union of Co-operatives and the Youth Organisation (SAMARIA), are the main pillars of the National Movement for the Development Society of Niger.

The Director-General's Report devoted to economic recovery and employment has raised the very important question of the economic future of our States, and it clearly reflects the constant preoccupations of our Organisation with international solidarity, justice and social welfare.

The upheavals caused by the economic crisis at the international level have seriously affected the climate of co-operation between the rich and the poor States,

thus causing extensive changes in our socio-economic structures.

Faced with a multitude of problems created by the increased deterioration in terms of trade, the worsening debt servicing situation and the imbalance in the balance of payments, many developing countries have become forced to adopt structural adjustment programmes.

In this connection, I should like to extend my warmest gratitude to all the countries that have cancelled part of Africa's debt. In particular, we welcome the decision taken by France to cancel the debt of the 35 least developed countries. We very much hope that this attitude will inspire other creditors of Africa.

It is important to consider the impact of these measures on the economy of developing countries, and this is why we think it is advisable for our Organisation to emphasise: the role of international solidarity to help our countries to adapt to economic realities which are in constant state of flux; the need for an objective assessment of the social impact of structural adjustment programmes on employment; and the complementarity between the social and economic objectives of development. This entails not only incentives to economic recovery but also mobilisation, by means of dialogue and consultation, of all the human resource potential available in our States. This is all the more necessary because there can be no development if the populations directly concerned are not taken into consideration.

This is why the improvement of living standards of populations in rural areas is a subject of constant concern in our State, as shown by the work done, in particular, in the following areas: establishing hydraulic and communications infrastructures; increasing the number of agricultural irrigation projects and out-of-season cultivation; stepping up labour-intensive projects to gain better results from public investment; investing labour in the protection of the environment; increasing the popularity of technologies giving higher labour productivity; supporting co-operatives of craftsmen and rural workers.

These measures to strengthen a vital sector of our economy have been carried out in order to ensure food self-sufficiency and productive employment in the rural environment.

We are currently drawing up a Rural Code designed to optimise the use of resources in this sector by creating a more efficient system which would be better adapted to modernisation.

To promote activities in the modern sector of employment, my country is committed to creating an economic and fiscal environment favourable to healthy competition among private initiatives and also to industrial ventures. In this context, a programme of support for private initiatives and job creation has been set up (PAIPCE). Its purpose is to encourage the appearance of a new type of economic agent by converting public sector workers into self-employed workers and managers responsible for small and medium sized enterprises. Current reforms are intended to amend and improve the code on investments, to draw up a code on trade and to simplify tax regulations.

As for our Labour Code, there are innovations, to promote employment for the young and their preparation for work through solid vocational training; greater flexibility of the labour market with greater

freedom for enterprises to recruit; and, finally, promotion within employment and protection against unemployment.

However, although these measures are extremely necessary, they cannot bring the expected benefits unless the populations concerned are involved in them.

In this connection, I would like to express our faith in the usefulness of a dialogue between the social partners. I should also like to reiterate the determination of the President of the Council of National Orientation, the Head of State, General Ali Saibou, to promote concertation and participation of all the people of Niger in the building of a united and prosperous nation.

Recent political events in my country have led to the completion of structures designed to ensure effective participation in the development process. We have returned to a constitutional system within the framework of a Second Republic. Thus, we are establishing a State governed by the rule of law, committed to democratic principles and to the respect of individual and collective rights and freedoms.

The inhuman and degrading system of apartheid, which has been recognised as a crime against humanity, constitutes a grave threat to international peace and security. That is why the Government of Niger has always denounced any form of economic, cultural or military co-operation with South Africa, and we reiterate our Government's commitment to observe all the United Nations decisions aimed at eliminating the odious system of apartheid.

We are convinced that only concerted action on the part of the international community can bring apartheid to an end. My country has always strictly applied and supported the resolutions taken by the international bodies concerning compulsory global sanctions against South Africa.

We welcome the United Nations peace plan for Namibia and we encourage efforts made by the United Nations and the Organization of African Unity (OAU) to pursue and accelerate the independence process for that territory. Measures must be taken so that the current manoeuvres of the South African regime do not hamper the holding of free and regular elections.

With respect to the situation in the occupied Arab territories, I would like to say that my Government attributes great importance to respect of the right to self-determination and therefore continues to support the just struggle of the Palestinian people for the recognition of their rights.

In conclusion, I should like to stress my Government's faith in international dialogue and international solidarity which it is confident will bring remedies to the great ills suffered by humanity, namely, armed conflict, unemployment, famine, deterioration of the environment, underdevelopment, etc.

I should also like to reiterate my delegation's will to contribute fully to the smooth progress of our deliberations and to wish our Conference every success.

Original - Chinese: Mr. LI (Government delegate, China) - Mr. President, please allow me to begin by warmly congratulating you on your election as President of the 76th Session of the International Labour Conference. I am confident that you will guide the current session to a successful conclusion. I also wish to express my warm congratulations to our new Dir-

ector-General, Mr. Hansenne, and hope that he will be able to display his talent and wisdom in his new post and further advance the cause of international labour. My sincere thanks go to our outgoing Director-General, Mr. Blanchard, who has made outstanding contributions to the ILO with his conscientious work for nearly 40 years.

I also wish to take this opportunity to offer warm congratulations to the ILO on its 70th birthday. The ILO has traversed an unusual path over the past 70 years. It has won the trust and praise of governments and peoples of all countries for its untiring efforts in formulating and implementing international labour standards, protecting the rights and interests of workers throughout the world, developing technical co-operation and promoting development and employment. As a founding member of this Organisation, the Chinese Government and people heartily rejoice over these achievements.

However, the current situation in the world labour and social fields remains severe and the tasks facing us are arduous. The Chinese delegation holds that the Director-General's Report has made an adequate analysis of the present situation of the world economy and labour and the proposals he has put forward have a universal significance.

The Chinese delegation believes that, with the general trend towards relaxation of tension in the world, it remains a major pressing issue in to-day's world to promote a balanced development of the world economy and effectively ensure, while maintaining a fairly high economic growth rate, social progress including, among other things, promoting the solution of the problems of unemployment and poverty. To realise this objective, I wish to share with you my views on the following points.

First, to persist in economic structural readjustment and reform and promote long-term steady economic development. Fundamentally speaking, in the present world of increased interdependence, mutual co-operation and competition and the rapid development of the new technological revolution, economic structural readjustment or reform is an inevitable trend of our era. Only by removing the shackles on the productive forces through readjustment and reform, and establishing a relatively rational economic set-up or structure, can ways be found to bring about a rapid recovery and development of the economy. Of course, given the different conditions of various countries, the content and form of their readjustment and reform will naturally be different. Proceeding from its own conditions, China initiated its economic restructuring and an open policy in 1978, broke the closed and rigid economic mode and unfettered the productive forces. However, readjustment and reform are not plain sailing and all sorts of difficulties and problems have to be overcome on the way. Despite some temporary difficulties in China's reform process, the orientation of our reform and the open policy will not change.

Secondly, to develop agriculture on a great scale and small- and medium-sized enterprises and to promote a co-ordinated development of the national economy. At present, agriculture is a noticeably weak link in the economy of many developing countries. To alleviate rural poverty and achieve all-round economic recovery, it is particularly important to strengthen agriculture's position as the foundation of national economy, work for good harvests of major

agricultural products and, at the same time, develop diversified farming. Countries have a different course to pursue with regard to the development of agriculture. According to our experience, the development of agriculture depends first of all on the implementation of a stable agricultural policy and the deepening of reform; secondly, on the spread and development of advanced agricultural science and technology and thirdly, on increased investment in agriculture and more sustained agricultural development. The question of developing small- and medium-sized enterprises is now attracting more and more attention in various countries. Alongside the development of big and backbone enterprises, the efforts to support and develop small- and medium-sized enterprises can help to supplement the major enterprises and also absorb a massive labour force. It will especially meet the need of those developing countries which lack capital but boast abundant labour resources. The rapid development of small- and medium-sized enterprises in China over the past ten years has played an important role in enlivening the urban and rural economy, adding convenience to people's lives and creating more job opportunities.

Thirdly, to integrate economic development with social progress and to ensure that people can enjoy the fruits of development. We share the view of the Director-General and maintain that, while economic development is the prerequisite of social progress, and social problems are hard to solve in the absence of economic growth, economic development should go hand in hand with social progress. We deem it all the more necessary to stress this point in the present world, where serious problems of unemployment and poverty have reached unprecedented proportions. The Chinese Government has consistently advocated that the needs of economic and social development should be considered in all perspectives and plans of economic and social development, integrated so as to guarantee their co-ordinated development.

Fourthly, to adopt an adequate employment policy and measures and to make sure that economic growth really generates more job opportunities. Economic growth makes expanded employment possible but to translate this possibility into reality still requires massive work, including the formulation of the employment policy and measures suited to the actual conditions of each country.

China's situation regarding employment remains quite grim, as it is faced with a new boom of jobseekers. In the light of this situation, the Chinese Government will continue its employment policies which have proved effective and further expand the scale of employment organised by groups of like-minded people and created on an individual basis, and make huge efforts to develop the collective and private economy so as to open up more channels of employment. We have placed vocational education and training in a strategic position in our employment policy and have gradually put together a multi-tier, multi-channel vocational education and training network in various forms, in an effort to enhance the qualities of the labour force and their ability to create jobs by themselves.

Fifthly, to strengthen tripartite consultation and enable employers and workers to fully participate in the development process. We are of the view that employers and workers must be enabled to participate in the process, be it of economic development or

of social progress. On such questions as employment planning, wage readjustment, social security programmes and personnel policy, it is all the more important to canvass extensively the views of workers and their organisations and seek their support and supervision. This is also the fundamental guarantee of the success of these policies and plans. In the future, we shall further improve the system of tripartite consultation on the basis of China's actual circumstances.

The present world economy is increasingly moving towards an integrated whole. The development of one country cannot be separated from the development of the world; rather it should contribute to world development. The developed countries should shoulder more responsibility in order to promote the balanced development of the world economy and especially the early recovery of the economy of the Third World. In the future, China will continue actively to pursue South-South co-operation, support the promotion of South-North co-operation through dialogue and stand for the establishment of a new international economic order on the basis of equality and mutual benefit for the prosperity of all countries.

You are all concerned about what is happening in Beijing, for which I wish to express our thanks. However, we maintain that this is China's internal affair and not related to the subject of the current Conference. What is more, the view of my Government on this matter is clear. Any unwarranted argument arising from it is the last thing we hope to see at this Conference because that would affect the smooth progress of the Conference and the friendly relations and co-operation which have existed between us for so many years.

Mrs. SIGURDARDOTTIR (*Minister of Social Affairs, Iceland*) – Mr. President, I should like to begin my address by congratulating you on your election as President of the 76th Session of the International Labour Conference.

This year the Director-General's Report deals with recovery and employment. It contains a survey of economic developments and matters relating to employment over the past decade and suggests various ways of bringing about international economic stability and, with it, greater employment opportunities.

The Report emphasises the fact that, in order to introduce or stimulate economic growth and improve social conditions, both the industrialised nations and the developing nations must adapt to a changing world. A revision of policy is called for, not only in the economy of each nation but also in international economic relations.

How then can we lay the foundations for economic development for the coming decade in such a way as to promote increased employment and higher standards of living?

The ways the Director-General mentions in his Report are, as he points out, not easy. Devaluations fail to achieve their aim unless they are backed up by strict measures of some sort, for example, price controls. Otherwise, the outcome is runaway inflation in which the owners of unmortgaged property and means of production become richer while those without assets become poorer.

Few other Director-General's Reports in recent years have spoken as directly to the Icelandic people as the one we are now considering. The reason for

this is that, even though the standard of living in Iceland is comparable with that in the most advanced industrial countries, the nation's economy is founded on a very narrow export base. In this respect, Iceland has more in common with the developing nations.

Because its success has been based on a small export range, Iceland has extensive experience in applying the measures which the Director-General refers to in his Report. Great care is called for in applying them, and it often proves necessary to take action which is not popular in the short term with the social partners.

To illustrate this, I should like to state that, in 1987, the export of goods and services from Iceland accounted for about 36 per cent of gross domestic product, with seafood accounting for three-quarters of the export of goods. The country's dependence on fisheries has resulted in greater fluctuations in economy than in most other countries. One of the results of this is that inflation has been far higher in Iceland than in other European countries, and the sudden and large-scale fluctuation in the basic production sector have made economic planning much more difficult than would otherwise have been the case. It was proved necessary to bring national expenditure into line with declining production levels so as to avoid an unmanageable trade deficit and operational losses in the private sector and to guarantee employment.

In 1988 considerable changes were predicted in Iceland's economy, among other reasons because of reduction in earnings for seafood exports. The Government had various economic measures prepared with the aim of preventing an increase in the trade deficit and operational difficulties for fishing and fish-processing companies which might have led to unemployment. The Government also appealed for restraint in wage and price increases.

Early in 1988 all the largest workers' organisations made wages and terms agreements with employers which were within the guide-lines that the Government had set. Some high-income groups and industrial trade unions whose wages and terms agreements were then up for review were preparing strike action in order to force through greater wage increases than other workers' organisations had agreed to. If they had gone ahead with this, other organisations would have demanded the same increases and inflation would have escalated.

This presented the Government with a dilemma. On the one hand, it was important to bring the economy of the country into line with changing circumstances in the way discussed in the Director-General's Report, and so prevent increased accumulation of debt and a great increase in unemployment. But, on the other hand, it had to be borne in mind that Iceland had ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

Under the circumstances, the Government took the step in May 1988 of giving legal sanction to the provisions of the wages and terms agreements which the vast majority of workers had already concluded, thereby preventing the possibility that those who still had to make agreements, including various high-income groups, would resort to strike action in order to force through greater wage increases than the others had already agreed to.

A complaint against these measures was made to the ILO. A conclusion in the matter was reached last February. In its conclusion, the Committee on Freedom of Association observed that the Provisory Act of May 1988 restricted the right of the social partners to engage in free collective bargaining. The Committee also expressed concern at the fact that this was the ninth instance of such intervention in ten years, the last being in 1983. Nevertheless, the Committee considered that, on balance, the restrictions imposed were warranted by reasons of compelling national interest, were imposed only to the extent necessary, operated only for a reasonable period and were accompanied by adequate safeguards to protect workers' living standards.

This case is an actual example of the topic of the Director General's Report this year. In my opinion it is a good illustration of the sorts of problems which have to be faced by the governments of countries with a narrow export base.

I should like to stress how important it is that the social partners think in terms of economic realities when they negotiate wages and terms agreements. Care must be taken that the agreements result in real gains for workers, and not simply higher wage rates which are eroded by increased inflation. In Iceland, the social partners have negotiated wage increases totalling 2,593 per cent since 1979, while prices have risen over the same period by 2,345 per cent, resulting in a net increase in the purchasing power of earnings of only just under 10 per cent. What matters here is the purchasing power and the cost of living and not the extent of wage increases. It is important, for example, that housing costs should not constitute an unmanageable proportion of overall living costs. I should also like to point out that much has been achieved in the way of improved standards of living for workers in Iceland because the labour movement has been prepared to negotiate for social concessions instead of mere wage increases, which would certainly have been brought to nothing by inflation.

I would like to state that the Government of Iceland is not dissatisfied with the conclusions of the Committee on Freedom of Association in this particular case. It wishes to emphasise, however, that the Committee and the ILO should look realistically at the scope which each nation has for fulfilling international Conventions. Too narrow an interpretation of the provision of the Conventions can have an unfortunate influence on developments and cause hardships to those least able to bear them. It should also be stated that Provisory Act I have referred to expired on 15 February this year, and that the main organisations representing the social partners have recently concluded wage agreements based on free collective bargaining.

This year sees the 70th anniversary of the founding of the ILO. I believe that such milestones are suitable occasions for taking stock of what has been achieved and making plans for the future.

I should like to emphasise that the Nordic countries are highly aware of their obligations towards the ILO and take a close interest in its work. The Nordic governments agree that the work of the ILO is of great importance in the spheres of employment and economic life both in the industrial and the developing nations. However, the Nordic governments consider it important that the Organisation should first

and foremost concern itself with the matters defined in its Constitution.

Among the projects which should take priority in the decade ahead are the promotion of social progress and justice, a renewal of standard-setting work and of technical co-operation, equal opportunities for both sexes on the labour market and advice on vocational retraining to accompany technical innovations. It should be pointed out that the Nordic governments have recently agreed upon a joint programme in the sphere of equal opportunities which is to run from 1989 to 1993. The ILO might make use of this programme in planning its own efforts to improve the position of women, particularly as regards employment.

Mr. Francis Blanchard retired from the ILO this year after almost 40 years of service to its member countries, including 15 years as its Director-General. I should like to take this opportunity to extend to Mr. Blanchard and his wife the particular thanks of the Government of Iceland for his contribution and the good relations that we have enjoyed with the ILO through him. I should also like, on behalf of the Government of Iceland, to welcome the new Director-General, Mr. Michel Hansenne, to the post, and to express our hope that we will establish the same close relationship with him that we enjoyed with his predecessor. I wish him every success in the post.

Mr. GARONG (*Minister for Labour and Employment, Papua New Guinea*) – As leader of the Papua New Guinea delegation, I have great pleasure in conveying to you on behalf of the Government and people of my country our warmest congratulations on your election as President of this session of the Conference. Given your wealth of experience, we are confident that under your guidance and wisdom this session of the Conference will achieve its objectives and provide a forum for fruitful discussion.

May I also take this opportunity to congratulate Mr. Michel Hansenne on his election as Director-General of this unique Organisation. I should at the same time like to pay tribute to Mr. Francis Blanchard for his invaluable contribution to the work of this Organisation during his time as Director-General.

Furthermore, I also wish to extend my sincere greetings to the delegations from other countries who have come to this international forum to discuss problems and issues, many of which are common to us all.

With these remarks I shall now turn to the theme of this Conference, namely a recovery and employment. I should like to thank the former Director-General and his staff for addressing this important theme as outlined in his comprehensive report.

My country is a young developing nation with a population of 3.5 million which is estimated to be growing at 2.5 per cent each year. The majority of this population is living in the rural areas and about 15 per cent is actively engaged in wage employment. Hence, the main objective of my Government is to further expand the country's existing economic base to accommodate this increasing population, more particularly in the rural sector.

It is also my Government's objective that the income generated from the country's abundant mineral and other natural resources should be properly ex-

panded to further boost economic growth and also to meet the demands of the growing labour force.

I wish to state also that, as the Minister responsible for employment matters in my country, I intend to ensure that my area of responsibility receives increased government priority. In this regard, my Government will continue to pursue the task of promoting and creating employment opportunities in line with the principles of the International Labour Organisation.

In the public sector, my Government has now embarked on a scheme recently introduced into public administration based on the "resource management system". Under this scheme my Government intends to make a drastic review of its existing resources, re-organise and re-distribute them in such a way as to achieve its national objectives. Thus employment promotion and creation will receive greater attention.

In the private sector, my Government places great emphasis on the development of the country's industrial base. The exploitation of our vast mineral resources is vital to the further expansion of economic growth. Intense mining of mineral resources, particularly copper and gold production, serve to counter-balance the country's dependence on imports.

The growth of employment resulting from this intense economic activity has brought about the need to expand also the services associated with maintaining industrial harmony. My Government in this instance is now in the process of negotiating with all the key representatives of the employers, employees and the Government to establish a national tripartite consultative council.

When this council is fully established, the Government and the respective social partners will, with closer co-operation and better understanding, continue to promote and strengthen our existing industrial relations and practices.

Papua New Guinea still relies heavily on foreign technology, manpower and capital to properly utilise its economy.

However, my Government is ensuring that economic development is not pursued in isolation, that is, our economic activity is geared towards social development as well. This means that my Government has a balanced approach to social and economic prosperity, equality and to furthering the growth of the employment sector, in line with the ILO principles.

The Government of Papua New Guinea is vigorously pursuing its objectives to minimise the problems associated with the growing unemployment and external.

A combined effort by other key service departments, including my Department of Labour and Employment, is required by the Government, with the co-operation of the private sector, to manage fiscal, monetary, foreign exchange and trade policies to contain inflation and sustain the buoyancy of the economy, with due regard to the impact of these policies on employment income, especially of the lowest income groups.

In conclusion, my Government has placed more emphasis on the development of our industrial base. The private sector takes a leading role, with Government support, in processing our primary products. This serves as an effective means of creating and promoting employment opportunities, thus reducing our dependence on imports.

In this respect, we have high expectations of this Conference in that it will not only enlighten us as to the methods we may adopt in solving the issues and problems in our country, but also in making known to the developed nations our efforts in addressing the issues under discussion.

Last, but not least, agenda items concerning indigenous tribal population, night work and safety in the use of chemical at work are important issues that reflect the ILO's continuous endeavours to promote safety and harmony in the work place and also to protect and maintain human rights and freedom throughout the world.

(The Conference adjourned at 1 p.m.)

Seventh sitting

Friday, 9 June 1989, 3 p.m.

President: Mr. Gazarin

RATIFICATION OF THE INSTRUMENT FOR THE AMENDMENT OF THE CONSTITUTION OF THE INTERNATIONAL LABOUR ORGANISATION, 1986

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – I would like to give the floor to the Clerk of the Conference for an announcement.

The CLERK OF THE CONFERENCE – I have pleasure in announcing that the Director-General of the International Labour Office has registered the ratification by Sierra Leone of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986. This brings the total number of ratifications and acceptances of the Instrument to 59.

COMMUNICATION TO THE CONFERENCE

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – I give the floor again to the Clerk of the Conference for a communication to the Conference.

The CLERK OF THE CONFERENCE – I have a communication which I will read in Spanish. This is a letter sent by the Nicaraguan Employers' delegate, which has been addressed to the President.

(The speaker continues in Spanish.)

Honourable Appeals Board of the 76th Session of the International Labour Conference.

As Employer delegate from Nicaragua, designated by the Government in accordance with article 3, paragraph 5, of the Constitution of the ILO, I appear before you to inform you of the following. In the exercise of the powers and rights which I am entitled to exercise as an Employers' delegate, I asked that I be included as an Employers' member in the Committee on the Application of Standards, in line with the procedures and practices of the Conference, and requested that Mr. Mario Garache be made a deputy member of the Resolutions Committee, and Mr. Antonio Leiva appointed to the Committee on the Use of Chemicals.

The Employer's group of the Conference, basing itself on unfounded criteria and applying unilaterally the principle of the autonomy of the groups, has deliberately excluded me from membership in any Conference Committee.

They have thus stripped me of my rights and privileges as a delegate. I should like to point out

to the Appeals Board that, under article 26, paragraph 3, (Part 2, section B), of the Standing Orders of the Conference, it is only for the Credentials Committee to decide on any matter concerning the nomination of the members of any delegation, and no group can take unilateral action counter to this provision. At the same time I should like to draw the attention of the Appeals Board to the provisions of article 26, paragraph 8 (Part 2, section B), of the Standing Orders, which establishes clearly that until such time as the Credentials Committee has reached a final decision on the admission of a delegate, the delegate shall have the same rights as other delegates and advisers. Thus on the basis of these provisions and the precedents established by the Appeals Board, I ask that I be included as a member of the Committee on the Application of Standards.

I remain at your disposal for any further information you may need. I would like to take this opportunity to reiterate the expression of my highest consideration.

(Signed) Juan Ramón ARAGÓN,
Employers' delegate, Nicaragua,
76th Session of the International
Labour Conference.

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR- GENERAL: DISCUSSION (*cont.*)

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – We shall now continue our discussion of the reports of the Governing Body and of the Director-General.

Original – Russian: Mr. GACIC (*Federal Secretary of Labour, Health, Veterans and Social Welfare, Yugoslavia*) – Permit me to congratulate the President on his election and to wish him success in carrying out his extremely important and responsible task.

I would like to take this opportunity to endorse the congratulations addressed to Mr. Nkomo and also to address sincere thanks to Mr. Francis Blanchard for his diligent efforts and the results he has achieved at the head of the International Labour Organisation over a period of 15 years. At the same time I wish Mr. Michel Hansenne, who has just been elected Director-General, every success in the exercise of his extremely responsible and important duties.

We have read with particular attention the Reports of the Director-General and the Governing Body and

in this connection I should like to emphasise that they present basically an objective analysis of the activities of the Organisation in the period between this Conference and the last, as well as of the substantive problems with which it has been faced in this period. Doubtless, the serious problems of a political and particularly economic and social nature which the contemporary world is facing, to a great extent influence the basic trends of the activity of the International Labour Organisation, as well as the results achieved by it in carrying out its activities. I consider that on the whole the International Labour Organisation is successfully adopting itself to meet the current situation.

This basically positive endorsement of the activities of the International Labour Organisation is complemented by a generally positive endorsement of the proposed two-year programme and budget.

I have already mentioned the serious economic and social problems which the contemporary world is facing and I have in mind in particular the fact that the world economy and overall international economic relations once again are going through an extremely grave crisis. It is precisely at a time when the economies of developed countries are enjoying a new impetus and technological development is progressing on all sides, that the chasm and stagnation in economic relations between developed and developing countries is deepening, with a clear trend towards a worsening of the situation of the developing countries. First and foremost, I have in mind the exacerbation of the debt problem, probably the most acute problem currently facing the world and which threatens serious consequences for the developing countries. This problem also affects my country, which at the present time is going through a period of extremely serious economic difficulties, together with all the social and political problems which appear under such conditions. We recognise the full complexity of the situation and the great historic and political responsibility, and thus in our country we are making organised efforts to pull ourselves out of the crisis. In this context, we have decided to implement integrated economic reforms which are aimed first and foremost at effecting radical major changes in the economic and political system and the whole philosophy of development, and on these bases, modify our development and economic policies. The basic object of the reform is the gradual adaptation of outmoded and backward economic structures and the construction of a contemporary and dynamic economy based on economic criteria and open-market principles, able to respond rapidly to market demands and changes which are brought about by contemporary technical and technological processes and on these bases to guarantee an effective economy and more concrete and effective participation in the international division of labour.

We fully understand that this process will also have negative consequences in the social sphere and to avert these and to find timely solutions to them, it will be necessary, first and foremost, to review the existing system of social security for the population as a whole, to improve the system and to adopt it to the forthcoming changes. Basing ourselves on the precepts of the Yugoslav Constitution, the social policy must be an integral part of development policy, a condition and a prerequisite for the implementation of economic and overall social development, since

the aims of social policy are the basic components of a more dynamic and effective economy overall. Consequently, in the process of implementing economic reforms and the transition to market economy conditions, social policy has to become, in practice as well, an integral part of total social and economic development. We are aware, and we are already meeting the situation in practice, that under conditions of a market economy, the less efficient enterprises will have to be wound up and new, more promising and economically viable ones created. As an accompanying phenomenon, it is inevitable that we will also have major fluctuations in the sphere of employment, and here I mainly have in mind the fact that a considerable number of workers will be out of work and this will have serious negative consequences as we are all already aware. In the past, and again at the beginning of this year after a number of years, we have had stagnation in the number of the employed in the public sector and the number of persons looking for jobs is on the rise again. The particular problem is that here we are talking primarily about young and educated people. In the framework of economic policy this problem is at the centre of attention and we are hoping to find a successful solution. With this aim in view, in the immediate future, our primary activity will be directed towards stimulating new capital investment, domestic and foreign, public or private, in small enterprises, transport, services and also in the highly productive enterprises and those with export possibilities.

Referring to the basic elements of the Yugoslav economy and social reform, there is also the extremely important problem of employment and here I have to emphasise especially the extremely important reform of the labour legislation which, naturally, is proceeding on the basis of the decisions that have been adopted governing Yugoslav social and economic reform, namely, the concept of a single labour market in the Yugoslav federal community, and a law, currently in its final stages, on the basic rights of workers in labour relations which establishes the basic rights of workers throughout Yugoslav territory. We are convinced that the proposed solutions will help bring about a better attitude of the workers to labour and will contribute to the creation of possibilities for fuller employment to stimulating the geographical mobility of workers in accordance with the employment possibilities and the requirements of the labour process as well as to guaranteeing the rights of the workers to material and social security.

Permit me to draw your attention to a question which in my opinion is very important and which is to be studied at this session as well as next year. This is the question of night work. In Yugoslavia this has been the subject of extensive discussion in the Yugoslav trade unions, in the social and political organisations and in the union parliament. The general position resulting from this debate in very broad terms is the following: the existing Yugoslav regulations ensure protection of all workers working at night as well as a high level of protection for working women in connection with pregnancy, childbirth and maternity; there is also a ban on overtime and night work for parents who have responsibility for looking after their children; a step has been taken forward to the application of the principle of equality of the sexes and equal treatment of men and women in the sphere of labour relations.

At the international level and in many countries, conditions are already ripe for a more modern approach to the question of night work for women, first and foremost from the point of view of the elimination of all forms of discrimination and the creation of fuller conditions for their integration in social and economic life.

Bearing in mind the above-mentioned factors, we feel it necessary to insist upon the revision of the Night Work (Women) Convention, (Revised), 1948 (No. 89), or the adoption of a new standard-setting instrument by the International Labour Organisation, for here the protection of women should be regulated basically in the same way and following the same principles as govern the protection of men, bearing in mind women's reproductive social functions. Consequently in the question of the limitation of night work for women, the approach should be more complex and flexible so that this form of protection of women workers should not represent any kind of limiting factor in the exercise of their right to work.

Permit me, in conclusion, to express my certainty that this 76th Session of the Conference of the International Labour Organisation will yield positive results, particularly since in finding solutions to the individual substantive questions there is a political readiness on the part of the whole structure of our Organisation, which this year marks the 70th anniversary of its creation and its successful activity.

Original – French: Mr. BAHR (representative of the World Confederation of Teachers) – First of all let me congratulate the President on his election.

I also congratulate the officers of the Conference. On behalf of the World Confederation of Teachers, affiliated to the World Confederation of Labour, which I have the honour of representing here, I wish this session of the Conference every success.

The WCT welcomes and approves the emphasis in the Report of the Director-General on the fact that tripartism is an essential element of economic growth. The participation of the social partners in decisions presents a twofold advantage: first, it increases the political effectiveness of these decisions and, second, it guarantees a more equitable distribution of their effects.

Clearly much more emphasis must be placed on the social aspects of adjustment policies and the ultimate goal of development: the well-being of mankind. The ILO must ensure, more than it has in the past, that these social concerns are not lost sight of in the interests of re-establishing balances on a wider scale. The WCT supports such specific action by the ILO, going beyond mere words.

Interdependence, a topic which is dealt with frequently at conferences and summit meetings, also seems to have been understood more clearly. Yet even so the countries of the South are not only stagnating but are also becoming dramatically poorer: the problems of debt, unemployment, underemployment and therefore increasing poverty mean that poorly organised low-income groups cannot protect themselves. The WCT has always endeavoured to speak on behalf of those who can no longer make their voices heard.

During a pan-African conference organised by the WCT in Lomé in July 1988 for the teachers' trade union organisations of 16 sub-Saharan countries, rep-

resentatives underscored the obstacles to the development of the African continent: insufficient mastery of economic matters, political instability and the lack of a reliable development policy. In most cases indeed, development strategies are not realistic, taking no account of the real potentials and needs of States.

Economic recovery must, in the opinion of the WCT, be pursued by granting resources to health, education and training, with true co-operation at national and international level. Disarmament measures are needed to ensure the channelling of expenditure to investment. Underdevelopment, malnourishment and poverty are incompatible with respect for human rights. Economic recovery is a vital need.

The trade union movement thus has a vital role to play, in particular the trade union movement of teaching staffs.

The WCT feels that it is urgent to include human rights instruction in school programmes, and also freedom of association, speech, press and religion, the free exchange of ideas and social, economic and cultural rights which affect the very existence of the trade union movement and can promote an international outlook. The WCT stresses the crucial role of international solidarity in strengthening trade union rights, even in those countries which have not yet recognised such rights or which hinder the free exercise of them. In these cases, only international solidarity is able to raise the barriers on the road towards the universality of these rights, even in countries where this universality is still despised.

The WCT believes that the ILO is increasingly important for labour organisation which can satisfy international conditions country by country specifically by ensuring compliance with ILO Conventions, in the sphere of teaching as in others.

The WCT would also highlight the great importance of the trade union movement as an institution seeking and proposing solutions to often bloody conflicts which tear the world apart. These conflicts not only swallow the funds from teaching budgets, but also bring about conflicts and conjure up images of an enemy which are incompatible with the universal objectives of teaching and with the action of the trade union movement in favour of justice and peace.

The WCT is in favour of closer co-operation between trade union movements and regional and international trade union organisations which are often very different, but realise that only such co-operation can offer a sufficiently broad platform to bring about the solidarity which all teachers feel is vitally necessary.

The WCT supports the integration of teachers' unions in the world trade union movement, bearing in mind that only the solidarity of all workers will enable us to tackle the essence of the problems and suggest solutions at national, regional and international levels which no authority can ignore.

The WCT is developing action by the trade union movement in general, and teachers' unions in particular, towards a new form of co-operation for development aimed at the well-being of the entire planet. This can be achieved with the solidarity of all workers (and, therefore, all teachers) and with durable development models, thus doing away with the existing conflicts in development rather than reinforcing them.

The WCT welcomes the ILO's growing interest in the problems of teachers and education.

The fifth session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers stressed in its report the close interdependence between the condition of teachers and the condition of education.

Although we have full confidence in the skills of independent experts sitting on that Committee, we deeply regret the fact that neither teachers themselves, who are, after all, at the centre of the debate, nor their representative international organisations were invited to participate in the work of that Committee.

This is even more important bearing in mind that the implementation of the Recommendation has been brought into question by the policies of budgetary restriction in a growing number of countries, both developed and developing. Working conditions are getting worse because of an increase in working hours and standards, restrictions on teachers' income and extensions of their tasks and responsibilities.

We see among the fields that must be looked at in detail in the immediate future the need for ongoing training of teachers, particularly on the basis of national planning; the various aspects of participation, consultation and negotiation; teachers' working hours; and stress, instability of employment and the difficulties that teachers meet in their profession.

As in the past, the WCT endeavours to ensure that the Recommendation is circulated as widely as possible amongst its member organisations.

The fourth session of the Joint Committee on the Public Service included in its activity programme the establishment of a joint committee on the working and employment conditions of teachers. We welcome the fact that this request, which has been reiterated by the Common Front of the Public Service (PTTI, PSI, IFFTU, INFEDOP and WCT) at every opportunity and in particular at this assembly, has found a favourable echo in that the Administrative Council decided last week to set up a permanent tripartite technical committee. A general survey of the working conditions of teachers, of employment and of rights to negotiation is vitally necessary.

The strongly felt feeling of a common destiny, which is underscored in the Report of the Director-General, is the guiding light of the teachers represented in the World Confederation of Teachers and in other international teachers' bodies. Co-operation between all teaching staff should enable us to ensure that this takes root in the daily life of men and women.

The International Labour Organisation must offer them every possibility to ensure that they can do their job, namely to ensure a serene future of justice and peace for young people.

Original - Russian: Mr. TCHECHENKO (Vice-Chairman of the USSR State Committee for Labour and Social Affairs, USSR) - I would like to congratulate the President on his election to the responsible office of President of the International Labour Conference.

As you are aware, June this year marks the 70th anniversary of the creation of the International Labour Organisation. In this context it is my honour and my pleasure to transmit to you the following mes-

sage from the Head of the Government of the USSR to the President of the 76th Session of the International Labour Conference:

Esteemed Mr. President,

On behalf of the Government of the Union of Soviet Socialist Republics, I would like to greet the participants of the 76th Session of the general Conference of the International Labour Conference which celebrates its 70th anniversary this year.

The Soviet Union fully shares and supports the aims and principles of the International Labour Organisation, laid down in its Constitution and in the Declaration of Philadelphia, which affirm social justice by securing basic rights of workers. In the context of the growing recognition of the priority of values common to all mankind and of the increasing interdependence of States, the differences between social systems should not stand in the way of broad and equitable co-operation within the framework of the International Labour Organisation.

The Soviet Union duly appreciates the ILO's contribution to establishing and maintaining the economic stability of the world community. An important achievement of the ILO has been the elaboration of Conventions and Recommendations covering virtually all aspects of labour activity and protection of workers' social interests.

The highly responsive approach of the Organisation to social and economic changes brought about, in particular, by scientific and technological progress, enables the ILO to improve its activity, ensuring that it corresponds more adequately to present-day social and political realities.

I wish the International Labour Organisation success in achieving the tasks facing it, and wish participants of the Conference fruitful work in the interests of social progress and lasting peace.

(Signed) Nikolai RYZHKOV,
Chairman of the Council
of Ministers of the USSR.

The Report of the Director-General, entitled *Recovery and employment* raises important problems of the contemporary social and economic situation in the world and contains an analysis of the contradictory processes which work to the detriment of the strengthening of the economic sovereignty of various groups of countries, particularly the developing countries.

In a situation of a growing global interdependence of the world community, there is a great deal of potential for co-operation, for mutual advantage and for increasing the prosperity of peoples. Everything depends on the extent to which members of the world community can, properly and jointly, on the basis of the laws of the world economy and without encroaching on national priorities, learn to manage collectively the interdependent world economy in all of its spheres.

It is broadly recognised and noted in the Report of the Director-General, that the foreign debt problem constitutes a serious hindrance to social and economic development. Its size is continually increasing. Growing debt service payments are bleeding the

economy of debtor countries. The situation is abnormal: developing countries have become net exporters of financial resources.

The problem of debt has grown beyond the monetary and financial framework. It calls for a political solution and the uniting of international efforts in order to settle it.

The Soviet Union has stated its willingness to declare a long-term moratorium for a period of up to 100 years on the servicing of debt by the least developed countries and to cancel it entirely for a number of countries. In relation to other developing countries, we are willing to participate in multilateral forums to discuss methods to solve the debt crisis. In doing this, we proceed on the basis that the accumulated debt can neither be repaid nor recovered under the original terms under which the loan was granted.

Amongst the priority problems facing the world community which call for urgent action, ecological problems are of particular importance. The relationship between man and nature has taken on a menacing character. The International Labour Organisation, like other organisations of the United Nations system, is involved in the consideration of environmental issues and carrying out useful work in the field of protection of the working environment and of the link between the environment and employment. The adoption of resolutions on this theme at this year's session of the Conference would assist the further development of the ILO's activity along these lines.

Moreover, the ILO can play an active part in the implementation of programmes developed by other agencies of the United Nations system, including support for the idea of setting up a world centre for urgent ecological assistance as part of the measures to preserve workers from occupational hazards.

Amongst the most important external factors defining the content and conclusions of the report are the following: increasing interdependence, the growing trend to engage in dialogue within the United Nations framework, to seek compromise solutions to regional conflicts, and the process of disarmament which has begun.

The reality and the potential of the principle "disarmament for development" is demonstrated by concrete international agreements and by unilateral steps on the part of the Soviet Union, which has declared that in the coming two years, the numerical strength of its troops would be reduced by 500,000. It also intends to reduce the military budget for 1990-91 by 14 per cent.

Specific measures to reduce military production raise the problem of the conversion of manpower employed in enterprises in the defence industry. We co-operate with the ILO and intend to work in close collaboration with it in this sphere. We hope that the International Labour Organisation will play an active part in matters relating to conversion. For our part, the Soviet Union envisages an internal plan for the conversion of military production, which will serve as the basis for studies on its impact on employment, retraining, etc. A great deal of attention is now being given in our country to this trend in the package of measures to improve the economy.

The transformation which is taking place in the USSR covers practically all spheres of political, economic and social life of our people and a new economic mechanism is developing.

The implementation of social programmes is a priority aspect of the restructuring of Soviet society. It is precisely these programmes which have attracted particular attention in the Congress of Peoples' Deputies of the USSR now taking place in Moscow. We can rightly say that a genuine process to reorient our economy has begun to meet the social needs of the people, to raise their standard of living and, first and foremost, for the disadvantaged sector of the population.

The radical restructuring of the economy which is taking place in our country on the basis of self-financing and self-management of enterprises gives rise to the need to close down unprofitable works, to cut back the administrative apparatus, and to release a number of workers. In this connection, work is being done to create new jobs and measures are being taken for retraining and a broad local network of employment centres has been set up throughout the country. Other economic and social measures are also planned and are being implemented.

We realise that success in achieving social objectives depends directly on the solution of economic problems and in this respect we endorse the conclusions of the Report of the Director-General, to the effect that economic progress must go hand in hand with social progress. Programmes involving investment in what is termed the "human factor" are of particular significance in this case. These are of the highest priority and cannot "in principle" be evaluated in terms of the current economic effect.

It is in the priority of long-term social objectives that economic, scientific and technological progress take on their significance. It is thus that the truly humanitarian nature of a social system is revealed.

We support the idea expressed in the Report of the Director-General as to the need for more active influence of the ILO on the recommendations of the International Monetary Fund and the International Bank for Reconstruction and Development relating to structural adjustment in the economies of countries with a view to taking the social aspects sufficiently into account.

Actively supporting the activities of the ILO, we consistently favour its further profound democratisation, so that our Organisation should adapt itself sufficiently rapidly to the realities of the contemporary world, in order to create the necessary conditions for an equitable co-operation of representatives of all countries and parties. The prestige and viability of the ILO depends on this ability to adapt. In this context, the Soviet Union has adopted the amendments to the ILO Constitution approved by the 1986 Session of the Conference, so that, in the interests of all of the member States of the ILO, we shall be able to realise the possibilities for equitable co-operation laid down in the amended Constitution.

In conclusion, I should like to express the hope that the debate on the Report of the Director-General will make it possible for our Organisation to take concrete steps to implement the measures proposed in the Report to improve the economies of the member States of the ILO, to combat poverty and to achieve social justice.

Mr. SIMMONS (*Government delegate, Barbados*) – I should like to join the preceding speakers in congratulating Mr. Nkomo on his election as President of this session of the Conference. I am sure this re-

flects not only his rich and varied experience but also demonstrates the confidence that delegations have in his capacity to guide ably these meetings to a successful outcome. I wish him every success in his term, and, while I am on this subject, let me also congratulate the new Director-General on his recent appointment to a job which is perhaps one of the most challenging there is and which requires the widest-ranging abilities to manage successfully the global operations of the International Labour Organisation – at a time when the horizon seems probably more uncharted than at any other moment in recent history. Again, we wish you well and hope that you can bring your good offices to bear on global problems in a distinctively positive manner.

Let me reaffirm that the Government of Barbados continues to share in the ideals and principles of the International Labour Organisation and pledges our commitment to its work and philosophic tenets. Our commitment to social justice, democratic constitutions, human rights and freedoms were recently reiterated in a speech by our Prime Minister in Bridgetown when he said: "My Government supports the fundamental rights and freedoms of persons within this society, irrespective of race, colour, creed or national origin, as enshrined in our Constitution, subject only to respect for the rights and freedoms of others and for the public interests."

Last year, Barbados took the opportunity to state its concerns on the inter-relationships between work, the right to work and human dignity, as expressed in the idea of democratic socialism. The concept of democratic socialism continues to underpin the policies and programmes of our domestic and international relations and it is in this regard that we find a responsive chord in the work before us on the agenda of this 79th Session of the International Labour Conference. The burning issues of the impact of unemployment and economic dislocation find full expression in the concerns regarding recovery and employment, as analysed in the Director-General's Report. Essentially, in this epoch, we are all on the threshold of what may be euphemistically be referred to as life in a global village. Therefore, even though Barbados has tried to minimise some of the shock measures that have had to be taken by other countries and societies – for example impacts on public service employment and a share in the uneven burden of structural adjustment – we are not and cannot be exempt from the global effects.

We are still struggling with the undesirable effects of unemployment, particularly among our youth and women, and we are taking every measure we can, which includes attempts to develop and foster serious avenues of self-employment and small-scale enterprises. We recognise the problems of night work and encourage all efforts to generate standards on the subject. We in Barbados have long tried to safeguard the more difficult aspects of this situation by setting certain minimum standards on night work in our legislation.

We also recognise and welcome the proposals and preparatory work on safety in the use of chemicals. Here we are particularly aware of the need to have up-to-date information on some of the hazards associated with products that have been on the market for some time – let alone the new and yet undisclosed effects of products being constantly churned out by the chemical industry.

Given the transfer of technology, the rapid rate of scientific output, the need for profits combined with the need for growth and underdevelopment, we welcome any attempt to establish networks of information which can minimise the hazards of uninformed workers.

We in Barbados are seeking to update our own resources in these areas by trying to expand our institutional capabilities to deal with these matters. We are an open society and therefore subject to all the vagaries of openness – including threats to our social and physical environment.

The painful condition of apartheid in southern Africa is clearly a blot on the conscience of mankind. Barbados felt its first effects in the late 1940s, with the death of one of its citizens in racist South Africa. We have taken all measures within our power since then to make our contribution to the dissolution of such a system. We therefore propose to continue assisting and maintaining whatever pressures we can until liberation for the Black race is realised.

This situation in Namibia would seem to point to the fact that a solution is at hand. However, we are cautious that there might be reversals in the history of that troubled land. We urge that the major players in this scenario continue to work for the ultimate liberation of that still unhappy territory. We cannot but remember that the course of history has sometimes changed in the past, without appropriate sanctions being taken.

Turning to our own region and particularly the activities of the International Labour Organisation there, we urge continued support for the Caribbean Labour Administration Centre (CLAC) under its present guidance and we are indeed pleased with the work it currently does. Indeed, we urge that particular programmes be expanded, especially those at the University of the West Indies at Cave Hill, which are now almost a *sine qua non* of our own development in labour and industrial relation; for instance, the one-year certificate course in labour administration could be extended for a further three years. We reiterate our support for the chair in industrial relations and hope that the ILO would continue to honour its commitment in this area.

I am sure that the deliberations of the meeting of Caribbean Labour Ministers, held in May in Nassau, have not escaped your attention, and again we urge that those regional concerns be supported by your office.

We must welcome the useful initiative by the International Labour Organisation's Office in Port-of-Spain to sponsor the meeting of labour officials, held every other year, to back up the biannual labour ministers' meeting, and we sincerely hope that those areas of technical assistance which we have identified are given full recognition and satisfaction.

Again, this year, we restate our position that we look forward to your establishing the necessary know-how in the region, paying due regard to the filling of posts with capable nationals from within the region, so that your financial and budgetary provisions will be satisfied on a regional basis.

Original – Arabic: Mr. ABBADI (Minister of Employment, Morocco) – In the name of God, the Merciful, the Compassionate. In the name of the delegation of the Kingdom of Morocco and in my own name, I should like to present my congratulations to

the President on his election to the head of this session of the Conference. I am sure that his great experience and skill in leading the debate will allow us to obtain the results that we are hoping for.

I should also like to avail myself of this opportunity to reiterate the congratulations of the Government of the Kingdom of Morocco to Mr. Michel Hansenne on his nomination to the post of Director-General of the International Labour Office. I am confident that he will place his vast competence in the service of our Organisation in order to pursue the implementation of the projects and programmes, particularly those related to employment, which were the concern of his predecessor, Mr. Francis Blanchard. I should also like to address to Mr. Francis Blanchard our thanks and our best wishes for success in his future activities.

The Director-General, in the first part of his annual Report, has dealt with a subject of great importance, namely, recovery and employment. The choice of this subject reflects his great interest in our Organisation's objectives.

The International Labour Organisation, conscious of the important role which the problem of employment plays in economic policies, convened a High-Level Meeting on Employment and Structural Adjustment, which brought representatives of governments, employers and workers together with representatives of international organisations such as the International Monetary Fund, the World Bank and UNCTAD.

The objective of that meeting was a search for a compromise between international economic development and the need for the promotion of employment policies.

I should like to thank the Director-General for having given such importance to the conclusions of the High-Level Meeting. This is shown by the inclusion in the draft programme and budget for the years 1990-91 of activities that take into account the recommendations of the High-Level Meeting aimed at promoting social progress and economic development.

Developing countries are aware of the need to take the necessary measures to bring about their economic development. In making their efforts, however, they encounter major difficulties, namely: the servicing of foreign debt which uses up a large part of their resources that might otherwise be invested in lucrative projects; the substantial decrease in export prices; the protectionist measures which are imposed on their exports to the industrialised countries.

Under these conditions, it is very difficult for developing countries to achieve a rapid and continuous development without effective international co-operation. The industrialised countries have to be aware of the interdependence of all countries and act in the spirit of international solidarity by helping the developing countries to solve their problems.

We agree with the Director-General when he says that the developing countries must pursue economic policies which are based on the rational use of resources and the introduction of necessary reforms, while taking into account the need to ensure and guarantee harmonious development in all areas.

With these principles in mind, the Kingdom of Morocco is making major efforts in its development plans, both economic and social, in order to guarantee a balanced growth. These efforts are directed towards trade liberalisation, production diversification, continuing fiscal reforms, revision of investment

codes, simplification of administrative procedures with regard to investment and encouragement of private initiative.

While undertaking these reforms, the Government of His Majesty, King Hassan II, may God bless him, is conscious of the need to promote the employment sector. He is therefore following with interest developments in this sector through regular meetings and specialised commissions which have been set up at the national and regional levels to study the promotion of employment through the local groups, in particular.

These commissions, which include civil servants from the various departments concerned, local authorities, elected councils and professional organisations, have examined the situation of employment in our country and the necessary means to ensure the promotion of this sector by making full use of all the possibilities offered by the public, semi-public and private sectors.

A programme of action comprising measures designed to adapt vocational training to employment has been approved recently by the Government Council. These measures include: Improvement of the employment strategy within the framework of the national employment plan and encouragement of investment in order to boost the national economy; Priority attention to employment generating sectors such as agriculture, public works, construction, crafts and deep-sea fishing; Implementation of major labour-intensive projects such as forestry projects, dams, the electrification of villages and the construction of roads.

The measures of encouragement taken in favour of young business entrepreneurs, graduates of universities, institutes of higher education and vocational training centres, have contributed in a positive manner to the promotion of private initiative. These young entrepreneurs have been granted access to investments and have been able to create, in the framework of a national subsidy provided by His Majesty's Government, small and medium-sized enterprises in the various sectors of the national economy.

The development of co-operation between the southern countries has become an absolute necessity to ensure the growth of their level of development.

In this respect, the creation of the Arab Maghreb Union will open new perspectives to the five countries involved, namely Mauritania, Morocco, Algeria, Tunisia and the Libyan Arab Jamahiriya, to ensure economic success, prosperity and the well-being of their peoples.

The agenda of our session includes major questions such as night work and safety in the use of chemicals at work.

With regard to the first issue, namely night work, it is one that enters into the group of various Conventions that have to be revised. These Conventions no longer correspond to the evolution which the various industrial sectors are now undergoing, neither with regard to production processes nor to conditions and methods of work.

It seems to us that the revision of these Conventions should bring about effective protection to all workers, especially the most vulnerable ones, namely women, old people and the disabled.

We hope that the preliminary study of this question will lead to conclusions which take into account the specific characteristics and the possibilities of all

the member States, whatever their level of economic and social development.

With regard to the question of safety in the use of chemicals at work, it is an issue which the Kingdom of Morocco has been very interested in examining. Morocco thinks that our Organisation should adopt Conventions in areas which are undergoing extensive transformation due to scientific and technological progress.

We hope that the work of this session of the Conference will have positive results in ensuring effective protection against professional risks brought about by the use of dangerous products such as chemical substances.

I would like to take this occasion to remind you of the deplorable situation of workers and employers in Palestine and in the other occupied Arab territories.

The Arab employers and workers in these territories continue to be victims of various forms of repression which are perpetrated by the occupying authorities. These authorities deny them the most fundamental rights. The Kingdom of Morocco, which has had the honour of hosting recently the Extraordinary Arab Summit under the presidency of His Majesty King Hassan II, expresses its solidarity with the Palestinian people in its heroic struggle to bring about just and lasting peace and hope that our Organisation will pursue its efforts so that the Arab employers and workers in Palestine and in the other occupied Arab territories will be able to exercise their full and legitimate rights.

The Kingdom of Morocco commends the efforts for peace which have been made towards the national independence of Namibia and expresses its deep concern for the situation of the people of South Africa. We are certain that our Organisation will increase its efforts to fight against apartheid in all its guises together with all the member States, governments, employers and workers by applying the various resolutions adopted by our Conference in this respect.

Before concluding I would like to reiterate my congratulations to the Director-General and express the wish of the Government of His Majesty King Hassan II, may God bless him, to further reinforce and develop the co-operation between the Kingdom of Morocco and the International Labour Office.

Original - Spanish: Mr. JIMENEZ AGUILAR (Employers' delegate, Spain) - Mr. President, on behalf of the Spanish Employers, I should like to express our most sincere congratulations on your election and, at the same time, wish you success in guiding the debates and activities of this 76th International Labour Conference.

I should like to express my most sincere congratulations to the new Director-General of the ILO, Mr. Hansenne, and assure him of our complete co-operation. He has come to our Organisation at a key time in our history, a time at which dialogue and social co-operation, the best example of which is the ILO, must be the necessary equalising factor in carrying out the economic and social changes in today's society. I should also like to take this opportunity to express our great thanks to Mr. Blanchard, who, for the last 15 years, has very effectively directed the International Labour Office.

The ILO has at this Conference taken as its basic reference recovery and employment. These are basic

topics which are dealt with in detail in the Report of the Director-General, and the Spanish Confederation of Employers' Organisations has been paying very great attention to them for some time.

Although these are very complex phenomena with multiple variables, factors and interests, the implied challenge cannot be avoided nor should it be irresponsibly postponed since we are faced with questions which affect millions of persons and all countries to a greater or lesser extent.

However, in the face of these problems, a vision of pessimism and despair is of little use except to fuel pessimism and despair.

We prefer to share with the Director-General of the ILO the opinion that the remaining years of this century afford the opportunity to begin a new stage of progress in the history of humanity. We must grasp this opportunity and see how the technical advances which occur daily and at an ever faster pace can serve to satisfy the aspirations of economic growth without which social well-being becomes merely a Utopia.

As the Director-General says in his Report, and this is the principal lesson to be learnt from the current decade, "It is very difficult to solve social problems if there is no economic growth".

But economic growth cannot occur spontaneously. It requires the implementation of policies which make it possible to have growth for its development. "Social dialogue is vital" and one of the keys if we are to increase the possibilities of success.

In referring to these aspects of the Director-General's Report I wish to express our full agreement with the statement therein that each and every one of us must work very hard to increase productivity, savings and investment and to reduce the fundamental task of establishing monetary and fiscal policies.

It is on this basis that we must establish our justified hopes for jobs creation, particularly for young people who in countries such as ours are suffering difficulty due to insufficient training or too rigid an organisation of the labour market which poses an obstacle to job access.

As I have said in previous Conferences at the same podium, speaking on behalf of the Spanish Employers, the ideas of co-operation, social dialogue, economic growth and employment are, for us, as Spanish employers, constant reference points, bearing in mind the fact that the problem of unemployment in the last few years has become a serious concern in Spain.

Thus, when the Spanish Government convened a tripartite meeting on employment we went without preconditions and determined to support realistic and effective measures, duly structured in a broad-based document leaving no room for arbitrary decisions which could disrupt the labour market because whether such decisions are of a legislative, bureaucratic, fiscal or financial nature they have led in Spain and other countries to a reduction in employment, paralysis of economic growth and many, many difficulties in terms of social well-being.

We feel that effective progress must be based on a greater openness of markets, a healthy policy of wage moderation, top quality on-the-job training and the elimination of obstacles and disincentives to employers' initiatives by giving decisive support to saving and investment which create wealth and employment.

An effective job policy, as we indicated to the Government and the trade unions, must be one which includes financial and fiscal aspects, public investment and infrastructure and major public work using more resources, being more effective and working faster. It must include moreover a reform of the labour market and the recovery of the previous balance in terms of budget, prices and foreign trade.

All of this must be set up within a plan of promotion and stimulation of competition combined with a new policy for social protection, bearing in mind the situation of marginal groups of workers and defining social protection realistically, eradicating fraud by bringing in systematic control measures, improving management and using adequate resources for this in line with economic growth and employment.

At the same time, one must eliminate passive policies which prejudice job creation, as is the case with the unlimited extension of subsidies, measures which, instead of creating employment are based solely on the distribution of labour, or the adoption of decisions which result in higher costs for the employers, thus reducing the competitiveness and viability of Spanish companies.

These measures must, however, be adopted within the global objectives and those of the ILO for economic recovery and job creation and must not lead us to pass over in silence some very important successes that have occurred in Spain and which have been highlighted not only by employers' organisations but also by independent experts.

Between the second half of 1985 and the end of 1988 we succeeded in creating jobs which have benefited over a million workers in Spain and this trend has been maintained throughout 1989.

At the same time and with specific reference to young people faced with the attempts of trade unions to block contracts for training and experience, these new contractual methods have been widely used by young people and by companies giving young people the possibility of perfecting their professional knowledge and, in many cases, of obtaining stable employment.

This can be seen from some figures. In 1988 there were 433,608 job contracts for apprenticeship and training, compared to 164,496 in 1985. This has enabled us to overcome difficulties arising out of an inadequate education system currently being reformed and which will considerably increase possibilities within the labour market.

We should also point out that 370,000 young people under 26 years of age have seen their contracts converted into full-time contracts with no time limit because of the possibilities opened up by the legislation in force up to last year and which should be brought into force once again in order to promote this type of process.

I do not wish to conclude without denouncing those who have made certain prejudicial statements in reference to the duration of contracts in Spain and who have deliberately ignored the conversion of part-time contracts into full-time contracts (50 to 60 per cent of the total) this despite the fact that there has been no solution to the problems of the lack of mobility and flexibility in the legislation.

The same is true for those who claim there is greater precariousness in contracts since they confuse the contracts carried out by private companies and those

given for a very short duration by public bodies carrying out programmes of social interest.

Finally, the very concept of unlimited contracts which is defended by trade unions has very little to do with the broader concept of stable employment which is more realistic and which exists in other countries, particularly within the framework of the European Economic Community, whose strategy to combat unemployment is referred to and shared in the broad lines in the document that I have referred to throughout my speech.

It is important to overcome negative attitudes and to return to a tripartite dialogue without preconditions.

Before concluding I should also like to refer briefly to a couple of agenda items of this Conference, particularly to the safe use of chemicals and night work. With reference to the first, our Confederation has been dealing for a long time with the various aspects of safety and health policy in the workplace, accentuating the need to promote training programmes which we feel should be shared by trade unions and employers instead of being a point of dialectic division. With respect to night work, I am convinced that this first discussion this year will enable us to clarify the objectives and the best way of dealing with this matter in the ILO so that we can reach a balanced result between the employers' needs which require more flexible solutions than in the past and the particularities which work of this type brings with it.

These are the concerns which the Spanish employers wish to bring to the attention of the ILO, this forum of social dialogue, and which we hope to share with governments, trade unions and employers of the entire world in our search for greater well-being in our country.

Original - French: Mr. RUPHIN (Government delegate, Madagascar) - The delegation of the Democratic Republic of Madagascar, which it is my honour to lead at this 76th Session of the International Labour Conference, joins its voice with those who have spoken before to congratulate most sincerely Mr. John Landa Nkomo, Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, upon his unanimous election to the presidency of this session. We also congratulate all the members of the Bureau of the Conference. Being aware of their experience, their openness and their readiness for dialogue, I am firmly convinced that our work will have positive results which will be up to the level of our expectations.

Our thanks also go to the Director-General of our Organisation for his excellent Report on recovery and employment, which is the basis for our discussion. We should also like to take this opportunity to congratulate our new Director-General, Mr. Michel Hansenne, a personality well known throughout the labour and public service world. He is well known for his organisational abilities, linked to a deep feeling for the general interest and a perfect knowledge of the problems of the labour world. Mr. Hansenne can be assured of our total support in the accomplishment of his new duties and we would like to express all our wishes for his success.

The ILO is currently celebrating its 70 years of existence. This is an anniversary which is deserving of our consideration, so that we may prepare a better future for humanity as a whole. Through the vagaries

of history and the numerous crises with which the world economy constantly confronts us, our Organisation has persisted, come what may, in serving the ideal which it has set for itself. Confident of its ability to adapt to the new facts of the contemporary world which are constantly changing, we reiterate our faith in the future of the ILO with the good will and the frank co-operation of each of its Members.

We are currently undergoing a crisis in development ideologies. Nobody any longer has any universal effective remedies. The Report informs us that the OECD countries have experienced sustained growth in the past six years resulting in job creation, whereas, for the countries of Africa and Latin America, the eighties will be a lost decade. This is a lamentable record, worthy of an apocalyptic epilogue which is being offered us by the Third World. What reply, what response, should we make to this infernal challenge of underdevelopment? The ills suffered by the Third World are well-known; only the actual solutions are lacking. At the moment, structural adjustment programmes are vital if there is to be any improvement in the economy before economic growth can be achieved; according to the forecasts, this is the only method of remedying social problems.

To be sure, the specificity of the countries which apply these adjustment programmes, according to the Report, the heterogeneous nature of the problems which, whether we like it or not, have taken on a universal dimension. Is it not antinomic to note that certain countries are moving towards positive growth, whereas others trail behind and make do with a policy of survival, which sacrifices in many respects all social and cultural aspects? In the long run, developing countries run the risk of being dehumanised because they have constantly been plunged into hunger, illiteracy and sickness. However, the aim of development should be none other than the improvement of the conditions of man's life and his social and cultural well-being.

In addition, structural adjustment involves economic deregulations, which can be foreseen but not controlled. These may be summed up as follows: a slow-down in growth; a reduction of net capital flows; a drop in salaries and the number of jobs; a reduction of expenditure in the social sphere; a trend towards the increase of long-term unemployment and part-time work, etc.

For a number of years, the so-called informal sector has been expanding without as such contributing to self-employment. It is merely an aspect of these low-productivity activities, which emerge as a result of the individual's policy to survive the individual who is already a victim of the precarious nature of employment or who is seeking his first job.

Faced with the implacable contingencies of the environment, *inter alia* excessive debt, how can we conceive the growth which is so eagerly sought by planners and so much desired by the population?

The interdependence of modern economies pleads in favour of an increased solidarity which, in the case of structural adjustment, can be nothing other than the integration into the world economy where the law of the market is still the norm. This choice thus guides the economy towards competition and competitiveness which make no bones about putting all economies on the same level, whether they are strong or weak. This is the law, even if it is a hard one. However, can we evaluate, *a priori*, the chance that each

one has in this specific context at the economic level before we imagine the consequences at the social level? Whether we call it chance or favourable conditions for real growth, the term is not really important because there is a danger that the policy applied as a therapeutic measure – re-equilibrium of the balance of payments, contraction of internal demand, devaluation, exchange policy – will remain inoperative if this competition does not come to the aid of precarious and weak economies. To rethink the concept of competition would improve somewhat more the bases for economic recovery in developing countries which fully subscribe to the objectives laid down by structural adjustment policies.

The so far insoluble debt servicing problem, which places such demands on export earnings is an insurmountable constraint on Third World development. Extensive measures should be taken to deal with debt, in the face of the constant drop in the price of basic commodities originating from developing countries which have invested vast sums in increasing the volume of exports, including the cost of research for the improvement of varieties. The claim that the stabilisation of prices remains hampered by the egoism and rapacity of the major economic powers is a legitimate one. It is clear that the situation of the Third World countries which provide raw materials will not improve in any way without the concerted efforts of the international community whose needs are far from being satisfied.

In this respect we welcome the French decision made public at the last francophone Summit in Dakar which wrote off the debt of 35 African countries. With satisfaction and relief, we hope that this historical gesture is only the beginning of a realistic and objective policy aimed at solving the debt problem. We refuse to believe that this is an *ad hoc* option on the part of the French Government. However, may I emphasise here that all countries engaged in structural adjustment programmes conform to the clauses agreed with the international financial institutions, adopting new accompanying measures, and thus modifying the nature of all of their economic relations with their partners. We consider that the donors and the rich countries must exercise a greater understanding and must also take measures towards the developing countries. This reciprocity, which for the moment is non-existent, would be of benefit if the experts would take the time to study it.

As far as the ILO is concerned, we could not, however, pass over in silence the co-operation activities which it carries out throughout the world, thus making available to the countries involved high level experts and high performance equipment for a specific time period. The transmission of knowledge and know-how which follows, in our opinion, is a valuable contribution to the training of national officials who are competent and able to carry out profitable co-operation projects at the economic and social level, but there remain cases where, when the project comes to an end, that is to say when the financial and technical assistance come to an end, the countries which are signatories of the Convention experience problems which prevent them from ensuring the extension of the pilot project. Often, financial problems are at the origin of these unfortunate situations to which rapid and effective solutions must be found. Poor countries now understand, after painful and catastrophic experience, that investments in industry

and in the agro-alimentary sphere alone, do not by any means create thousands of jobs, as was the promise of certain speculators who were more concerned in finding profitable investments. Thus, the North-South dialogue on the installation of a new world economic order will constitute a decisive step towards the normalisation of trade and the improvement of the world economy for the well-being of workers. On the other two items of the agenda; night work for women and the use of chemical substances, the Democratic Republic of Madagascar considers that the total equality of treatment would not prevent the regulation of night work for women. Several reasons plead in favour of this option: safety, health, the place of women in society as mothers and as workers. Trends which are too egalitarian, tending to consider the ability of women to carry out the same tasks as men, seem to ignore physiological differences. To be sure, for many it is important to stick word for word to the equation: equality of treatment equals equality of tasks.

Thus we propose basing our studies on the number of hours of night work carried out by women; transport from the workplace to the home at night, a listing of the tasks which are to be forbidden to them and, finally, the case of pregnant women.

Regarding safety in the use of chemicals at work, the current situation compels us to adopt an international instrument – a Convention or Recommendation – because chemical substances which are often dangerous, have an important place in the world economy, not to mention the risks of environmental pollution they involve. “Use of chemical substances” covers several basic concepts in our opinion: production, handling, utilisation, storage and transport. In any event, our aim is protection for the workers, information on preventive techniques, and, finally, the development of an effective control policy in the utilisation of chemical substances.

To revert to issues which are just as important, since we are talking about human rights, we cannot conclude this statement without having a sympathetic thought for the workers whose rights are ignored and trampled on: those of South Africa and Namibia – and here we would like to remind you of our solidarity in their daily struggle against the bloody and barbarous yoke of the apartheid system – and those of Palestine, whose rights are ignored in order to keep up this war psychosis in support of a warmongering policy of disguised genocide. Their work enjoys no rights, except that of profit, which deliberately ignores any social coverage, even the most elementary.

We should like to appeal once again to the international community to make every effort to bring to an end this manifest contradiction to the ideals of our Organisation.

(Mr. Nkomo takes the Chair.)

Original – Spanish: Mr. PENA RUEDA (Government delegate, Bolivia) – It is an honour for me to express on behalf of the Bolivian Government our most sincere congratulations to Mr. John Nkomo on his very deserved election to the presidency of this august body.

Part I of the Report presented by the Director-General to the Conference discusses masterfully and in detail the question of economic recovery and em-

ployment which is crucial for all States. It draws attention, on the one hand, to the revival of economic growth in industrialised countries and, on the other, to the ever-increasing impoverishment of the countries of the Third World, aggravated by the flight of capital, negative financial flows, unemployment, underemployment and their commitments vis-à-vis the external debt, all of which limit their development and the achievement of their own objectives.

Mr. Blanchard also says that “growth in the North does not necessarily pull the South along in its wake”, adding that “at the national level, growth in the GDP does not invariably extricate the ‘old’ or ‘newly’ poor from their misery, or provide jobs for those without one”. All these conflicting economic situations have disastrous implications for developing countries like mine, because they hamper even more the implementation of their development plans and strategies.

My Government tackled the economic crisis with determination and courage and has adopted the structural readjustment measures that were essential. It managed to contain and maintain at acceptable levels the monetary inflation which up until 1985 was destroying the basis of the economy and undermining the whole social sector. It undertook to implement its recovery plan in basic sectors such as mining, petroleum, the agro-industry, etc.

In Bolivia unemployment and wage problems are long-term structural problems and are in no way the result of the new economic policy. With respect to employment, in the past there was no significant new job creation programme to absorb the growth in the workforce.

Between 1979 and 1985, 285,000 people joined the economically active population, while over the same period of time only 10,000 jobs were created, most of them in the state bureaucracy.

Because of the shortage of external resources between 1980 and 1985, my country was forced to reduce imports of machinery and equipment and thus to curb growth in the GDP and in employment.

With respect to wage, it should be pointed out that past increases, financed by the unbacked issue of money were a very regrettable experience for my country and cheated and impoverished the people and the workers to an unprecedented degree. Between August 1984 and July 1985 prices increased by 12,312 per cent and wages by only 8,114 per cent. There was thus a real loss of the purchasing power of some 33 per cent. With the implementation of the new policy, however, it has been possible to contain this generalised impoverishment. The wage adjustments of 1987 have in fact improved real wages, since the nominal increase was 15 per cent per monthly while inflation was no more than 11 per cent per year.

In these circumstances the Government is creating the necessary conditions to eliminate the structural rigidity of the economy so as to absorb surplus manpower, by means of an active public investment policy and by introducing appropriate measures to stimulate private investment and training and to promote co-operatives and small and medium-sized enterprises.

However, in order to accelerate the reduction of our still high rate of unemployment, it is vital that we obtain investment from internal and especially external sources, as well as a transfer of technology in favour of our traditional agriculture in particular, so

that we can implement rural infrastructure projects and projects for the production and marketing of foods. This is vital if we are to improve the health and working capacity of the population at every level and to increase our exports of surplus agricultural products so as to raise personal incomes and the earnings of the country as a whole.

As a result of the measures adopted by the current Government, the Bolivian economy since 1987 has been achieving moderate growth. If the present policy is pursued, then after having grown at a rate of 2.2 and 2.8 per cent in 1987 and 1988 the Bolivian economy should from 1989 on be able to sustain a rate of growth that is higher than the rate of growth of the population.

The Emergency Social Fund that was set up to create immediate employment is successfully financing projects for public works, for co-operatives in towns and rural areas, for micro-enterprises, etc. – all of which provide employment for a large section of the labour force.

The industrial peace in my country is due in large part to the Government's policy of creating and maintaining an atmosphere of democracy and dialogue in which political, social, religious, trade union and other organisations all participate actively and responsibly.

We are convinced that the new Government which will take power on 6 August next, following the elections of 7 May past, will continue this process of economic recovery that we have started.

The prevailing atmosphere of industrial peace and co-operation is based on dialogue which has made it possible to deal with many grievances, wage claims and other demands including the desirability of analysing and discussing with government representatives the various items and details of the national budget which have been formulated by various trade union organisations and by the Bolivian Workers' Confederation.

To implement the economic recovery plan, the Government has formulated an economic and social development strategy for 1989-2000 in which the following social objectives have been considered as priorities: the massive creation of productive and stable jobs; and the extension and improvement of public services such as education, health, the supply of drinking water, drainage and housing.

The members of the Bolivian delegation attending this Conference will as far as possible participate actively in the discussion of the items on the agenda, particularly the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107) whose principles and provisions should benefit the large indigenous and tribal populations of Bolivian society.

We feel that the new approach of the Convention – which aims to maintain and strengthen the cultural identity and sovereignty of these populations within the States in which they live, in harmony with the rights and interests of the rest of the inhabitants – is of the utmost importance.

The Government of my country, during the last administration, has carried out a series of important activities in co-operation with the ILO.

With the technical co-operation of the ILO's Regional Office for the Americas based in Lima and with the financial support of the United Nations Development Programme, we have prepared the first

version of a draft Labour Code to replace the current law which has been in force since 1939. In addition to consolidating and simplifying the substantive provisions of Bolivia's extensive labour legislation, the new draft incorporates the modern concepts of labour law and is in line with the international Conventions that my country has ratified. After its final revision the Bill will undergo an intense process of tripartite consultation.

With the support of an ILO team, we have undertaken a major effort in favour of the indigenous population of eastern Bolivia so as to complete the agrarian reform which Bolivia pioneered in 1952. The ultimate objective will be the determination and protection of the territories and lands on which the many ethnic groups of eastern Bolivia live and work.

In order to pursue and improve the task of training manpower, the National Training Institute (INFOCAL) was set up at the end of last year. This Institute, which is totally autonomous, is being organised and administered on a tripartite basis. INFOCAL will be responsible for basic training and for the continuous training of skilled workers and middle management personnel. It will be financed with a contribution from the employers to be determined by mutual agreement. At the same time the Ministry of Labour is carrying out a training programme that is designed to strengthen the labour inspectorate, with technical assistance from the Spanish Government. We are also providing assistance to agricultural co-operatives and associations through a recently created Rural Development Fund which will offer loans on easy terms to small producers so that they have a working capital and can finance social projects that are relevant to the agricultural sector.

The Rural Development Fund's resources will come from the national treasury and from bilateral financial assistance agreements concluded with friendly governments and international organisations.

A Social Investment Fund has also been established to back up the Emergency Social Fund through investments in health and education development projects.

Faced with the alarming situation of a massive influx of young people into the labour market at a particularly unfavourable juncture – because both national and international measures to protect them are totally inadequate to cope with our country's current social and economic crisis – the National Solidarity and Social Development Board, which is attached to the Office of the President of the Republic and the Ministry of Labour and Manpower Development, recently organised a workshop with the participation of governmental and non-governmental institutions to examine the problem.

The objectives of the workshop were to analyse the problems of young workers and to identify the kind of inter-institutional activities and agreements that can guarantee protective treatment for young people in the future.

I should like to take this opportunity to call on the States Members to adhere always to the basic principles laid down in the Constitution of the ILO, as a sign of their solidarity with the workers and employers of the world grouped together in this Organisation.

In concluding, I should like to express the firm commitment of the Bolivian people and Government

to the fight against poverty, hunger and misery, which are the supreme social evils.

Mr. CHRISTOFIDES (*Minister of Labour and Social Insurance, Cyprus*) – On behalf of the Cyprus delegation, may I congratulate Mr. Nkomo on his election to the presidency of this Conference.

His long and varied experience and his qualities of leadership and patience will, we have no doubt, guide the Conference to constructive debates and a successful conclusion of its deliberations. I wish to congratulate the Director-General on his choice of theme for this year's Report to the Conference. For, indeed, we live in a time of paradox, where recovery of the world's economy goes hand in hand with increasing poverty in the Third World. We share his concern about this situation, as well as his view that the major industrialised countries have a responsibility to assist the regions which are experiencing stagnation and negative growth. His vision of the role of the ILO in the formulation of a strategy for recovery as being to ensure that social ideals are not sacrificed to structural adjustment or other needs and his call for a reaffirmation of the essential link between the economic and social spheres also find us in full agreement.

Therefore, we give our whole-hearted support to the proposal concerning the launching of an appeal by this session of the International Labour Conference aiming at the use of savings from disarmament "to finance a series of operations at the regional or subregional level to create or refurbish essential infrastructure within the framework of a major works programme, much of which would be devoted to the conservation of the environment". This proposal gives practical expression to the spirit of international solidarity which we believe is vital for the solution of the problems the world faces today. We in Cyprus, having suffered so much from the effects of war and the use of arms, would very much welcome any moves towards disarmament. Indeed, our President, as a firm gesture of good will, has proposed the full demilitarisation of the country and the use of all the funds saved for the development of the country and particularly of those regions and parts of the population that need it most.

The proposals concerning the development strategies for recovery and employment should be of immense value to any country facing problems in these areas. The analysis of the Director-General relating to the experience of the 1980s is particularly incisive with respect to developing countries. He is correct in emphasising the need for a global approach to common problems given the increasing interdependence of the world. Through this approach, policies at both the national and the international level will be adopted aiming at the solution of the thorny external debt problem and the other difficulties that developing countries are experiencing.

In his analysis of the prospects for the 1990s, the Director-General strikes a more optimistic note by referring to the indications for higher world growth and improved performance of the developing countries and the increasing political will to establish a dialogue between the social partners. Nevertheless, as the Director-General correctly identifies, there is a need to pay particular attention to the employment content of growth, as higher growth does not necessarily increase the level or quality of employment.

We fully endorse the proposed strategy for recovery. In particular, we feel that very rightly there is an emphasis on resource mobilisation, the combination of macro- and microeconomic policies and the equity aspects of development, as the key elements needed to overcome the current problems.

The increase in productive investments, particularly in activities that will increase employment opportunities, is correctly identified in the Report as "the most effective means of distributing incomes to the poor in developing countries", whilst the apt comments made on the need for increased flexibility in an economy and on the role of the State in economic activity add to the depth of the analysis of the requirements for growth.

While we find that greater labour market flexibility is required, we fully share the view of the Director-General that "this flexibility has to be subject to fundamental principles of human rights and the protection of minimum labour standards".

With regard to the recommendations on the active co-operation of the social partners, we can confirm by our own experience the value of the argument that tripartite dialogue enhances the political feasibility of economic decisions and ensures a more equitable distribution of the benefits. In Cyprus we have maintained a long-standing practice of a dialogue between the social partners on economic and social issues which has been found extremely useful in avoiding confrontation and contributing to good industrial relations.

The model for development Cyprus has adopted since independence in 1960 is one based on indicative planning. In this model, direct productive activity is in the most part left to the private sector, whereas the role of the public sector is to provide the necessary physical and institutional infrastructure, to administer social policy and to create an overall economic climate conducive to private-sector activity. Within this framework, the development policy followed was based on the fundamental objectives of growth, stability and equitable distribution of the benefits of growth of all sectors of the economy, utilising all available resources in the best possible way.

The emphasis placed at different times on each of the three objectives, of growth, stability and equity, has varied according to the specific problems and circumstances at each stage of development. However, the need that the Director-General has identified for a comprehensive approach, giving due attention to all three considerations, has been well recognised. In particular, the fundamental principle that the ultimate goal of government is to increase the welfare of the population was never overlooked.

As a result, Cyprus has a good record of sustained growth, full employment and improvement in the standard of living of the population as a whole, in conditions of relative stability. Progress has only been interrupted by the 1974 invasion of our country, after which Cyprus had to put up a tremendous struggle for survival and for social and economic reconstruction. The country, even during this period of dire need, never lost sight of the idea of indicative planning, balanced economic policies and the important role of the private sector. However, the Government undertook a much bigger role particularly in the social fields where mass unemployment and loss of incomes and property created conditions of poverty and dependence upon the State at a time when the

resources of the country were cut off and government tax revenues were drastically reduced. A continuous dialogue with the social partners created an appropriate climate where labour unions (temporarily) accepted lower wages thus enabling the Government to promote labour-intensive policies.

I should not fail to mention that international solidarity, expressed by the provision of aid through the UNHCR, as well as through other organisations and States, provided much-needed relief and support in our efforts to deal with the serious problems of the refugees and the reactivation of the economy.

Although Cyprus was not unaffected by the world recession in the 1980s, we did not share the unfortunate experience of many developing countries and continued to achieve satisfactory growth rates and a constant improvement in the standard of living of the population. As a result of accelerated economic activity in the past two years, unemployment, which was already low during the early 1980s, has now fallen to 2.5 per cent whilst labour earnings continued to improve in real terms at a very satisfactory rate.

In spite of the generally positive experience during this period, Cyprus did face certain problems requiring both measures of short-term adjustment and longer term restructuring.

Even though the threat to the stability of the economy created by the 1974 invasion has been averted, the containment of the fiscal deficit and the external debt have proved more difficult, as they continued to rise, even after the requirements of the reconstruction programme subsided. The need for a radical restructuring of public finances has become apparent.

In the area of employment, although, as already stated, conditions of full employment have been generally maintained in the last ten years, unemployment among third-level education graduates has remained disproportionately high, whereas labour shortages for other categories, particularly for workers with technical skills, have been experienced. As a result, more and more such graduates are accepting jobs in occupations which do not demand a high level of education.

With the recent signing by Cyprus of the Customs Union Agreement with the EEC, which provides for the gradual reduction of tariff protection to a large part of our manufacturing industry and the increasing competition in the international market, there is an urgent need to restructure our economy in general and particularly manufacturing to meet the challenge of increased competition. Hence, the major themes of the current development plan, which covers the period 1989-93, are, the tackling of fiscal imbalances, the restructuring of the economy, more balanced growth sectorally and regionally, the technological upgrading of productive activities, the improvement of productivity, the increased efficiency of resource utilisation and the conservation of the environment.

Special emphasis is placed on the enhancement and best possible utilisation of our human resources. The policy in this area aims mainly at the alleviation of the current labour shortages and the expansion of the capacity of the economy to absorb third-level education graduates, not only in order to assist this group, but also because the use of more high-level manpower is considered to be a prerequisite to the realisation of the more general development objectives.

In concluding my address, I would like to reiterate our support for the proposals of the Director-General both with regard to the general framework and strategy for development and, more specifically, for the proposed appeal for the use of the savings from disarmament to finance the creation or refurbishing of essential infrastructure, with special emphasis on the conservation of the environment.

Original – French: Mrs. MUDUKA (*State Commissioner for Labour and Social Welfare, Zaire*) – Allow me first of all to discharge a very pleasant duty, namely that of transmitting to this august assembly the warm greetings of the President and Founder of the People's Revolutionary Movement and President of the Republic of Zaire, Marshal Mobutu Sese Seko, and of the whole people of Zaire.

I should then like, in the name of my delegation which I have the honour of leading, to join the speakers who preceded me in presenting to the President, as well as the Vice-Presidents of this session of the Conference, my congratulations on their election. I am firmly convinced that under their enlightened leadership, the deliberations of the present session will be successful.

I should also like to avail myself of this opportunity to express to Mr. Hansenne, the new Director-General of the International Labour Office, the satisfaction of the Zairian delegation with his brilliant election to this high post. His long experience and eminent qualities will help the ILO to concentrate its efforts on the promotion of social justice and the satisfaction of the essential needs of the underprivileged.

The Executive Council of the Republic of Zaire assures the Director-General of its support and co-operation in the fruitful accomplishment of his mandate.

The excellent Report of the Director-General deals with a very topical subject of great interest to us, namely *Recovery and employment*.

The delegation of the Republic of Zaire shares the Director-General's thoughts concerning the dire consequences of economic recession, the social cost of structural adjustment programmes, the prospects for economic recovery and social progress and the development strategies needed to promote equitable growth with room for the necessary structural adaptations.

As the Director-General rightly underscored, the major paradox of the closing decade is that, despite the economic growth which some regions of the world have known, a serious recession nevertheless afflicts most of the developing countries. These countries are confronted with the deterioration of the terms of trade, the major problem of their debt burden, the disequilibrium in the balance of payments and the constant worsening of the living conditions of their populations, all of which lead to increased poverty and unemployment.

Moreover, the excessive costs of structural adjustment programmes have had a deleterious impact on the well-being of Third World populations. This is evident in the slowdown in employment creation, the worsening quality of the jobs created, the drop in wages and salaries and the reduction of government spending in the social sector.

Faced with this situation, the international community must make a sustained effort to speed up growth and reduce poverty.

Nevertheless, the success of this growth will depend first and foremost on the efforts made by developing countries themselves, but also and especially of international development aid which plays an essential role in successful recovery.

This is why we should like to appeal to the countries concerned to double their aid to developing countries, especially in Africa, so as to enable them to reverse the trend towards stagnation and decline that we have witnessed in the present decade and to start on the path towards steady and lasting development.

The most important challenge which the ILO will have to meet in the coming decade will be to ensure that the fundamental standards concerning employment, human rights and tripartism are fully respected and become an integral part of adjustment policies.

The Organisation will also have a major role to play in making its members aware of the social and economic consequences of various economic policies and ensuring that structural adjustment programmes are designed and implemented in a way compatible with social progress.

Together with the other organisations in the United Nations system, the ILO will have to do everything in its power to ensure that the promotion of employment, the full use of human resources and the elimination of poverty are taken into consideration in the elaboration of policies and programmes for growth, stabilisation and structural adaptation.

Finally, the efforts of the ILO will have to be directed towards rural employment and income-generating programmes favouring labour-intensive employment.

In Zaire, the problem of development has always been one of the central concerns of our leaders who, in all events, always give priority to the human factor.

Since 1977, the Executive Council has set out to solve this problem by means of public stabilisation and investment programmes.

Experience has proved that it is vital to draw up methodical and concerted programme, taking into account all questions with an integrated approach – including development factors. In was in this context that we drafted the First Five-Year Plan for Economic and Social Development, 1986-1990, the main objectives of which are as follows: rehabilitation of economic and social infrastructure; promotion of social activities; improvement of management and an average growth in the gross national product of 4 per cent a year.

Sectoral programmes, which are included in this plan, are characterised by a careful choice of investments, the rehabilitation of infrastructure and production tools, structural adjustment and private sector activities – without forgetting improvements in economic management.

Zaire, my country, has adopted a structural adjustment programme characterised by the introduction of concerted liberalism designed to make the private sector the prime mover of the economy. This strategy has been accompanied by cuts in employment in the public sector, with a view to reducing the budget deficits.

However, the Executive Council intends to continue its tireless efforts to bring about the economic recovery of the country by means of rigorous management of public funds.

Moreover, to soften certain transitory social consequences linked to the process of structural adjustment and consequently to improve the effectiveness of certain social programmes, the Executive Council has initiated a “social sector adjustment project” together with the World Bank.

This project has the following objectives: to keep an eye on the standard-of-living indicators for the population in the context of macro-economic adjustments; contribute to the sectoral analysis of social problems; and assist the Executive Council in the elaboration of social development policies.

This project will help the most vulnerable groups of our society, namely poor women and children, to cover their immediate social needs and participate in the development process.

Moreover, in order to help the Executive Council readjust the development and economic recovery programmes, the President-Founder of the People's Revolutionary Movement, President of the Republic of Zaire, has created the Consultative Council for Development.

This Council constitutes a framework for planning and dialogue on national economic and social issues. Its mission is to harmonise the interests of the State and those of the social partners in order to arrive at a choice of national options designed to ensure the development of the country as well as the safeguarding and maintenance of social peace.

In Zaire the national labour market is characterised by an imbalance in supply and demand. This situation is mainly the result of the unfavourable economic situation which reduces the capacity to create remunerative jobs; the increase of the number of young people on the employment market; and the discrepancy between the educational system and the real needs of the employment market.

Here the main objective pursued by the Executive Council is to allow each Zairian to exercise, in conformity with his abilities, a trade which allows him to earn a sufficient income to satisfy the basic needs of his family.

Its action is mainly directed towards reducing the quantitative imbalance between supply and demand on the labour market and creating new jobs in the modern sector, the modernisation of agriculture, the promotion of the informal sector and a steady improvement in the standard of living of the working masses.

In collaboration with the occupational organisations, the National Association of Employers (ANEZA) and the National Union of Workers (UNTZA), the Executive Council has set up programmes for the promotion of small and medium-sized enterprises and the informal sector as well as an industrial promotion fund.

In order to allow the people involved in promoting informal sector projects to have easy access to bank loans, a guarantee fund has been set up for their benefit.

We also have to note that employment strategy must also try to achieve a better match between qualifications and employment possibilities at the level of the schools and of vocational training.

In the matter of human resources development, with the help of the International Labour Office, Zaire set up a National Institute for Vocational Training 25 years ago. A veritable fount of training, retraining and further training, this Institute enables workers to acquire new occupational skills in order to participate actively in the improvement of his company.

For the future, this Institute is prepared to put its experience at the disposal of the citizens of other African countries.

The part of the Director-General's Report which deals with the activities of the Organisation in 1988 shows an impressive picture of the work realised and the work still being done.

On the whole, the Zairian delegation is satisfied with the situation and sees that in spite of budgetary constraints the Organisation has been able to fulfil the expectations of our Members in carrying on the bulk of its activities.

Nevertheless, the changes in the economic and social situation in the world make it necessary for the ILO to improve not only the context of its programmes but also the use of its resources, to meet the challenge of the coming decade.

In this respect, the Zairian delegation is happy to announce that on 1 April this year it has ratified the instrument of amendment of the Constitution of the International Labour Organisation.

Zaire, which attaches great importance to the activities of the ILO, endeavours to respect its obligations under the Organisation's Constitution.

The official instrument of ratification will be submitted during this present session.

In addition, despite the unfavourable economic situation, which particularly affects the developing countries, Zaire has been able to pay up all its dues to the ILO and the CRADAT, including those for this year.

At the moment an important meeting of the International Social Security Association comprising the countries of Central Africa is being held in Kinshasa, the capital of Zaire.

The other questions on our agenda will be discussed in detail in the specialised Conference Committees. Nevertheless I should like to go over them briefly here.

Concerning the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), the Zairian delegation thinks that the draft Convention offers a good basis for discussion. The Conference should be able to adopt a new instrument which will fully correspond to the needs of these peoples and will promote the full realisation of their social, economic and cultural rights, as well as help them preserve their identity and live according to their traditions, while benefiting of course from present technological advances.

In Zaire, we do not have a problem regarding aboriginal populations. The Constitution recognises the political, economic and social rights of all the different ethnic groups of the country.

With regard to night work, I think it is absolutely necessary to revise the Night Work (Women) Convention (Revised), 1948 (No. 89) in order to limit this type of work because of its arduous nature and the risks and disadvantages that it presents.

As far as the safe use of chemical substances at the workplace is concerned, it is necessary to adopt new

standards, taking into account the evolution of technology and materials at the workplace. The establishment of a uniform international system of information would be useful as well.

In conclusion, I would like to stress that the Republic of Zaire, like other member States of the ILO, condemns the odious policy of apartheid. It is our strong hope that appropriate assistance as regards technical co-operation will be given to the national liberation movements, to the independent unions and to the front line States in order to develop their economic capacity and thereby reduce their dependence.

May the work of the 76th Session of the International Labour Conference reaffirm the solidarity between peoples to bring about the construction of a fairer world in which social peace and human dignity will prevail.

Original - Russian: Mr. NEUBERT (Workers' delegate, Czechoslovakia) - Permit me, on behalf of the delegation of Czechoslovak trade unions, to congratulate Mr. Nkomo from Zimbabwe most sincerely on his election as President of the current session of the Conference. I should like to express my conviction that under his guidance the Conference will carry out effective work in a spirit of co-operation and constructive dialogue.

It is also doubtless a positive fact that, linked as it is this year with the celebration of the 70th anniversary of the creation of the ILO, the current session of the International Labour Conference is taking place against the backdrop of a continuing process of international détente and the gradual abating of dangerous conflicts in various regions of the world. This is accompanied by an increasingly evident rational approach to the elimination of the nuclear threat by cutting back the weapons and armed forces potential, as can already be seen in the concrete measures adopted by the USSR and the United States, as well as in measures put forward by the member States of the Warsaw Treaty. Also of significance is the continuing process of mutual understanding and co-operation in Europe which is clearly reflected in the conclusions of the recent meeting in Vienna of the member countries of the Conference on Security and Co-operation in Europe, which will have a considerable influence in many spheres.

In this context, we attach considerable importance to the intensive co-operation on the environment, which today is suffering serious damage, particularly in Europe. It would be appropriate for the international scope of these problems to be reflected in future in increased attention on the part of the International Labour Organisation. The resolution on these issues submitted to the current session of the Conference, which enjoy our full support, were also framed in this spirit.

However, many unsolved problems in the economic and social spheres still face the workers and the peoples of the world. In this context, I should like to note that the Report of the Director-General, in our view, quite rightly concentrates on the important global issues relating to general economic recovery, as well as on employment. We fully support one of the basis ideas of this report, which emphasises the fact that the problems and difficulties faced by economies as well as the radical imbalances between the economies of the industrialised countries on the one hand and the developing countries on the other, can

only be eliminated through effective and systematic co-operation at the international level.

Nevertheless, at the same time, one cannot but draw attention to the fact that the contemporary situation in the economies of many countries is accompanied by a stagnation or a decline in social achievements and measures in favour of workers, by social instability, threat of unemployment or underemployment and other anti-social phenomena by which workers in the different regions of the world are increasingly afflicted. We consider that the search for solutions making it possible to help the workers out of this unfavourable situation is an important task for international organisations in the United Nations system, including the ILO. It would also be appropriate for these urgent problems to be discussed more seriously by representatives of governments and employers. In fact, it is indisputable that cuts in or elimination of social programmes stand in the way of economic development.

I should like to take this opportunity to point out also that, although basically we agree with the contents of the Report of the Director-General submitted to the current session of the Conference, on the other hand it seems to us that this Report does not fully cover the important role of the trade unions as the most representative organisation defending the workers' interests, and one which is crucial to the economic and social development of society.

I should also like to express our agreement with the ILO's Programme and Budget proposals for 1990-91. In our view, this proposed budget is a balanced one, which concentrates on all the basic priorities of the future activity of the Organisation. We particularly appreciate the fact that the future programme also envisages the provision of support for the development of European co-operation.

As is the case in several other socialist countries, in Czechoslovakia a process of general restructuring is under way to speed up the economic and social development of society as a whole. We are aware that some mass media in certain countries dispute the significance of this process or give incomplete and inaccurate information on the way in which it is being realised. I should therefore like to touch upon certain problems and questions which have come up in the Czechoslovak SSR as a result of this restructuring process and which affect the work and life of workers and trade union members in our country.

First of all, I should like to emphasise that the changes at the economic level, which can be considered to be the most significant over the past 40 years, are being carried out with the full participation and agreement of the Czechoslovak trade unions. In accordance with the legislation adopted, considerable changes are taking place in the economy, new state enterprises enjoy far more independence than was hitherto the case. At the same time, workers have an increasing influence on management, by means of newly elected bodies for self-management and as a result of the enhanced role of trade union bodies in plants and enterprises.

At the present time, the role of the Czechoslovak unions has increased considerably especially in one of their main spheres of activity, which is the protection of the workers' legitimate interests and demands and the creation of favourable conditions for them at home and at work. The Trade Union Conference which took place in September last year in Prague

put forward new objectives and requirements in the sphere of social and economic rights for our workers. These include requirements relating to wage salary policy, the standard of living, the environment, concern for health and safety at work, as well as issues relating to social justice.

In a fully open and critical spirit, the Trade Union Conference sent in its views and comments to the Government and to individual ministries, and the Government had to respond directly to these and take the appropriate measures.

Our unions have also participated in the drafting of a new Labour Code which, with the amendments made to it, takes account of the changing conditions of restructuring of the economic mechanism in our country. The text of this Code was adopted after wide-ranging public discussion, which gave rise to 124,000 comments sent in to the Central Council of Trade Unions of Czechoslovakia. It should be added that after discussion of these comments, together with the Government of the country, the majority of them were included in the new text of the Labour Code.

In spite of this, in the near future the members of the Czechoslovak unions will have to solve a large number of problems: a reduction in the activity of inefficient enterprises, a cut in the management and administrative apparatus, the accelerated introduction of new technologies, the provision of retraining and specialised forms of vocational training and other problems call for a series of measures which would mitigate the consequences of these serious changes for workers; such measures are already being prepared with the active participation of the unions.

At the same time, the structure of the Czechoslovak unions is being simplified and there is an enhancement and improvement of the effectiveness of the working style and methods of our union bodies at all levels. Our principal aim is to ensure that our union activists assert their rights more consistently with regard to state and economic bodies.

I shall conclude my statement, referring to the already mentioned 70th anniversary of the creation of the International Labour Organisation, by emphasising once again the important role of this Organisation in the sphere of development, social justice, and the strengthening of human and trade union rights. We have a high appreciation of the positive trends which can be observed in our mutual relations and we are convinced that the International Labour Organisation will continue in future to work to promote a broad international co-operation, with the aim of solving common problems. The Czechoslovak unions are willing, on the basis of constructive dialogue, equality and mutual respect, to continue in future to participate in intensifying the activity of the ILO and in a broad and effective exchange of knowledge and experience, for the benefit of workers and the working class throughout the world.

Mr. WHITE (*representative of the International Federation of Journalists*) – My name is Aidan White. I am the General Secretary of the International Federation of Journalists, which represents more than 150,000 journalists in membership of trade unions and associations of media workers in all parts of the world.

I am delighted to take the floor, first of all because it allows me to be an echo of many sentiments ex-

pressed today and that is to congratulate Mr. Nkomo on his election as President of this session of the Conference and also of course to congratulate the new Director-General.

But I am also delighted because it allows me to place on record the thanks of my Federation and the thanks of journalists from all parts of the world to the Governing Body for their inclusion of a meeting on the working conditions of journalists in the ILO programme for 1990-91. This will be a historic event – the first time that such a meeting has been held.

It is a wisely judged initiative, for it comes at a very important moment in the world of journalism. Dramatic changes are taking place in the field of news and information and throughout the mass media. These changes are having an impact on the lives of workers in the industry and, of course, on the readers, viewers and listeners in all parts of the world.

Journalists, you will all know, have a dual role; they are workers, of course, with the same economic relationship with employers as workers in all other industries. But they have another duty. They are in a sense public servants, with a wider responsibility to the public interest. We are small in number but every day we influence hundreds of millions of people. We inform, on the public's behalf, on the news, the events, the opinions, many and varied, which exist in our society.

In order to fulfil this duty to the public interest, my Federation believes journalists must have professional independence. Freedom of expression and freedom of the press are essential ingredients in democratic societies. And unless journalists can carry out their work free from undue pressure – whether from proprietors or from governments – we can never be certain that these freedoms are secure.

For us, therefore, the moral welfare of journalists is a matter of the highest importance. But we cannot divorce the moral welfare of journalism from the material realities of the conditions in which reporters, editors and photo-journalists – whether in print or broadcasting – have to work.

As I said earlier our industry is in a period of turbulence brought about by the rapid advance of communication technologies and by a world-wide process of economic restructuring throughout the media.

But some things don't change. Last year more than 40 journalists were killed while on duty. There were more than 1,000 incidents of arrest, of expulsion, of detention without trial or of acts of violence against journalists.

In many countries journalists are caught in the crossfire of political and civil disorder. In other countries where there may not be social disorder, there

are more subtle attacks on journalistic work. We see, increasingly, journalists being used as political scapegoats or as pawns in diplomatic arguments between nations.

Everywhere, my Federation expresses concern at the lack of respect for the ethical and professional responsibility of journalists in society.

At the same time, journalists are facing new challenges. At the start of the 1980s we were promised the global village and it has finally arrived. The rapid development of highly integrated media systems by a small number of media transnational corporations is changing the face of journalism.

Such changes are not without some unpleasant side-effects. Problems of health and safety and of an increasing tendency towards freelance activity – the journalistic equivalent of homeworking – are matters of serious concern.

In the poorer regions reporters work in appalling conditions, often with totally inadequate equipment and often without basic social protections – pensions, medical assistance and life insurance – and that is an important matter in such a high-risk profession as journalism.

I hope very much that the ILO's initiative will be the start of a process in which these issues and their effects on the work of journalists can be examined and, after thoughtful and co-operative consideration, dealt with.

We very much need to create a framework in which journalists, employers and governments can work together. We need a common understanding on the need for independent journalism and on the valuable contribution that accurate and balanced information makes to society, but we need also to create satisfactory conditions for journalists to do their work.

I know that the ILO is already well-briefed on many of the issues I have raised. For many years the ILO has joined the international and regional organisations of journalists at our regular meetings held with the assistance of UNESCO. You have already contributed much to our deliberations, both in those meetings and in your publications.

The International Federation of Journalists wishes to thank the ILO for its wisdom in choosing journalism for a spot in the coming programme. It is a timely and astute step forward. It takes account of the momentous changes in our industry and, above all, it allows all of us to identify basic working needs which will set the pattern for the work of journalists in the years to come.

(The Conference adjourned at 6.00 p.m.)

Eighth sitting

Friday, 9 June 1989, 8 p.m.

President: Mr. Delpino

REPORT OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION (cont.)

Original – Spanish: The PRESIDENT (Mr. DELPINO) – We shall continue with the discussion of the Reports of the Governing Body and the Director-General.

Mr. ATAPATTU (*Minister of Labour and Social Welfare, Sri Lanka*) – On behalf of the Government of Sri Lanka I would like to congratulate Mr. John Nkomo on his election as President of the 76th Session of the International Labour Conference. Non-aligned Zimbabwe and Sri Lanka have very close relations. His own wide experience and capabilities have been widely demonstrated most recently at the meeting of Commonwealth Ministers of Labour here in Geneva. I also wish to congratulate the Vice-Presidents and others elected to office.

This is the first international conference that I have attended since assuming office as Minister of Labour and Social Welfare in the Government headed by His Excellency R. Premadasa, the President of Sri Lanka.

Earlier as Minister of Health, I attended several sessions of the General Assembly of the World Health Organisation here in Geneva, but I must say that June is a much better month than May. My experience as Minister of Health will stand me in good stead in my new assignment. It is relevant here to mention that for the first time in my country the two Ministries of Labour and of Social Welfare are combined so as to handle more effectively the activities of the workers and promote the welfare of the needy.

I would like to take this opportunity to thank the former Director-General Mr. Blanchard for his valuable service and contribution to the International Labour Organisation during his term of office. His efforts at safeguarding the rights of workers while promoting tripartism are greatly appreciated around the world. In congratulating the newly elected Director-General Mr. Hansenne on his election, Sri Lanka offers him complete co-operation.

The Report of the Director-General will be used as the basis of discussion. This report concentrates on recovery and employment.

It is rather misleading and illusory to measure the health of the world economy purely in terms of the developed world without taking into consideration the developing world. Two-thirds of the world's workforce live in the Third World. This labour force is our most valuable resource, though it is sometimes regrettably accused of being a threat to the environment, of being irresponsible cutters of forests and

now of being a major contributor to the destruction of the ozone layer.

Unemployment in the West means more people on the dole. Unemployment in our part of the world means hunger and malnutrition – a state of human suffering which cannot be expressed adequately by statistical data. When our people are employed, the fruits of their labour are often forced to face barriers, tariffs and other forms of protectionism in unsympathetic markets.

In the sixties, the birth of UNCTAD gave us hope that our labour would be justly rewarded. Such ambitious hopes and aspirations have not, however, been fulfilled. Initiatives such as the Brandt Commission, efforts to promote a North/South dialogue and the new international economic order, have not borne fruit. The continued economic stagnation and growth of unemployment has created a sense of hopelessness, and disillusionment amongst youth. Youth unrest, leading to terrorism and anarchy, is the result of a poverty-stricken environment.

This kind of instability in the Third World has clear repercussions in all countries. The developed countries will not be able to isolate themselves from social and political upheavals in developing countries. We live in an interdependent world.

The slow growth recorded in early 1970s in industrial nations indirectly affected the developing countries as well.

With the deceleration of growth there is a reduction of labour income, particularly wages, as the Director-General has pointed out in his Report. He informed this Conference that the wages in most developing countries declined by 20 to 30 per cent. This indicates in real terms a lower purchasing power for workers in Third World countries.

These factors are very important when government expenditure patterns are analysed, especially in the social welfare sectors, over the last two decades. In the case of virtually all developing countries, expenditure on social welfare activities was reduced from 35 per cent of the national budget in 1972 to about 29 per cent in 1986. It was noted that, even in the industrialised countries, social welfare expenditure within their national budgets was reduced from 58 per cent to about 56 per cent during the same period. The figures clearly indicate that the lower growth affected the developing countries to a greater extent when compared with the industrialised countries.

I would also like to highlight the importance of fair distribution of income within a country as a development target. Fair distribution of income is a prerequisite to reduce the level of poverty. Growth does not

necessarily mean reduction of poverty. Sometimes, increased growth leads only to increased income of the higher income earners. Such a situation occurs when policies are not geared to reduce the inequalities of income. We should make every effort to frame national policies to reduce the gap between the haves and have-nots.

Let me now touch briefly on how the South Asian countries have faced these problems during the last two decades. Many countries in my region recorded a very high rate of unemployment, even though some developing countries recovered from the recession during the 1970s. The unemployment rate has reached 30 per cent in some countries, indicating the massive scale of hardship, specially for the majority of poor families in these countries.

Sri Lanka is one of the countries in the SAARC group, i.e. the countries of South Asia, which registered a rapid recovery from 1977. In 1977 economic growth in Sri Lanka was only about 2 per cent in real terms. In 1980, due the positive steps taken by the Government, we were able to achieve, on average, a 6 per cent increase in the gross national product. We failed however to sustain the same level of growth after 1983, due to ethnic problems which affected economic activity.

The unemployment rate in 1977 of 24 per cent amongst the educated youth was the highest rate recorded after independence in 1948. This high unemployment rate was reduced to about 11 per cent in 1980. However, it has increased again since 1984, mainly due to ethnic problems which have led to lower economic growth. At present the unemployment rate is estimated to be around 17 per cent, which is considered to be very high in the region of South Asia.

Sri Lanka managed to increase her per capita income marginally during the years 1987-88. Per capita income increased by 1.5 per cent during that period. At present, it is estimated that, in Sri Lanka, per capita income is only about US\$370.

The new Government, elected by the people of Sri Lanka, has given a clear mandate to His Excellency President R. Premadasa to continue the policies which were partially successful during the period of 1977-84. However, a new approach by the present Government is expected to introduce certain changes in existing policies, especially in regard to social welfare, to benefit the poorer segments of the population. It is in this context that my country has launched a unique programme of poverty alleviation.

We believe in the ability and strength of the masses. We believe that the poorest of our land have a wealth of untapped talent and ability, which, given the proper guidance and financial backing can be channelled into useful areas of production.

The Janasaviya (People's Strength) movement of His Excellency R. Premadasa is boldly innovative and based on deep faith in the ability of our people. We intend giving financial assistance to selected families of the poorest group who are now subsisting on a Food Stamp Scheme. This assistance will be given in two parts. The total package is a sum of Rs. 2,500, or US\$80, monthly for two years. Of this, amount, Rs. 1,450 is for consumption, that is, provision of a basket of goods produced locally to improve nutrition and standards of living. The remaining money will accumulate to Rs. 25,000 over two years. During this period, members of the family will be trained in a

trade or skill preparing them to make productive use of their savings. My Ministry, in association with several other Ministries, has a major role in this training programme. Under the dynamic leadership of the President, who galvanised the Sri Lanka Housing Programme into an international Shelter Programme supported and endorsed by the United Nations, the people of my country go forward with hope.

This year we also commemorate the 70th anniversary of the International Labour Organisation. The Organisation has had to respond to numerous challenges during this period, not least of which were the catastrophic years of the Second World War. It was during this dark time that the 26th Session of the International Labour Conference in Philadelphia in 1944 stated that "lasting peace can be established only if it is based on social justice". Since the end of the Second World War, we have been afforded a global peace of a tenuous and fragile nature, although we have gained some element of forward progress. I am thinking specifically of the decolonisation process, the struggle against racism and apartheid, the growing awareness of the need for a new international economic order including the removal of the barriers of protectionism and the increasing concern for a global strategy to preserve our environment. In all this, the ILO, in its quest for social justice, as manifested in its spirit of tripartism, has made an important contribution. However, if we are to reach the goal of a "lasting peace", let us, the member States of the ILO, use this occasion to renew our commitment to its ideals and guiding principles.

In conclusion, I would like to say that we are all agreed in our commonly held desire to strengthen the International Labour Organisation in its efforts to assist member countries in finding solutions to the problems of the workers, in improving their working conditions and improving income levels of worker families. The results of any development plan should be distributed on a fair basis so that their benefits are available to the majority of the people. To achieve these goals there is a need to involve international organisations like the ILO in various programmes, at country level and at the regional level, to advise the member countries on corrective measures to be taken in planning.

Secondly, the industrialised nations who are also members of the organisations have a key role in providing various forms of financial, technical and other required assistance and expertise. Certain trade practices and policies presently pursued by some industrialised countries to the detriment of the interests of developing countries should be removed or revised to genuinely liberalise international trade. The governments of developing countries should continue to make every effort to introduce equitable distribution as a means of enhancing social justice.

Original - French: Mr. GUERRIER (Minister of Labour and Social Affairs, Haiti) - Economic recovery and employment, which is the theme submitted this year for our consideration, is in our view of particular significance for the men and women of the developing countries. The Director-General's Report, which is devoted thereto, clearly analyses the effects of the international recession and the impact of other factors underlying the world-wide disequilibrium.

This disequilibrium has taken on considerable dimensions, as reflected in the deterioration of the terms of trade to the detriment of countries producing raw materials, the massive debt burden of Third World countries, the rise in protectionism banning access of our finished goods to industrialised country markets, the scarcity of external resources and the dearth of capital assets needed to stimulate economic growth.

To all this we must add the social cost of adjustment which is often imposed with the disastrous effect of slowing growth and reducing employment.

As a result, governmental resources devoted to the social area, *inter alia* to education, health care and housing, have been substantially pared down. This has been especially the case in Haiti since November 1987, when the country lost the better part of its foreign aid.

Poverty has been further aggravated by this situation, as noted by the Director-General in his Report, which emphasises that at the end of the 1980s the social situation throughout the world is more precarious than at the beginning of the decade. Moreover, the same Report stresses that the number of men and women living in absolute poverty has risen from approximately 820 million in 1980 to about 950 million in the late 1980s.

This world imbalance is creating destitute people throughout the Third World, especially in Latin America and in Africa.

In view of this world-wide dimension, only a three-pronged global strategy can enable us to find solutions to these problems. First, the creation of a more equitable new international economic order. Secondly, the development of regional strategies for South-South co-operation. And thirdly, a determined national effort.

At the international level, a world strategy of sustained growth aimed at promoting economic development and social progress is the most appropriate response if we rely on the Director-General's pertinent conclusion that the problems posed by foreign debt and the terms of trade cannot be solved on a national basis even if there is the political will for that. What is needed to resolve a problem of such scope is a world-wide approach.

In this respect, I should like to submit a proposal to this august assembly on behalf of the Haitian delegation, namely, the adoption as an agenda item of its next Conference the theme of poverty, with a view to arriving at an international strategy to combat that challenge. Such a strategy should facilitate the transfer of appropriate technologies, the fair settlement of foreign debt, the financing of economic development and more equitable trade relations between the North and the South.

Regional strategies of South-South co-operation should also be promoted to achieve a better understanding of the spread of poverty among peoples who share a similar history of struggle for emancipation. Thus the common search for solutions to poverty which was begun last year in Cartagena, Colombia, by the countries of the Latin America and Caribbean region, is a valuable experience within this overall perspective.

Lastly, it is essential that each country concerned by this scourge should establish a national strategy to combat poverty aiming first of all to carry out structural changes which, *inter alia*, would lead to a more

effective use of international aid and promote regional co-operation.

A strategy of that kind should, first of all, take into account the aspirations and needs of the most vulnerable strata of the population, those which have been most affected by this crisis.

Allow me, in the minutes which remain, to present the particular situation of our country.

I am sure there is no need to repeat to you what you already know about Haiti. However, it may be useful to recall two major facts: first, the country is slowly and painfully recovering from more than a quarter of a century of vicious dictatorship which brought it to the verge of bankruptcy; second, poverty in Haiti is massive. Seventy-five per cent of the population is affected by poverty, unemployment, malnutrition, illiteracy, all types of common diseases. Furthermore, they do not have access to the most elementary basic services.

In spite of the tremendous difficulties facing the country, the Government has elaborated a national strategy to combat poverty in order to improve the conditions of life for the urban and rural populations which are deprived of resources to satisfy their essential human needs as regards housing and health care, drinking water, education, and access to vocational training.

This national strategy to combat poverty is based primarily on the mobilisation and organisation of the most underprivileged strata, which form the majority of the population, in such a way as to enable them to participate in the transformation of their living conditions and of economic and social development.

This mass poverty is the greatest challenge which has confronted the Haitian people since their heroic independence in 1804. They intend, therefore, to rely first of all on their own strength. Hence the mobilisation and participation of men and women who constitute the country's main resource.

The strategy to combat poverty includes long-term, medium-term and short-term stages, and requires major structural measures.

Until these measures are implemented, and in view of the urgency of the situation, the Government has prepared an emergency plan against poverty. A strategic stage in the national struggle against poverty, this plan – named Social Rehabilitation Programme – aims at satisfying the primary needs of the most underprivileged strata as regards health care, education, vocational training, low-cost housing and sanitation. This Programme stemmed from concern for the implementation of social justice and equity with respect to the most affected target groups, namely, women, especially single women, young people without training searching for their first job, adults victimised by endemic unemployment, young starving children without schooling. This plan for improved social conditions provides for the establishment and management of basic services centred on the need for education, primary health care, sanitation and infrastructures to benefit the local population.

From this point of view, aside from efforts made to ensure social protection and the promotion of new working relations, the Ministry for Social Affairs has begun a fruitful dialogue with the social partners which has recently led to the creation of a national tripartite commission authorised to make recommen-

dations and proposals on the Government's social policy.

A social security reform is also planned in order to extend benefits to a strata of the population which is not yet covered.

The Government is planning, moreover, to revise the Labour Code so as to ensure better protection not only of the rights of wage earners, but also of those of independent workers in the informal sector and of agricultural labourers.

Social and economic promotion is the second part of this national strategy to combat poverty. Its purpose is to create new and lasting jobs, particularly in the informal and rural sectors, both of which have been designated as priority sectors for intervention. This promotion is aimed at giving minimum vocational training enabling the beneficiaries to better enter the labour market by encouraging them to create their own jobs. In this framework small business of the urban and rural sectors benefit from technical assistance from the International Labour Office and financial assistance from the United Nations Development Fund.

We would like particularly to thank those two specialised agencies of the United Nations for the assistance they have given to this programme.

We should like to take this opportunity to inform the Conference of our intention to organise, as soon as possible, a national Conference on poverty for which we would request technical support from the International Labour Office and the specialised agencies of the United Nations.

This appeal is also addressed to the international community, whose support we request in carrying out the national effort to take up the challenge of poverty, a challenge which, morally, concerns all of us.

I cannot conclude this statement without congratulating the President of the Conference, Mr. Nkomo, who, through his personal qualities and experience, has gained the confidence of all the delegations at this important session.

Let me also take this opportunity to pay tribute to the new Director-General, Mr. Hansenne, and to extend to him our wishes for success at the head of one of the most important specialised agencies of the United Nations.

On behalf of the Haitian delegation and on my own behalf, I should like to convey to all delegations present at this 76th Session of the International Labour Conference the fraternal greetings of the Haitian people and extend to you my thanks.

Original – Spanish: Mr. LEORO FRANCO (*Government delegate, Ecuador*) – Mr. President, first of all, I would like through you to congratulate the titular President for his election which will enable us to rely on his guidance in the discussions of the 76th Session of the International Labour Conference which also coincides with the celebrations of the 70th anniversary of this Organisation. I would like to express my wishes for the success of this meeting and the fulfilment of the tasks entrusted to it. I would also like to congratulate the out-going Director-General for the eminent Report which he presented to us for consideration and discussion and the far-reaching work which he carried out for so many years and to express our congratulations, welcome and good wishes to the new Director-General with the

wish that his term of office may be as brilliant as that of his illustrious predecessor. On behalf of my delegation, I would also like to congratulate all the officers.

The Report on economic development and employment which has been presented for analysis on this occasion of international tripartism is of great importance. Its diagnosis is tremendously realistic and unobjectionable and its conclusions are generally extremely valuable.

Nobody can deny the extent of the crisis that has shaken the world during the past ten years and that has affected precisely the most needy, the poorest and the least prepared to resist the effects of a disaster that came to them from outside and that they were virtually incapable of avoiding.

The most developed countries, those who have the best structures to adapt themselves flexibly to circumstances and to share the effects of their own misfortune, have been better able to cope and are now in a position to continue with their plans for economic expansion, whilst large sectors of the world's population are still suffering the consequences of deteriorating terms of trade, the sudden drop in international trade, and the unexpected and unilateral increase in interest rates on debts acquired through the illusory promotion of development and progress, the payment of which distracts from and absorbs a large part of their export earnings, which has made them real exporters of capital. Mr. Blanchard is not being pessimistic, but instead realistic, when he says that the 1980s have been a lost decade for Latin America and that future prospects are so negative for the Third World, that the situation will probably go on deteriorating.

The Report rightly says that developing countries have had to make tremendous sacrifices in their international position, reducing domestic demand, redirecting investment, relegating attention to the infrastructure, all of which has resulted in an unprecedented social crisis.

In the case of my country, Ecuador, we can say that in the four years preceding the present constitutional period, between 1984 and 1988, the number of unemployed rose to approximately 400,000 and the underemployed reached 1.7 million which is practically half of the active population. Consumption per head of population had fallen to the 1970 level; the cost of foodstuffs rose to 240 per cent; the costs of transport and education were close to 300 per cent. Productive investment fell by 26.6 per cent of domestic production in 1980 to less than 15 per cent in 1988; domestic savings, from 21 to 10 per cent. Monetary reserves had dropped to the equivalent of a week's imports. The exchange rate, which was 96.50 sucres per dollar in 1984, rose to over 520 sucres in mid-1988.

When the Government was taken over by President Borja, it was stated that stringent but effective measures would have to be adopted to save the nation from disaster, but these would be accompanied by very intensive employment policies, seeing that this is the worst problem afflicting the Ecuadorian people. All present economic policies are based on this priority.

The Government has had to adopt heroic measures which call for sacrifices from everyone in order to stabilise the economy. It postulates that economic growth must be achieved in the full respect of human

rights in an atmosphere of dialogue and global co-operation. Under no circumstances would it be prepared to sacrifice social justice or freedom.

The present Government has set up a global policy of employment encompassing all possible activities. Each and every development policy will go under this heading.

A social plan has been established with the participation of the Ministries of Welfare, Employment, Education and Health to undertake joint and co-ordinated action for public welfare, and a fund for social development has been set up to finance this plan. They are attempting to improve the quality of life of the poorest sectors of the population seeking particularly to control the problem of unemployment.

The Government is aware of the fact that the global and specific strategy of employment, which has been put forward to deal with structural unemployment, requires the assistance of a social conscience that is prepared to assume the necessary measures, a government able to carry them through and the administrative capacity to make them actually happen. The political decisions have been made and it is now necessary to greatly increase the capacities of the staff who apply these policies and the receptivity of employers and trade union leaders. The country must understand that a deterioration in the social crisis would be the end of everything and that the solution lies in dedicating ourselves to serious work and co-ordinating ourselves to achieve our aim.

We do not shut our eyes to the link between employment and economic growth and investment or to the fact that the crisis which affects investment and growth also affects occupational policies. However, we are determined not to leave the problem of employment to shifts in the economy, but instead we are going to use all the means available in the State for its promotion. Linked to the aim of expanding employment, there are other aspects of life that could be improved such as health, integral rural development, education, the promotion of micro-firms and small firms. We have implemented a campaign of literacy which is without precedent in the history of our country due to its intensity and also due to its amplitude.

The strategy of facing up to unemployment does not only include the long-term global strategy based on the eradication of causes to eliminate effects. It is also based on specific programmes for immediate application, restricted to the attention of the sectors which require it. Examples of this are the programme of micro-firms and the programme of emerging employment.

The programme of micro-firms, which already existed, is being redirected and will henceforth receive greater support. Its aim is to find solutions for under-employment. It will receive ample funding from the social development fund.

The job-creation programme, aimed at creating temporary employment for the benefit of the depressed marginal urban and rural areas, promoting the work of productive and social infrastructures for the advancement of these same groups, which will then facilitate increased production, bringing about new possibilities of permanent employment. The State will support the implementation of such labour-intensive projects which are located in depressed areas and are of priority importance for development. The National Employment Institute will co-ordinate this programme.

Moreover, in order to promote the adjustment of employment to technological changes and those resulting from market fluctuations, the Government attaches the utmost importance to training programmes entrusted to the Ecuadorian Vocational Training Agency, SECAP, which is heavily supported by the Government.

I wish to stress also that Ecuador endorses many of the conclusions of the Report of the Director-General. We agree that all our efforts should be aimed at modernising our economies on the basis of industrial progress and that it would be unreasonable to confine growth to commodity exports or to the productive work of the poor, that State intervention is essential to stimulate economic and social development, that world economic recovery is essential in order to improve the quality of life in general, and that there can be no such recovery in the Third World without the solidarity of the industrialised world, without an effective solution to the problems of debt and protectionism on the part of the central States and the deterioration of terms of international trade.

There is another point and that is the problem of peace. Not only international peace but also internal peace. Countries must be able to enjoy internal peace as a prerequisite for their development, their independence and their ability to deal with their social problems.

Mr. President, I should like to reiterate my good wishes for success in the demanding office entrusted to you, in the hope that this session of the conference will be able, in all fairness to all of its members, to fulfil the expectations placed in it.

Original - Spanish: Mr. MOLANO (representative of the World Federation of Industry Workers) - In congratulating the President and the other officers of the Conference on being elected to conduct the business of this session, we should also like to express our appreciation for the work accomplished during his lengthy term of office by Mr. Francis Blanchard, at the same time extending our greetings to the new Director-General of the ILO, Mr. Michel Hansenne, and wishing him every success in discharging his high responsibility. May God guide his efforts in these times which are so dramatic for mankind.

The World Federation of Industry Workers stated a year ago from this same platform that the system of economic and social relations, even more unjust and more irrational, was directly affecting the fundamental rights of the workers, starting with the right to decent and remunerative employment.

It is therefore very satisfactory to us to find that the main topic of the Report put before this 76th Session of the International Labour Conference deals with these very problems of economic recovery, although from the point of view of generating employment as an essential basis of the fight against poverty and the glaring inequalities of modern society.

Although the Report lays stress on the situation in the developing countries, in particular those in the continents of Africa and Latin America, overwhelmed by their foreign debt, this is logical because it is in these countries that destitution and marginalisation have reached heart-rending and explosive proportions. In confirmation of this it is enough, simply for the sake of example, to recall recent events in Algeria, Venezuela and Argentina.

Nevertheless, things are not running smoothly elsewhere, either.

In the countries of the OECD, that is to say the rich countries of the Western world, the number of poor has not decreased, but is increasing day by day despite the sustained economic growth of the past few years, recorded in macroeconomic statistics by the experts who are plentiful in those parts. The studies produced by the OECD itself, very well documented, of course, bear witness to this paradoxical and alarming fact.

Why? How is it possible for economic growth to be accompanied by a growth in the number of poor? Is not the answer to be found in the restructuring, the closures of enterprises, redundancies, deregulation, precarious employment, flexibility, austerity policies and the mindless warfare of competition? But, in the final analysis, who stands to benefit from all this?

At the same time, the failing and difficulties of the socialist countries have long ceased to be an open secret. Many of these countries are seeking ways of opening up and integrating themselves in the world economy with a view to finding a satisfactory response to the largely unsatisfied demands of their populations; there is accordingly no reason to be surprised at the cries of protest and despair uttered by the workers on an increasingly frequent and massive scale.

A calm and objective assessment of economic and social relations world-wide cannot leave unmoved the representatives of governments, employers and workers from 150 countries in the world gathered together at this session.

The overriding theme running all through the Director-General's Report is that social progress is not opposed to economic progress but, on the contrary, goes hand in hand with it, facilitates it and furthers it; from which the conclusion to be drawn is that it is necessary to give to social matters as least as much importance as to economic matters in structural adjustment policies and plans for recovery and sustained growth.

Unfortunately, this idea and this conclusion tend to be overlooked in the policy-making and calculations of governments and employers in almost all parts of the world: in the industrialised market economy countries all that matters is the holy writ of competition at all costs; in the socialist countries, the fundamental preoccupation is to make up for technological backwardness and deficiencies in management; in the countries of the Third World, the inescapable priority has to be to maintain the flow of oxygen from the international financial institutions even though their people are dying of starvation.

This disregard and disdain for social matters cannot continue in this way or the whole of mankind will be going down a dead-end street; it is urgent to change outlooks, methods and machinery; economic recovery will be meaningless if it is not thought out, if it is not planned, if it is not geared to the needs of the people, of the great majorities, of the most needy.

The WFIW does not wish to conclude these brief remarks without making three special comments.

Firstly, the subject of industrialisation of the Third World dealt with in the last Appendix to the Director-General's Report is as important as any of the others. However, it leads us to ask ourselves some questions: What type of industrialisation and for whose benefit? Are not microelectronics and bio-

technology, cited as examples, already subject to the limitations of protectionism and the domination of multinationals? Is there not a need here too for far-reaching change and greater solidarity in North-South relations and a new international economic order?

Secondly, with reference to the report on the ILO's activities, the WFIW expresses its appreciation for the tremendous and fruitful work accomplished by the ILO in the field of sectoral and workers' education activities in which it has had the opportunity to participate on a number of occasions.

Lastly, as concerns the defence of human and trade union rights, a constant concern of the ILO, the WFIW cannot fail to express its condemnation for the murder of trade union leaders in the Republic of Colombia and other countries of Latin America, nor its disgust, its indignation and its sadness at the massacre of the defenceless population of the People's Republic of China.

Original - Arab: Mr. AL-JASSEM (Employers' delegate, Kuwait) - I should like to start by conveying the best wishes and greetings of the employers in my country, Kuwait, which the Chamber of Commerce and Industry of Kuwait has the honour of representing at this forum.

I should like to congratulate the President, on his election as President of this 76th Session of the International Labour Conference. I wish him every success in conducting the work of this Conference which, in view of his experience and wisdom, I am sure this will be the case.

I should also like to congratulate the Vice-Presidents of the three groups on their elections and wish them every success in their mission. I hope that they will be of valuable assistance to you in your work.

At this session of the Conference, when the new Director-General has assumed his functions, I cannot fail to pay tribute to Mr. Francis Blanchard who so successfully led this Organisation for many years; I wish him a long and happy life. I should also like to congratulate the new Director-General of the ILO, Mr. Michel Hansenne, and wish him every success in his duties so that he might be "the best successor to the best predecessor"; I am sure that he is worthy of his high position.

Year after year, conferences come and go, and every June we meet within these four walls; this year, our Conference coincides with the Seventieth Anniversary of the creation of the ILO. Every year we come to Geneva to respond to the call for the common good, love and social peace, for which your noble Organisation is the standard-bearer. We also come to Geneva to confirm our loyalty to the international community of work which reflects our vast world with all its contradictions and all its facets. Each and every one of us tries to reach beyond national and regional obstacles to rise above conflicting ideas and interests so that we might attain the values and objectives for which this Organisation was created.

Without a doubt, the Director-General made an excellent choice when he opted for *Recovery and employment* as the theme for the first part of his report for this session. At first sight, the subject might not seem very original, but its close links with the contemporary world and the future of mankind make it a subject always worthy of reflection. The Director-

General has, or so it seems, decided to deal with this theme in a cautious way, so that it might even be compared with a technical study which avoids establishing links between economic phenomena and contemporary international influences; he may have had to proceed in this way because of his delicate position and the need to steer a diplomatic course in the middle of conflicting currents. But we do not feel obliged to follow this same course. On the contrary we firmly believe that this subject should have been dealt with from an integrated overall standpoint, dealing with present economic phenomena and objective data in the present international situation, without being afraid of discussing politics or of stepping over its imaginary red lines. And it is for this reason that we believe it vital to raise such issues.

How can we straighten out the economy once again, achieve development and create employment opportunities in a world caught up in armed conflicts, an armaments race, civil wars, repression, discrimination and violations of human rights?

How can we achieve economic recovery; development and job creation when two-thirds of the countries in the world are staggering under the burden of their debts which hamper their actions, impede progress and turn their efforts at development into dust? These debts have become an effective way of exerting political and economic pressure on debtor countries – and their creditors derive great satisfaction in exerting this pressure.

Is this a propitious climate in which to promote development efforts and to step up job opportunities?

My country, Kuwait, has taken an initiative that might serve to find an exemplary solution to the debt crisis. Indeed, his Highness, the Emir of Kuwait, Sheikh Jaber El-Ahmad El-Jaber El-Sabbah suggested, in his speech to the Forty-third Session of the United Nations General Assembly last September, that the creditor countries should meet to examine whether they could not cancel the interests on their loans as well as a part of their loans to the poorest countries. His Highness confirmed that Kuwait, as a creditor country, was prepared to attend such a meeting and undertook in advance to implement any decisions that it reached.

This noble initiative received much coverage in the press. But most of the rich countries of the North have failed, until now, to make any efforts to examine practical ways in which this initiative might be applied. One exception to this rule is France, which has taken the worthy decision to cancel debts owed to it by the 35 poorest countries in the world.

When the rich countries of the North ask if they can help the developing countries in the South, they should realise that this is not charity but a recognition of a historic, economic and social right. History bears witness to the fact that the peoples of the South have given their wealth and their natural resources, as well as a large share of their spiritual and cultural heritage, to their brothers in the North. At the same time, their countries have become markets upon which the North flood their products and goods. The peoples of the South have provided all of this without payment or, in the best of cases, at ridiculously low prices. What have the peoples of the North given in return?

They have given the peoples of the South centuries of suffering, under the shadow of colonialism and

slavery. They have created Zionism as a model of shameful colonialism. They have bequeathed racial discrimination, with its succession of tragedies and violations of human rights, to the countries of the South. They have drained the brains of their elite and sapped their driving force. These are truths which we are no longer too proud to proclaim so that we are fair when we ask countries of the North to give countries in the South much less than is their due, if the former truly believe that man is the object of development and that the concept of man is not only to serve the purposes of the peoples of the North – to the exclusion of all others. In all bitterness, we ask: is it fair, as we approach the end of the twentieth century, that we are living in a world in which one half is rich and the other half is poor?

The Kuwaiti economic community, represented by the Chamber of Commerce of Kuwait – on behalf of which I am speaking – believe that one of the prerequisites for economic recovery is to put an end to international and regional tension and to reduce armament budgets which account for a large proportion of the national product of many industrialised or developing countries; these funds could be invested in economic and social development projects and thus help to create job opportunities. Our dreams to achieve progress, peace, well-being and employment in our world are thwarted at the very beginning by unfair practices which set conflicts and wars ablaze in more than one area of the world.

As regards the section of the Director-General's Report concerning the situation of Arab workers in Palestine and in the other occupied Arab territories, we should like to make two important comments: the first concerns the lateness of the Report and the fact that it was sent at the last minute to the three groups in the member States so that members of the delegations did not have time to read it and formulate comments to make to the plenary sitting of the Conference. Although we are sure that this happened in good faith, we feel bound to point it out because it happens every year – and this of course helps the position of the accused. Second, the Report deals only with the victims amongst the workers, whereas employers are also victims of the same practices as their brother workers. Indeed, injustice, repression and oppression take the form of crippling taxation, the closing of enterprises, the destruction of enterprises and the imprisonment and forced exile of many employers. I wish to point out that already last year, when I spoke before this same Assembly, I asked that the Committee concerned should widen its scope to include the situation of Arab employers in Palestine and in the occupied Arab territories – in the same way as their brother workers.

Although, from past experience, we have become used to the fact that the Report is cautious and weighted, the international press refers daily to the Palestinian uprising and the repressive actions perpetrated against all the classes of the Palestinian people. You are aware of the suffering of these people who are your brothers, employers and workers, and you are aware that they are being subjected to injustice and aggression without any respect of human rights or international charter. These are a people who are defending their homeland and who have never left their country to aggress anybody else. These people – these men, women and children – became so incensed with the injustice of their situa-

tion that they left their homes to take up the cause; their only arms were their faith in God and in their homeland, their love of freedom and dignity, and the stones from their land which were the only means by which they could express their refusal of injustice, repression and aggression. Who can feel injustice more than a people who have lost their security and their hopes for tomorrow and who have been deprived of the most basic rights guaranteed to all peoples?

All the Palestinian people ask is to have their independent State on Palestinian soil, under the leadership of the Palestine Liberation Organisation, their only lawful representative.

It is for their reason that the Kuwaiti economic community, represented by the Chamber of Commerce and Industry of Kuwait, urges the conference to support the draft resolution submitted to this session concerning the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories, with a view to supporting principles of human rights and upholding the values of justice and peace.

Part II of the Director-General's Report deals with all the activities undertaken by the ILO during the past year, which have continued to be extremely varied. It is only fair to give credit to the ILO; thanks to its wisdom and rationalisation measures, it has been able to keep up the level of its services in spite of its lack of resources and its difficult financial situation. We should like to urge those who make the size of their budget contributions to the ILO and other specialised agencies a means of pressure to oblige these organisations to programme their action in accordance with their wishes and not in accordance with the democratic methods advocated by their constitutions and regulations to cease their practices and make a distinction between their financial commitments and democratic dialogue, thus proving that they are sincere in their calls for freedom, democracy and equality.

The Chamber of Commerce and Industry of Kuwait which firmly believes in the mission of the ILO and wishes to second it in the activities and services it provides to the three groups – services which have been adversely affected by the present financial difficulties – has stepped up its links with the ILO within the framework of a joint programme of training of managers in Arab enterprises for the third consecutive year. It thereby wishes to set an example, however modest, of the commitments we have to specialised international agencies that provide honourable services to the community of mankind.

In conclusion, I should like to thank you for your attention. May peace, mercy and the grace of God be with you.

Original – Arabic: Mr. GHARIB (Workers' delegate, Iraq) – In the name of God, the Merciful, the Compassionate. I should like to begin my statement by greeting all of you and bringing to you from Baghdad, the City of Victory, of civilisation, construction and peace, the greetings of the workers of Iraq and of their trade union organisation; I should like also, on their behalf, to congratulate the President of this session of the Conference on his election to this high office and to convey to him our highest esteem, in the conviction that he will lead our Session to success,

enabling us to achieve positive results in the interests of social progress in the world.

We also congratulate the Director-General for his judicious choice of the subject of recovery and employment, an important issue, affecting as it does the future of millions of human beings.

We appreciate very much the commendable efforts and remarkable work done by the International Labour Office with a view to implementing the resolutions already adopted, as evidenced by the appendices of the Report of the Director-General. The work carried out by the Governing Body and the Office to give effect to the resolutions adopted at previous sessions of the International Labour Conference is coupled with technical co-operation activities and efforts aimed at applying the Declaration concerning Action against Apartheid in South Africa and Namibia.

While we are on the subject of work and workers, I should like to highlight the enormous progress achieved for the benefit of the workers of Iraq since the glorious revolution of 17-30 July 1968. The workers enjoy a great many advantages enabling them to live in dignity and guaranteeing everyone who is able the right to work without any discrimination on the grounds of sex, race, language or religion.

The workers and their trade union organisations have been given pride of place in the process of struggle and production, from the revolution until today. This has enabled them to become a living and effective force working for the betterment of life and the development of society.

Thanks to the special interest which the President of the Republic, Saddam Hussein, takes in the workers and their trade union organisations, democratic traditions have been strengthened, and the trade unions carry out their activities within the general federation in full freedom, ensuring wide worker participation in every area.

Thanks to the labour legislation in force and Arab and international labour Conventions ratified by Iraq, our trade union organisation has been able to carry out its mission and comply strictly with the principles of the sanctity of labour and the protection of the rights and dignity of workers, and to use the abilities and skills of the workers to good effect.

The Arab resolution concerning the protection of Arab workers and employers' rights and freedoms in Palestine and other occupied Arab territories deserves your support. It is my pleasure to invite the Conference to adopt its provisions in compliance with the Preamble to the Constitution of the International Labour Organisation, which states that universal and lasting peace can be established only if it is based upon social justice and that working conditions involving injustice and privation imperil the peace and harmony of the world, especially since Israel is guilty of inhuman policies and practices against the Arab workers and people and treats them in a barbarous and racist manner.

Today, after the cessation of hostilities between Iran and Iraq in August 1988, we feel entirely justified in requesting you and, through you, the other organisations, to intervene to save the lives of thousands of Iraqi and Iranian workers held prisoners in both countries. As is well known, Iran rejects the principle of an exchange of all prisoners, while Iraq, in the words of its President, Saddam Hussein, has stated and continues to state its willingness to accept

immediately, whatever the results of negotiations, the exchange of all prisoners.

This Conference, representing as it does the social conscience of mankind, must exert pressure to obtain the release of fettered human energies through the exchange of all prisoners, to ensure that the peace treaty provided for in Security Council resolution 598 is signed, and to put an end to the delaying tactics and the refusal to comply with the will of the international community.

Original – Spanish: The PRESIDENT (Mr. DEL PINO) – I give the floor to Mr. Nabian, Government adviser, Islamic Republic of Iran, who has raised a point of order.

Original – Arabic: Mr. NABIAN (*Government adviser, Islamic Republic of Iran*) – In the name of God, the Merciful, the Compassionate: Mr. President, the Standing Orders of our Conference, and in particular paragraphs 4 and 5 of Article 14, stipulate that the President may require a speaker to resume his seat if his remarks are not relevant to the subject under discussion. The President of the Conference stated at the beginning of the sitting that all of the provisions of our Constitution must be complied with, but unfortunately, I see that this Article has not been complied with. I therefore demand that the right to speak be withdrawn from this speaker. He must be interrupted.

Original – Arabic: Mr. GHARIB – We also urge the International Labour Organisation to assume its proper role and to support Iraq, which fought to defend its territory and humanity for eight years, the more so since a vast campaign for the reconstruction of the buildings destroyed during the war is under way.

In the occupied Arab territories, the popular “intifadah” has risen against the Zionist occupation, which relies on a policy of expulsions, murders, land confiscation and suppression of freedoms. The elderly, women and children are rising up against this policy, despite the genocide and atrocities suffered by those who defend their rights.

The Arab workers in the occupied Arab territories are subjected by the racist Zionist regime to inhuman policies and practices, of which no one is unaware, as they are reported daily by the mass media.

Once cannot but reaffirm that Israel must be expelled from humanitarian organisations, and the International Labour Organisation in particular, for violating every humanitarian standard and principle, that every effort must be made to defend the trade union freedoms infringed by this racist regime and its twin, the South African regime, whose heinous racist policy continues to oppose everything humane and noble.

I should like to appeal to the Conference to uphold truth and justice in all spheres relating to freedom of association, peace, and the pursuit of a happy life.

We cannot but pay tribute to the choice of topics on our agenda, which are of major importance, relating as they do to numerous issues involving work and workers.

I shall conclude by greeting all of you and thanking you for your attention. May God grant you prosperity and guide us in the ways of truth, justice and peace.

Original – French: Mr. ABDI (*Government delegate, Djibouti*) – It is a great honour for me to speak here before this august assembly for the first time.

My first words must be congratulate the President on his brilliant election to head the 76th Session of the International Labour Conference. I am convinced that his competence and sense of organisation will contribute to the achievement of positive results at our session. I would also like to take advantage of this opportunity to congratulate the Vice-Presidents who will undoubtedly contribute to the success of our Conference by assisting the Chairman.

I must address my compliments to the Secretary-General and to his co-workers for the excellent organisation of the Conference, which fully meets our expectations.

As regards the subject under discussion, with reference to the Report of the Director-General on economic recovery and employment in the world economy, I would like to say that my country's approach to international economic problems is intended to be appropriate to the efficient implementation of structural adjustment, the relaunching of growth and greater social justice.

The period of stagnation of the lost decade of the eighties stunted the growth and social progress of the developing countries. A global effort must be made to overcome problems of debt and disruption in international economic co-operation.

In that connection, I would like to mention the admirable initiative recently taken in Dakar by France in favour of the poorest countries. I wish to pay sincere homage to the French Government and its President, François Mitterrand, and express the hope that other prosperous countries will take the same action.

Solidarity of the industrialised countries is desirable in assisting the South, but it is also necessary for the developing countries to be more efficient in the utilisation of their own resources.

It would be possible for a large number of developing countries to emerge from the crisis situation by means of an appropriate choice of macro- and micro-economic solutions, institutional reforms in the economic sphere and strict monetary and budgetary discipline.

The first objective to attain is to relaunch economic and social development, which requires a global approach, in view of the interdependence between North and South.

The Report of the Director-General stresses that a first remedy is to place the accent on efficiency and the application of rigorous criteria with regard to cost and advantages in the utilisation of available capital for investment, including internal savings.

The second remedy is to marry a policy of structural adjustment with renewed balanced growth, rather than being limited to short-term stabilisation measures.

In countries where the level of development is low and production structures are rigid, the State has to play an important role in ensuring that essential investment takes place in the general social infrastructure in order to lighten constraints on the growth of production.

It is known that economic growth and social progress must advance hand in hand. That being the case, the action to be taken must aim at an investment strategy which, while giving priority to raising

production, improving productivity and increasing the incomes of the poor, will also allow the reactivation of demand and stimulate recovery, at the same time alleviating the social cost and the adjustment which the least favoured have borne hitherto.

Specific measures should be taken to attain these objectives.

The Director-General proposes that recourse be had at the macro-economic level to a monetary and fiscal policy to remedy the imbalance of external payments and put an end to internal over-consumption, while safeguarding production capacity.

The State of Djibouti is inclined to reduce its intervention in the economy, except where its intervention is absolutely necessary to increase productive investment, maximise its yield and to concentrate it on activities with higher labour requirements.

At the micro-economic level, the State must encourage the development of small- and medium-sized enterprises to make them more efficient economically and, above all, in terms of employment.

In that context, whatever the services or the actions undertaken in favour of the less developed countries may be, we should not lose sight of the need to implement or establish a system to guarantee minimum protection to workers and to ensure that they share the fruits of development. Greater openness, too, will itself stimulate development, which can come about in a way that will satisfy their legitimate aspirations.

All the above is an essential element of economic growth and the development of employment, and must be the object of tripartite participation of the social partners which will contribute to the political efficacy of the decisions and ensure a more equitable distribution of their effects.

I should like to stress that specific measures, especially on the part of the ILO, should be taken to contribute to the reduction of unemployment, poverty and famine on the basis of projects built on the fruits of disarmament such as major public works and other labour-intensive schemes, to establish a basic infrastructures and protect the environment.

As concerns the Republic of Djibouti, a country which is both Arab and Islamic and which has very few natural resources, it has set its sights on the development of the service sector and is following a policy of economic and monetary liberalism.

Djibouti belongs to the Arab world; the special relations which we have with the markets of the preferential trade area and those of the countries of Africa, the Caribbean and the Pacific, the existence of a free zone and the geographical position of our country predisposes it to play the role of a crossroads between the Red Sea, the Indian Ocean and the Arabian Gulf.

To conclude, I should like to take this opportunity to go into three essential questions, to which Djibouti attaches the greatest possible importance:

The first is the fate of the workers in the occupied territories of the West Bank and Gaza, in view of the recrudescence of violence in those lands. We are aware of the work that has already been accomplished by the ILO in favour of the workers of these territories but we want new action to be undertaken with a view to maintaining decent living conditions ensuring the well-being of the workers and of their families, to preserving their employment and avoiding an aggravation of unemployment.

Secondly, the economic sanctions which certain countries have imposed on the apartheid regime of South Africa have apparently produced their effects, if we are to judge by the first signs of apparent flexibility in the attitude of the leaders of that country.

The question of concern to us is the negative effects which these measures – withdrawal of major industrial and commercial undertakings and non-delivery of raw materials – have had upon the employment situation of the population, without distinction as to origin, on behalf of whom we ask the Director-General to gather information, the result of which would be communicated to all Member governments of the ILO.

Thirdly, last April, the République of Djibouti was the victim of torrential rains which led to devastating floods involving many deaths and thousands of injured, homeless and sick led to the appearance of new illnesses – undernourishment and the destruction of a large part of the agrarian sector. The damage caused to thousands of dwellings in the popular quarters, to the road network, to the water system, to school buildings and to hospitals and clinics has been considerable.

The appeal for international assistance made by His Excellency Mr. El-Hadj Hassan Gouled Aptidon, President of the Republic of Djibouti, has met with a favourable response on the part of the international community, which provided considerable and varied emergency assistance with such commendable speed, enabling the most pressing needs to be met.

In the name of His Excellency the President of the Republic of Djibouti, and of his government and on behalf of the people of Djibouti, I should like to extend our sincere thanks to friendly and brother countries, to the international organisations, non-governmental organisations, to public and private enterprises and to individuals, who have been so generous with emergency aid.

I would also like to draw the attention of all the Members of our Organisation to the resolution adopted on 12 May 1989 by the United Nations Economic and Social Council inviting the member countries of the United Nations to support the economic recovery and construction efforts undertaken by the Government of Djibouti to repair the damage caused by the terrible floods of last April.

The Economic and Social Council noted that Djibouti, as one of the least developed countries, was unable to carry out all the necessary reconstruction work on its own. The resolution also mentions that the Republic of Djibouti is facing an exceptional situation insofar as it is already having to cope with the serious problems caused by the presence in the country of thousands of refugees and displaced persons.

The reconstruction work, which is mainly one of infrastructure, cannot all be carried out by Djibouti. It needs the assistance of the international financial institutions, of the organisations of the United Nations system and of donor countries.

The Republic of Djibouti trusts that the resolution of the United Nations Economic and Social Council will be swiftly implemented. It thanks in advance the entire international community for all that it might do to help Djibouti in the particularly difficult situation in which it finds itself.

Mr. SIDIQUE (*Minister of Labour, Sierra Leone*)
– On behalf of my delegation I extend hearty con-

gratulations for the honour bestowed on the President to direct the affairs of this Conference. My delegation is confident that he will conduct the deliberations of this Conference to a successful conclusion.

Permit me also to extend my congratulations to the Director-General on his election to the high office and also for his excellent and lucid Report. Commenting on recession, recovery and adjustment in the 1980s the Director-General has pointed out that while many countries such as Eastern Europe have recovered from the recession of the 1980s and many Asian economies have maintained reasonable growth rates, economic conditions in Sub-Saharan Africa and Latin America have remained depressed throughout the decade. He lamented that while many industrialised countries enjoyed very high levels of employment since the last world war, the majority in the Sub-Saharan Africa and Latin American countries have experienced rising unemployment and underemployment as well as increased poverty.

We are aware that low economic growth in Sub-Saharan African countries is due largely to economic factors outside the control of the Governments of the sub-region. Factors such as the terms of trade losses which greatly exceed net resource transfers to Africa, debt burden and the adverse structural adjustment programmes for economic recovery and development have resulted in massive unemployment and the attendant low gross national productivity.

Although the issue of structural adjustment looms high in international discussions, yet the exercise is often purely academic as no serious attention is given to solving the adverse social conditions in the depressed regions that are largely the target of the economic recovery programmes. Unfortunately, all the so-called "structural adjustment programmes" are directed by international aid donors such as the International Monetary Fund and the World Bank which invariably ignore the human dimension to development. The report of the International Labour Conference held in Khartoum, Sudan, from 5 to 8 March, 1988 on the theme "Human Dimension of Africa's Economic Recovery and Development", which was a follow-up to the implementation of the United Nations Programme of Action for Africa's Economic Recovery and Development (UN-PAAERD) and Africa's Priority Programme for Economic Recovery (APPEAR), stated that: "Since the human being is the centre of all development, the human condition is the only final measure of development." The report expressed regret, however, that over the past decade the human condition has deteriorated considerably.

The Sierra Leone delegation therefore urges this Conference to put pressure on the International Monetary Fund (IMF) and the World Bank to endeavour to ensure at all times that adequate safeguards for the protection of the human dimension are built into structural adjustment programmes. We believe that much more can be achieved without the adverse repercussions which the implementation of structural adjustment programmes have had on the human dimension, with particular reference to what the Khartoum Declaration refers to as "Vulnerable Group" – the vast majority of African peoples, women, children and the handicapped.

Notwithstanding the severe resource constraints which my country is experiencing as a result of cur-

rent implementation of structural adjustment programmes, minimum levels of social services and access to food are made available to everyone (although sometimes at high cost to the government as well as the consumer). My delegation would like to record its thanks to ILO experts who have visited Sierra Leone on many occasions, conducting studies at the University of Sierra Leone and other places aimed at finding ways to resettle retrenched workers in the private sector as a strategy to create self-employment. The development of this sector of the economy will help to solve the present massive unemployment and, in future, lead to the development of indigenous entrepreneurship, making potential job seekers employers. The International Labour Organisation is therefore urged to initiate follow-up action on those studies.

In view of the aforementioned economic constraints of sub-Saharan African countries, the ILO is requested to help deserving countries such as Sierra Leone with transport and other facilities in order to enhance more effectively the implementation of national and international labour standards by the ministries responsible for wages, labour and factory inspection and for the effective collection of labour statistics.

My country also wishes to express its gratitude and appreciation to the ILO for its technical and financial contribution to training schemes organised sometimes on a tripartite basis with particular reference to ARLAC in Harare, Zimbabwe and other International Conferences, from which Sierra Leone has benefited. We would further appreciate the ILO continuing to render such significant assistance.

By 1 January 1988, Sierra Leone had ratified 33 Conventions. There are legislative provisions for the endorsement of Conventions not yet ratified, such as the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147). Provision also exists in our laws for the protection of this category of workers, in line with this Convention. We are in the final stages of formally ratifying the Occupational Safety and Health Convention, 1981 (No. 155). Legislative provisions also exist under the Factories and Workmen's Compensation Acts protecting workers against occupational hazards.

Sierra Leone is obliged to ratify ILO Conventions, particularly those concerning freedom of association and protection of the right to organise, the right of employers and workers to organise collective bargaining, the abolition of forced labour and the tripartite consultation (International Labour Standards).

The freedom of workers to organise is a fundamental right incorporated into the Sierra Leone National Constitution of 1978. This right is exercised by both workers in the private and public sectors. Collective bargaining in Sierra Leone is free and liberal, without any government interference. The laws of Sierra Leone prohibit forced labour. Tripartism is the basis on which our industrial relations system is built. Our national labour policies for example are formulated at tripartite level in the National Joint Consultative Committee, comprising Government, Employers' Federation and Labour Congress. We have indeed taken every possible step to ensure the compliance of the principles involved both in law and in practice.

Regarding action taken against apartheid, the Government of Sierra Leone has no links whatsoever with the racist regime of South Africa, whether polit-

ical, social or economic. Trade and commercial transactions of any form either directly or indirectly are prohibited by law.

In conclusion, as I am addressing this august body for the first time as Minister of Labour, I feel highly honoured to be able to dwell on issues of common interest and concern to all of us and I hope that our deliberations here will help us to find solutions to our problems.

(The Conference adjourned at 9.45 p.m.)

CREDENTIALS

First Report of the Credentials Committee

1. The Credentials Committee of the 76th Session of the Conference is composed of Mr. A. Califice, Government delegate, Belgium, Chairman; Mr. E. Hoff, Employers' delegate, Norway; and Mr. J. Svenningsen, Workers' delegate, Denmark.

Composition of the Conference

2. Since the signing of the brief report made by the Chairman of the Governing Body of the International Labour Office, a number of modifications have occurred in the composition of the Conference.

3. The number of States Members of the International Labour Organisation represented at the Conference is at present 135. To date 15 States (Bahamas, Dominica, El Salvador, Equatorial Guinea, Fiji, Grenada, Guinea, Guinea-Bissau, Democratic Kampuchea, Lao People's Democratic Republic, Paraguay, Saint Lucia, Sao Tome and Principe, Seychelles, Solomon Islands) have not sent a delegation.

Accredited delegates and advisers

4. The total number of accredited delegates is 534, comprising 268 Government delegates, 133 Employers' delegates and 133 Workers' delegates.

5. There are 1,311 accredited advisers, comprising 646 Government advisers, 308 Employers' advisers and 357 Workers' advisers.

6. The total number of accredited delegates and advisers is therefore 1,845.

7. With regard to the resolution concerning the participation of women in ILO meetings, adopted by the Conference at its 67th Session in June 1981, the Credentials Committee wishes to inform the Conference that there are 38 women among the 534 delegates accredited to the Conference and 175 women among the 1,311 accredited advisers. The total number of women accredited to the Conference is therefore 213 as against 182 last year.

Registered delegates and advisers

8. Since the present session of the Conference has decided to continue the practice adopted at its 49th Session of fixing the quorum on the basis of the number of delegates registered, the Committee considers it desirable to advise the Conference as to the situation concerning the registration of delegates.

9. At this time the number of registered delegates is 456, comprising 235 Government delegates, 112 Employers' delegates and 109 Workers' delegates.

10. In addition, the number of registered advisers is 1,100, comprising 579 Government advisers, 226 Employers' advisers and 295 Workers' advisers.

Quorum

11. Twenty-five advisers, who are substitutes to delegates who have not registered, are taken into account in calculating the voting strength of the Conference.

12. Since seven States¹ represented at the Conference are in arrears in the payment of their contributions to the Organisation, these States, under the terms of paragraph 4 of Article 13 of the Constitution, may not at present participate in the voting in the Conference or in its committees. The 19 registered delegates designated by these States are hence not taken into consideration in fixing the quorum.

13. In addition, two registered Employers' delegates are not taken into account in the calculation of the quorum because of the provisions of Article 4, paragraph 2, of the Constitution.

14. At the present time the quorum required to give a vote validity is 230.

15. The Committee notes that the quorum calculated on the basis of the number of accredited delegates would be 252. The difference between the quorum calculated on the basis of the number of delegates registered and that which could have been calculated on the basis of the number of accredited delegates is due to the fact that some accredited delegates have not yet registered. The Committee urgently appeals to delegates present at the Conference to register so that the quorum will be as nearly exact as possible and that their presence can be taken into account in its calculation. The Committee stresses, in this connection, the need for the registration of delegates and advisers to commence as early as possible on the morning preceding the opening of the Conference to enable the delegates and advisers concerned to attend their respective pre-Conference group meetings.

Incomplete delegations

16. The Committee notes that a certain number of delegations are so far incomplete. Two countries

¹ Comoros, Dominican Republic, Guyana, Liberia, Mauritania, Romania, Sierra Leone.

(Benin and Cape Verde) have not accredited an Employers' delegate and two countries (Liberia and People's Democratic Republic of Yemen) have not accredited a Workers' delegate. The Committee wishes to affirm once again the necessity for governments to comply with the requirement of Article 3 of the Constitution that a complete tripartite delegation be sent to the Conference. The Committee recalls that pursuant to a decision of the Governing Body, the Director-General each year requests the governments of all member States which did not send complete tripartite delegations to the Conference to indicate the reasons for their failure to do so, and that the information received in reply to that request is duly communicated to the Governing Body.

17. The Committee also notes that there is some imbalance between the number of advisers to the delegates of each group and also between the number of Employers' and Workers' advisers. It once again urges governments to take greater account, when nominating delegations, of the proportions in the composition of the Conference envisaged by paragraphs 1 and 2 of Article 3 of the Constitution. The Committee further recalls the request contained in the resolution concerning the strengthening of tripartism in the overall activities of the International Labour Organisation, adopted by the Conference in 1971, and expresses the hope that Governments will accord equal treatment to each of the groups when appointing advisers to their country's delegation to the International Labour Conference. The Committee recalls in this connection the obligation of Members under Article 13, paragraph 2(a), of the Constitution, to pay the travelling and subsistence expenses of their delegates and advisers and trusts that this obligation will be respected for the whole duration of the Conference.

Observers

18. In addition to the observer delegations mentioned in the Brief Report of the Chairman of the Governing Body of the International Labour Office, the Democratic People's Republic of Korea has nominated an observer delegation to the Conference.

Organisations and liberation movements invited

19. The Conference is also being attended by:

- representatives of the United Nations and some of its organs invited by virtue of Article II, paragraph (1) - relating to reciprocal representation of the Agreement between the United Nations and the International Labour Organisation, which came into effect on 14 December 1946;
- representatives of specialised agencies and other official international organisations, invited in con-

formity with Article 2, paragraph 3(b), of the Standing Orders of the Conference;

- representatives of non-governmental international organisations with which consultative relations have been established, invited in conformity with Article 2, paragraph 3(j), of the Standing Orders of the Conference;
- representatives of other non-governmental international organisations also invited in conformity with Article 2, paragraph 3(j), of the Standing Orders of the Conference;
- representatives of liberation movements invited in conformity with Article 2, paragraph 3(k), of the Standing Orders of the Conference.

list of these representatives is appended to the List of Delegations published as a Supplement to the Provisional Record of the Conference.

Objections¹

20. To date, the Committee has before it a number of objections or communications concerning the credentials of certain delegates and advisers. It has forthwith commenced its examination. The Committee considers that its work would be facilitated if the credentials would reach the Office within the time limit provided for under Article 26, paragraph 1, of the Standing Orders and if all governments utilised the suggested form for credentials of delegates, appended to the Memorandum communicated to governments every year prior to the session of the Conference. It would be particularly helpful if governments would provide exact information on the employers' and workers' organisations consulted in nominating Employers' and Workers' delegates and advisers as well as on the organisations which have agreed to such nominations.

21. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 9 June 1989.

(Signed) A. CALIFICE
Chairman

E. HOFF

J. SVENNINGSSEN.

¹ In accordance with the usual practice, the texts of the objections which the Credentials Committee has before it, together with the replies of the delegates concerned (in cases where the Credentials Committee has requested such replies), can be consulted in the office of the secretariat of the Credentials Committee.

LIST OF ACCREDITED DELEGATES AND ADVISERS

Country	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers	Country	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Afghanistan	2	1	1	—	—	—	Kenya	2	5	1	3	1	3
Algeria	2	11	1	1	1	4	Kuwait	1	7	1	1	1	1
Angola	2	5	1	5	1	3	Lao, People's Dem. Rep. of	—	—	—	—	—	—
Antigua and Barbuda	2	—	1	—	1	—	Lebanon	2	1	—	3	1	1
Argentina	2	3	1	7	—	2	Lesotho	2	—	1	—	1	—
Australia	2	4	1	4	1	4	Liberia	1	3	1	1	—	4
Austria	2	7	1	1	—	3	Libyan Arab Jamahiriya	2	5	1	2	1	5
Bahamas	—	—	—	—	—	—	Luxembourg	—	3	1	1	—	6
Bahrain	2	8	—	—	1	1	Madagascar	2	—	—	1	1	—
Bangladesh	2	2	1	—	1	—	Malawi	1	2	1	—	1	—
Barbados	2	—	1	—	1	—	Malaysia	2	6	1	1	1	1
Belgium	2	9	1	4	1	4	Mali	2	1	—	—	1	1
Belize	1	—	—	—	—	—	Malta	2	1	1	2	1	1
Benin	1	1	—	—	—	—	Mauritania	2	—	1	—	1	—
Bolivia	2	3	1	—	—	1	Mauritius	1	—	1	—	1	—
Botswana	—	4	1	—	1	—	Mexico	2	4	—	6	1	4
Brazil	2	11	1	7	1	7	Mongolia	2	2	1	—	1	1
Bulgaria	2	4	1	1	1	1	Morocco	2	5	1	1	—	2
Burkina Faso	—	—	—	—	—	—	Mozambique	1	1	1	—	1	1
Burma	2	5	1	—	1	—	Namibia	1	1	1	—	—	—
Burundi	2	4	1	—	—	—	Nepal	2	1	1	—	1	2
Byelorussian SSR	2	3	1	—	1	1	Netherlands	—	10	1	3	1	4
Cameroon	—	—	—	—	—	—	New Zealand	2	5	1	2	1	2
Canada	2	13	1	7	1	7	Nicaragua	2	4	1	2	1	2
Cape Verde	1	—	—	—	—	—	Niger	2	2	1	1	1	2
Central African Republic	2	1	1	—	1	—	Nigeria	2	5	—	3	1	1
Chad	2	—	1	—	1	1	Norway	2	7	1	4	1	5
Chile	2	9	1	2	1	8	Pakistan	2	3	1	1	1	1
China	2	13	1	3	1	5	Panama	1	2	1	—	—	—
Colombia	2	6	1	2	1	3	Papua New Guinea	2	1	1	—	1	—
Comoros	2	—	—	—	1	—	Paraguay	—	—	—	—	—	—
Congo	2	3	1	—	—	—	Peru	1	7	1	2	1	1
Costa Rica	2	—	1	—	1	—	Philippines	2	6	1	4	1	3
Côte d'Ivoire	2	2	1	1	1	2	Poland	2	6	1	1	1	4
Cuba	1	4	1	—	1	—	Portugal	1	5	—	4	1	4
Cyprus	2	3	1	2	—	3	Qatar	2	2	1	—	1	—
Czechoslovakia	2	6	1	1	1	2	Romania	2	3	1	—	1	—
Democratic Yemen	2	2	1	—	—	—	Rwanda	2	—	1	—	1	1
Denmark	2	6	1	4	1	6	Saint Lucia	—	—	—	—	—	—
Djibouti	2	1	1	—	1	—	San Marino	2	1	1	1	—	1
Dominica	—	—	—	—	—	—	Sao Tome and Principe	—	—	—	—	—	—
Dominican Republic	2	3	—	—	—	—	Saudi Arabia	2	3	1	—	1	—
Ecuador	2	3	1	1	—	1	Senegal	2	6	—	1	1	3
Egypt	2	7	1	3	1	4	Seychelles	—	—	—	—	—	—
El Salvador	—	—	—	—	—	—	Sierra Leone	2	—	1	—	1	—
Equatorial Guinea	—	—	—	—	—	—	Singapore	1	3	1	—	1	8
Ethiopia	1	1	1	1	1	1	Solomon Islands	—	—	—	—	—	—
Fiji	—	—	—	—	—	—	Somalia	2	3	1	1	1	1
Finland	2	6	1	6	1	5	Spain	1	13	1	8	1	7
France	1	7	1	6	1	8	Sri Lanka	2	2	1	1	1	5
Gabon	2	3	1	1	1	1	Sudan	2	3	1	1	1	1
German Democratic Rep.	2	9	1	1	1	4	Suriname	2	—	1	—	1	1
Germany, Federal Rep. of	2	7	1	5	1	3	Swaziland	2	2	1	—	1	—
Ghana	1	—	—	—	—	—	Sweden	2	6	1	5	1	3
Greece	2	9	1	3	1	8	Switzerland	2	6	1	4	1	4
Grenada	—	—	—	—	—	—	Syrian Arab Republic	2	4	1	1	1	2
Guatemala	2	3	—	1	1	—	Tanzania, United Rep. of	2	4	—	—	—	—
Guinea	—	—	—	—	—	—	Thailand	2	4	1	4	1	3
Guinea-Bissau	—	—	—	—	—	—	Togo	2	1	1	—	1	—
Guyana	—	—	—	—	—	—	Trinidad and Tobago	1	1	1	—	1	—
Haiti	2	2	1	—	1	—	Tunisia	2	9	1	5	1	8
Honduras	2	4	1	—	1	—	Turkey	2	11	1	8	1	8
Hungary	2	5	1	1	1	4	Uganda	2	—	1	—	1	—
Iceland	2	2	—	1	1	2	Ukrainian SSR	2	3	1	—	1	1
India	1	8	1	5	1	4	USSR	2	12	1	3	1	6
Indonesia	2	8	1	8	1	2	United Arab Emirates	2	6	1	—	1	—
Iran, Islamic Republic of	2	15	1	3	1	3	United Kingdom	2	14	1	5	1	6
Iraq	2	2	1	—	1	1	United States	2	16	1	6	1	8
Ireland	1	5	—	1	—	—	Uruguay	2	2	1	1	1	1
Israel	1	4	1	—	1	6	Venezuela	2	9	1	3	1	6
Italy	2	10	1	6	1	6	Yemen	2	4	1	1	1	2
Jamaica	2	4	1	—	1	2	Yugoslavia	1	2	1	1	1	1
Japan	2	16	1	6	1	8	Zaire	2	3	—	—	1	2
Jordan	2	3	—	1	1	1	Zambia	2	1	1	2	1	1
Democratic Kampuchea	—	—	—	—	—	—	Zimbabwe	2	9	1	3	1	1
							Total	235	579	112	226	109	295

CONTENTS

	Page
<i>Sixth sitting:</i>	
Second report of the Selection Committee: Submission and adoption	1
<i>Speakers:</i> Mr. Hammond (<i>Chairman</i>), Mr. Georget.	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	1
<i>Speakers:</i> Mr. Al-Bdour, Mr. Hossain, Mr. Batubara, Mr. Rodger, Mr. Thiel, Mr. Malviya, Mr. Al-Sabah, Mr. Escandell Romero, Mr. Madougou, Mr. Li, Mrs. Sigurdardottir, Mr. Garong.	
<i>Seventh sitting:</i>	
Ratification of the Instrument of Amendment of the Constitution of the International Labour Organisation	20
Communication to the Conference	20
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	20
<i>Speakers:</i> Mr. Gacic, Mr. Bahr, Mr. Tchechenko, Mr. Simmons, Mr. Abbadi, Mr. Jiménez Aguilar, Mr. Ruphin, Mr. Peña Rueda, Mr. Christofides, Mrs. Muduka, Mr. Neubert, Mr. White.	
<i>Eighth sitting:</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	38
<i>Speakers:</i> Mr. Atapattu, Mr. Guerrier, Mr. Leoro Franco, Mr. Molano, Mr. Al-Jassem, Mr. Gharib, Mr. Nabian, Mr. Abdi, Mr. Sidique.	
<i>Credentials:</i>	
First report of the Credentials Committee .	50



Provisional Record

Seventy-sixth Session, Geneva, 1989

Ninth sitting

Monday, 12 June 1989, 10 a.m.

President: Mr. Nkomo

THIRD REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The **PRESIDENT** – The first item on our agenda is the third report of the Selection Committee. I call on Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the Committee's report of the Conference.

Mr. **HAMMOND** (*Government adviser, Canada; Chairman of the Selection Committee*) – Mr. President, I have the honour to submit to the third report of the Selection Committee which is to be found in *Provisional Record* No. 4B. This report deals with a request submitted by a non-governmental international organisation, that it be represented in a Conference committee, and with changes in the composition of committees.

I recommend to the Conference that the report be adopted.

The **PRESIDENT** – I submit the third report of the Selection Committee to the Conference for discussion. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

PROGRAMME AND BUDGET PROPOSALS AND OTHER FINANCIAL QUESTIONS: PRELIMINARY DISCUSSION

The **PRESIDENT** – We shall now take up the second item on our agenda. In accordance with article 11*bis* of the Standing Orders of the Conference, we shall begin our preliminary discussion on the programme and budget proposals for the period 1990-91, and other financial questions.

Mr. **VON HOLTEN** (*Employers' delegate, Sweden*) – Taking the floor for the first time, I would like to join with the Swedish Employers' delegation in congratulating you upon your election as President of this Session of the Conference. I am sure you will steer the deliberations with success.

Let me say first that the Employers' group as a whole, at least all those to whom I have spoken, support the proposals which are now before the Finance Committee and this session of the Conference. The total amount of expenditure involved – which is more of immediate concern to the governments than to employers and workers, although as taxpayers it is they who ultimately have to come up with the money – was accepted by the Governing Body without any

reservation. Compared to the original 1988-89 budget, the programme and budget proposals for the next biennium contains a programme increase of only 0.32 per cent. If you discount the restored loan annuities on our building, for which the Swiss Government had generously granted a respite in respect of the current financial period, you arrive in fact at a decrease for all other items of Part I of 1.84 per cent. Evidently, we do not measure productivity and it is reasonable to expect that gains here will make up for this decrease or most of it.

Part III, that is the Working Capital Fund, is as you see budgeted at zero. We all remember the considerable financial difficulties experienced by the ILO in 1986, 1987 and 1988 which were caused by the fluctuation of the dollar, on the one hand, and the erratic behaviour of a number of our contributors including the largest contributor, on the other. The culmination came last year when the Conference had to vote extra assessments for 1989 of about \$32.3 million. That the amount was not twice as high was due to some extraordinary measures taken including a 17 million cut of the expenditure approved for 1986-87, and a reduction by almost 50 per cent – 45.8 per cent to be exact – of the Working Capital Fund, into which you would otherwise have had to pay this year not \$8,059,627 but \$25,059,627.

In November last year, the Governing Body also applied a cut to the expenditure approved for the current biennium. This time the cut was \$13 million. It may be wondered why in times such as this it was agreed to halve the Working Capital Fund. The Employers were certainly most reluctant to do so but we went along with this step because of two very important innovations in our financial mechanism.

The first innovation is the so-called incentive scheme adopted by the Conference last year; the second is the system of Swiss franc assessments combined with forward purchasing of dollar requirements which is proposed to you this year. Both innovations are intended on a trial basis. What we expect from them, and we fervently hope that this will be proved by the experience we gain, is that there will not be any need for extra assessments in the future in order to cope with negative effects of exchange rate fluctuations. We evidently also hope – but this may be optimistic – that the incentives scheme will cause member States, who in the past have not paid their contributions on time, to do so in the future. In one respect, however, the incentive scheme will without any doubt improve the present state of affairs. Before, whenever there was a budgetary deficit due to the late payment or non-payment of contributions by some member States, this deficit was assessed on all

States, including those who had fulfilled their obligations. With the incentive scheme, those States who fulfil their constitutional obligations will receive some compensation for having to make up for the default of others.

The Swiss franc assessment system will, if adopted, start to operate as of 1990. There is still a risk that this year will end with a deficit to be assessed together with the contributions for 1991. What happens will depend entirely on the extent to which States, who have not yet paid their contributions for this year and earlier years, will do so before we enter into the next biennium. From *Provisional Record* No. 2 you will see that out of the \$195.6 million which the ILO should have received on 1 January, \$110.6 million (57 per cent) still remained outstanding on 26 May. Probably since then, more money has poured in. It would be very nice if it continues to do so and at a rapidly accelerating rate.

Turning away now from the financial aspects of the proposals before the Committee, I wish to add a few words about the Employers' view the programme proposed for 1990-91. With the constraints surrounding its elaboration, we think that the result is balanced and fair. We endorse the emphasis on the four priority areas as outlined by the Director-General in his preface to the budget document, in particular as regards the follow-up of the High-Level Meeting on Employment and Structural Adjustment of November 1987, where the ILO has a key role to play in smoothing the path of structural adjustment by overcoming vested interests and promoting consensus solutions. We find that the new ideas begin to be reflected in some of the activities and we also see some concentration of efforts. The 1990-91 programme makes the transition from Mr. Blanchard's administration to that of Mr. Hansenne, who we hope will continue and further develop what has thus been started.

Last Friday, the Labour Minister of New Zealand addressed the Conference on the need for a reform of the ILO. No doubt, other speakers in the general discussion will touch on the same subject. As regards the programme and budget, I should like to recall that over a number of years the Employers' members of the Governing Body have been advocating an overhaul of the Office structure, now about 25 years old, combined with a review of the Staff Regulations and personnel policies. I refer, *inter alia*, to paragraph 7 of Annex II to Report II. What we would like to see essentially is less compartmentalisation and more integration perhaps – but this is only a suggestion – by organising technical departments into large blocks, under a small number of top line managers reporting to the Director-General and with a lot of mobility and flexibility within its blocks. As we believe that Mr. Hansenne is already considering these matters, we hope that he would not mind the Employers taking an interest in them as well.

Original – German: Mr. MUHR (Workers' delegate, Federal Republic of Germany) – It is the task of this plenary meeting to discuss the draft programme and budget 1990-91 and to refer them to the Finance Committee of the Conference. The Finance Committee will then submit the proposals they consider relevant. I should like to make one or two remarks now on the assumption that this afternoon, during the dis-

cussions in the Finance Committee, the Workers will have a further opportunity to express their views.

Making an overall assessment of the draft programme and budget that has been submitted, I should just like to make one or two general comments on various items in the programme and also on the resulting level of the budget. I must say that these do not satisfy the Workers' group in any way. Even if we leave aside the Working Capital Fund, there is a drop, in real terms, compared with the previous budgetary period. If the budget is compared with the biennium budgets of say ten years ago, it will be seen that, over this long period, we now have a drop in real terms in the level of the programme and budget.

I hardly need to emphasise here that, in our opinion, this is simply not equal to the growing tasks before our Organisation.

Furthermore, the Workers' representatives, whether in the Finance Committee or on the Governing Body, have shown much understanding for the problems of many governments. It is for this reason that we are combining our approval of this budget with the hope that the governments that could have paid a larger contribution might take this into account when making their voluntary contributions. I am thinking in particular of technical co-operation; and I hardly have to emphasise how great the need is for such programmes in our Organisation and how necessary it is to do more in terms of technical co-operation than ever before.

This is the first time in years that the budget has been unanimously approved. This once again demonstrates the willingness of all the participants – including the government representatives – to consolidate the aims of our Organisation and to work together towards attaining the objectives set. May I express the hope that this unanimous approval in the Governing Body will be a good omen for the discussion of the Programme and Budget in the Finance Committee and later on in the plenary as well. This is also the first time in a number of years that the major contributors have approved the budget and have not raised too many problems in its discussion. It is my hope therefore that this will also have an impact upon the discussions here at this Conference.

Finally, I should like to make one or two comments on the proposal to establish the budget in Swiss francs and adopt a system of Swiss franc assessments combined with forward purchasing of the biennium's dollar requirements. The Programme, Financial and Administrative Committee approved this idea a number of years ago and we are delighted, therefore, that it has been proposed again at this session of the Conference. We hope that it will be approved by the Conference, especially in the light of previous positive discussions on this issue. Once and for all, then, we would be free of the burden we have shouldered in recent years. Although there have been surplus, in particular when the dollar was strong, there have also been deficits running as high as several million dollars, which governments have had to cover, even with a delay of one or two years. We could avoid this in the future if the Conference agrees to express the budget in Swiss francs.

I would like therefore to propose that you support this proposal in the Finance Committee and in plenary.

In conclusion, I wish like Mr. von Holten, to make an appeal for the timely payment of contributions.

This is an opportune moment for such an appeal since there are a number of ministers present who can be of assistance in such matters. At the end of May, the three major contributors were still some \$100 million in arrears. No organisation can work satisfactorily in such circumstances. To be effective in medium- and long-term planning, the Organisation must know what funds it can expect, and have them available on time. My cordial request to you, therefore, is that you ensure that contributions are paid punctually. Indeed, a large number of countries have been very diligent in this regard. But we need the co-operation of all member States.

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT – The third item on our agenda is the discussion of the Reports of the Governing Body and the Director-General.

Original – Arabic: Shaikh K. AL-KHALIFA (*Minister of Labour and Social Affairs, Bahrain*) – In the Name of God, the Merciful and Compassionate! It is my pleasure on my own behalf and on behalf of the delegation of the State of Bahrain to express our most sincere congratulations on your election as President of the 76th Session of the International Labour Conference. I should like to wish you every success in the conduct of the work of this session and to hope that the Conference will achieve its objectives.

It is also my pleasure to congratulate Mr. Michel Hansenne, who has just taken on his functions as Director-General of the International Labour Office, and wish him every success. On this occasion, I should also like to pay tribute to the praiseworthy and constructive efforts exerted by Mr. Francis Blanchard in the ILO over the period of his mandate.

The basic theme of the Report of the Director-General relates to the necessary and vital link between economic recovery and social development during the reconstruction of national economies, so as to cope with the needs of the decade of the nineties. On the basis of this reality, we should like to reaffirm a certain number of important questions relating to the developing countries.

First of all, the ILO has a major responsibility, in the preparations for the United Nations Fourth Development Decade covering the 1990s, to reaffirm the complementary of economic and social development and the principle that "human beings are both the means and the end of economic development."

Secondly, national development planning operations should aim to strengthen both the social content of economic projects and the economic content of social projects so that they should all contribute to the sum total of global development. There is no doubt that the possibilities for independent, sustained, national development will remain limited as long as they are not considered an essential element in the world development process. The interdependence of development operations at the international level therefore requires a common approach in solving the debt problem of the developing countries, with their worsening exchange rates, higher interest rates, new trade barriers and depletion of capital, as

well as the other problems common to countries of North and South.

Thirdly, the introduction of essential changes in the economic structure of developing countries to cope with the needs of the nineties and bring about economic recovery should be linked to a search for the growth necessary for employment creation and the fight against poverty. These measures should be acceptable to the population as having the fairness required for improving the living conditions of workers. Although most developing countries have signed agreements with the IMF so as to bring about structural adjustment at the national level, experience has shown that there are countless differences between one country to another as regards the ability of each country to implement economic reforms. As a result, we must stress the importance of avoiding ready-made solutions or over-rigid guiding principles which make the poor poorer and increase their share of suffering. The improvement of the balance of payments should not be considered an aim in itself but as a means of helping to achieve development objectives at a more general level, while having recourse to the best possible alternative solutions at the production and human levels in order to improve the balance of payments through development.

Fourthly, investment in traditional agriculture, small enterprises and non-agricultural rural activities, along with an adequate price policy and the repeal of laws and regulations which hinder agricultural initiative, will contribute to reviving the economy and creating jobs in the developing countries. In most of these countries, industrialisation policy should concentrate on the processing industries, which are labour-intensive, and on local commodities industries, which aim at bringing about rapid growth in exports. National development programmes should also include projects of a job-creating nature, so as to strengthen the abilities of the developing countries to plan and implement their projects. These projects should, moreover, be pursued with clarity of purpose, taking into account the vital social needs of the disadvantaged strata of the population.

Fifthly, a proper salary policy should be established to motivate workers to participate in the economic recovery process by linking salaries with production. Suitable salary structures should also be retained, with differentials neither too great nor too small, which might have negative effects on the economic recovery policy. Training and retraining programmes should be a vital element in the re-allocation of manpower. There should be more attention paid to training those entering the labour market and workers should be retrained in the workplace in order to reduce the numbers of dismissals.

Sixthly, we support the proposal of the Director-General to appeal to member countries of the United Nations and the specialised agencies to deploy their efforts to set up a variety of projects aimed at creating or renewing infrastructures, particularly relating to the protection of the environment. The financing of this programme could be brought about by means of savings realised in disarmament measures.

The Director-General's Report includes an Appendix relating to the situation of Arab workers in Palestine and the other occupied Arab territories. I am sure that the Conference will denounce the non-application by the Israeli occupation authorities of resolutions IX (1974) and II (1980) adopted by the

International Labour Conference relating to the violation of the rights of freedom of association and the effects of Israeli settlements in Palestine and the other Arab occupied territories on the situation of Arab workers. I am also sure that the Conference will denounce the policies and practices of the Israeli occupation authorities with the exile of trade unionists, arbitrary arrests, destruction of houses and factories, dismissal of Arab workers and deprivation of their fundamental rights and freedoms, notably their right to work, as well as other economic and social rights. We hope the Conference will approve the setting up of a special committee at its next session, so as to study the annual reports submitted by the Director-General to the Conference, reports on the situation of workers and employers in Palestine and the other Arab occupied territories and programmes and technical assistance which could be provided for them. Such a committee could present a report on the result of its work to the Conference.

I hope that you will have full success in your work. May the peace, compassion and grace of God be with you.

Original - Spanish: Mr. REYES (Workers' delegate, Bolivia) - First of all, I would like to congratulate Mr. Nkomo on his election as President of the 76th Session of the Conference, wishing him full success in guiding this assembly. I cannot fail to mention the 70th anniversary of the inception of the ILO, which over the years has become the most representative institution as regards relations between workers, employers and governments of the world.

The main topic before this assembly is that set out in the Report of the Director-General; in this context it is extremely important to take up the problem of indigenous peoples, dealt with by the Indigenous and Tribal Population Convention, 1957 (No. 107). The fact that the ILO has decided to face this problem will touch governments to the core, including ours, when it comes to defending and preserving these peoples or ethnic groups, with full respect for their social and cultural life, since, in a manner of speaking, this means preserving humanity for these peoples live in the forests and jungles that are the lungs on which the life of mankind depends, and our ruthless plundering jeopardises the world ecology, seriously damaging flora and fauna. Governments will have to adopt protective measures in favour of indigenous peoples, which are now becoming extinct themselves because of the greedy advance of enterprises, largely financed by transnational capital which exploit natural resources; here the indigenous peoples are thwarted by uncontrolled development. Scientific progress brought with it risks, not only in the workplace but also in the environment. The use of chemical substances in industry has resulted in unhealthy and hazardous conditions. In backward countries such as ours, the competent authorities are not in a position to carry out studies that would make it possible to control all of the high risk situations to which workers are exposed with these contaminating materials; also, as a result of the dumping of chemical wastes into rivers and lakes, the level of contamination is increased, seriously endangering conservation of the ecology.

The Director-General's Report gives an account of the work that has been done in member States. We request understanding in the form of assistance for

our country, particularly as regards professional training and workers' education, as well as technical advice, research and study or teaching materials. We would certainly highly appreciate such assistance, which will enable the workers to become involved in improving relations between employers and workers.

Another topic which we will be dealing with here is night work of women. We feel that new standards and amendments are necessary to protect women, not so much in order to make standards more flexible but rather to repair an error in their application to women, since it unbalances their social and family life as they become just another cog in the wheel of capitalist exploitation; therefore, the Workers' group has submitted specific proposals.

Throughout its existence ILO has pursued universally recognised objectives. However, in the last few decades the denunciation of violations or absence of freedom of association has received the attention of the machinery of the ILO. It will be mentioned again today. Pinochet's dictatorship, just as in its best days, completely ignores the existence of the Single Confederation of Workers (CUT) and its main leaders are in detention.

In Colombia state terrorism has become institutionalised and has cost thousands of lives among the workers, trade union leaders and politicians. Apartheid, the shame of humanity, remains in force in racist South Africa. Unfortunately, there are tolerant governments that refuse to bring effective pressure to bear on the Government of Pretoria. This assembly will have to take new measures aimed at eliminating apartheid.

From 1980 to 1982 we had to deal with a military dictatorship which deprived us of all our freedoms, but the people overcame it and we now have a constitutional Government. However, we cannot say that constitutional guarantees of freedom of association are fully respected. The principle of trade union immunity enshrined in the political Constitution of the State is infringed by proceedings in the ordinary courts which sometimes result in the worker's dismissal. In the last four years, the use of force was also resorted to by means of the state of emergency. Our Government continues to prohibit freedom of association for public officials, refusing to ratify the ILO instrument on this subject.

However, the greatest suffering inflicted on the workers and people of Bolivia is caused by the implementation of an aggressive social and economic policy inspired by utter liberalism with the advice of North American technicians. Unemployment has reached record figures - more than 20 per cent out of an active population of 2 million. As of August 1985 several mines and textile factories were closed. Last April, unemployed miners held a hunger strike, claiming unpaid social benefits, and finally crucified themselves on the masts of the University of La Paz. We have never in our history seen such dramatic and moving scenes which are an open condemnation of a genocidal character of the Government's social policy. Malnutrition in children and youth has grown as well as delinquency. More than a million children of school age do not attend school. In practice, wages have been frozen with the International Monetary Fund (IMF) strictly supervising this government policy. The national minimum wage which is 60 bolivianos, equivalent to \$25, is supported by private employers because this means they do not have to raise

salaries. Thus, there is no tripartite approach to wage matters.

Last May, presidential elections were held in Bolivia, and as you know the rightist candidates did obtain the relative majority. It is a complex process, hard to explain, but we cannot fail to mention the manipulation of public opinion through a very expensive advertising campaign. In addition, every argument was used to sow fear of returning inflation, so that the population was persuaded to vote for a deceptive and precarious economic stability. We are justified in saying that the Government finances its economic plans out of laundered dollars from the drug trade.

As a result of these elections, it is clear that the next four years of rightist government will continue to exacerbate the economic and social crisis; therefore, the workers grouped together in the Bolivian Confederation of Workers have only one option – to intensify their struggle in defence of their rights.

Foreign debt is the main problem facing all Third World countries. It is the principal factor hindering economic development and worsening our dependency. The IMF imposes policies of monetary stabilisation which inevitably lead to economic recession in favour of repayment of the foreign debt to international banks. The debt is endless. We will never be able to pay it off. We endorse the words of Mr. Nkomo, who said that “if the governments of the world do not now begin to seriously focus on these pressing socio-economic problems, then I am afraid that we have to brace ourselves for a disaster of untold proportions”. There are no more apt words than those of the President of our Conference. And if we add to this the fact that interest rates have been raised several times according to the needs of the creditors, we will continue becoming indebted in order to pay the old debt itself. The ILO is the best forum, because of its composition, to support the cause of millions of people affected by debt. The world trade union movement, over and above its international affiliations, should also unite in assuming responsibility for reaching a genuine solution.

No one doubts that drug traffic is a scourge of mankind. We have to fight in at the source but also where it is consumed. The United States Government uses this problem as an opportunity to increase its political and, in some cases, military interference aimed at forcibly eradicating coca cultivation, without taking into account the economic and social problems of thousands of peasant families.

The international situation is a serious concern. The case of Panama is one serious problem. The Bush Administration can no longer deny that it used millions of dollars to overthrow a legitimate government, and now that those plans have failed there is talk of direct intervention. To us this means disregarding the Torrijos-Carter Treaty on the final transference of the Canal sovereignty to Panama. Our solidarity is with Panama, as well as with Nicaragua and El Salvador, in supporting of political solutions to the conflict.

We also share the concern of workers in industrialised countries who are threatened by contamination of the environment. We know that new risks have emerged as regards safety at work. However, humanity has a common concern and that it world peace. It is essential that we destroy or eliminate nuclear arsenals to establish a lasting peace and that humanity's

survival be secured. The ILO, with the moral and social strength available to it, must contribute to achieving this greatest wish of mankind.

The PRESIDENT – Before I give the floor to Mr. Ganjei, Senior Deputy Minister of Labour and Social Affairs, Islamic Republic of Iran, I take this opportunity to convey to his Government our condolences over the death of Iman Khomeini.

Original – Farsi: Mr. GANJEI (*Senior Deputy Minister of Labour and Social Affairs, Islamic Republic of Iran*) – In the name of Allah, the Merciful, the Compassionate, from whom we seek assistance “... Might belongeth to Allah and to His Messenger and to the believers; but the hypocrites know not” (*Koran*).

The 76th Session of the International Labour Conference is being held at a time when the great leader of the Islamic world, who had played the greatest role for man's liberation in contemporary history, has bade farewell to the world of mortals to join his holy forefathers.

Imam Khomeini, the unique herald of the liberation of mankind, rather than being merely the founder of the Islamic Republic of Iran, was the forerunner for the extrication of man from servitude to individuals and powers; the great leader of the contemporary world whose unbending beliefs and deeds set clear examples for the guidance of all peoples to expel from their mentality the thought of yielding to servitude, before fighting neo-slavery, with devotion and obedience only to the Creator, instead of giving up to the existing situation and bowing to the reign of domination ruling over the world.

I wish to extend my gratitude to all the countries who have declared public mournings and to those who have expressed their sympathy upon the irreparable loss of so great a man. I wish also to extend my reciprocal condolences to all those who respect the liberty of mankind.

The Director-General's Report puts forward an interesting discussion; namely, employment, recovery, grounds for the emergence of the existing situation, and ways of overcoming crisis. I should like to commend Mr. Francis Blanchard, and those who have assisted him in the preparation of his Report, for it seems an encouraging beginning to approach what the Islamic Republic of Iran has continually been making references to.

Comments contained in speeches made by the Islamic Republic of Iran's delegations at the International Labour Conference ever since the victory of the Islamic Revolution, have repeatedly emphasised that the present organism of the world order, both in economic and political spheres, is an inhumane structure that has to be changed.

The Director-General admits the existing deficiencies in his Report, but has failed to go beyond dispensing reformistic prescriptions the implementation of which is almost impossible. Nevertheless, the necessary changes we had proposed have still not been admitted.

Mr. Blanchard has reaffirmed in the last report of the long period of his directorship at the International Labour Organisation, that “the net flow of capital from South to North continues”, and that recovery in the industrialised countries has been gained at the price of intensified poverty in the held-back

countries, often called the "developing" countries, by way of courtesy.

Discussing recovery and employment issues will not be conducive to positive consequences when the motives behind the measures adopted by the international decision-makers are not taken into consideration. Emphasis upon the Marshall Plan or the Bretton Woods Agreement as well as the consequent measures can be effective only when the nature of the subject is made known.

The Bretton Woods Conference had been propagated as a humane gathering but in reality it was not so. It was supposed to impose an order upon the world that would establish a new sovereignty over the world where rulers would stay behind the scenes but have their intentions, particularly their economic intentions, implemented as proportionate to the value of their possessions. Such an order, though masked with a benevolently humanistic face, was purported to remain as a device to guarantee the surplus commodities of the West to be purchased, and a serious hindrance in the way of the Third World countries to work out their genuine economic objectives.

Deadlocks, crises, imbalances for existing economic world order have, notwithstanding, been the indispensable outcome of the decisions adopted pursuant to the Second World War.

The panis of 1989, as a symptom of an imminent decay, could have alarmed the industrialised world into observing its gloomy destiny and trying to seek remedies. That death-fever, followed by a dollar game on the surface, was then reduced with the sedative provided by the US Federal Reserve, but the crisis itself still remains incurable. The economic demolition is creeping towards the West. The West is beginning to realise the certainty of a death which itself was caused through a plunderous life. The Third World has realised that it is being robbed and the industrialised world has become aware of such realisation.

The industrialised world has sensed that industry in the industrialised world would cease running if the Third World embarked on an uprising, thus think-tanks of the industrialised world are endeavouring to force the Third World nations to presume that it is they who shall suffer from a fatal jeopardy to the wealth of the industrialised world. The Third World is now at the stage of verifying that fallacy, but shall definitely come to the realisation that there is nothing more to lose as long as no prospects for common interest nor any grounds for co-operation with the West exist.

Discussion on recovery and employment cannot be limited to only reducing the rate of unemployment, night work, hazards of chemicals, minorities, associations, or increasing the value-added through exploitation.

The price of gold was \$58.16 an ounce in 1972 and \$444.50 in 1987. In contrast, the price of Caribbean sugar was \$7.27 a pound in 1972 and \$6.76 in 1987. This comparison shows that the dollar buys sugar at a price ten times less than what it should be, taking the 1972 price as a base. That is to say that the dollar has plundered the commodity-exporting countries and has thus brought them to the verge of bankruptcy just for the sake of preserving its own domination.

The Director-General has rightfully expressed concern about employment prospects but has gone astray where he still keeps in view the perpetuation

of the corrupt existing rule of domination over the world.

There remains no alternative for the held-back nations who are at the same time the sellers of raw materials, but to decisively take a stand, no alternative either for the industrialised countries except to dispense with the presently self-ascribed prerogatives. The more the existing situation is prolonged, the more serious and harsher the confrontations will become. The only solution for the elimination of the economic difficulties of the held-back nations is to stop being subjected to the dominating world order. We take pride in that the Islamic Republic of Iran has proved successful in this challenge as a pioneer.

To alleviate the difficulties inherited from the ex-regime which was dependent upon world arrogance the Islamic Republic of Iran has, following comprehensive studies, taken great measures appropriate to national interests. To cite a few examples, the Islamic Republic of Iran has embarked on self-employment programmes as a reasonable solution to the unemployment problem; individual self-employment has been encouraged in the form of industrial trades, and collective self-employment in the form of co-operatives. Fortunately, both have met with popular acceptance, particularly the co-operative sector which is recognised also by the Constitution as a major economic sector.

Some 2,350 production and services co-operatives have been established during the past ten years from among the jobless, and have become operational with public support, with a range of membership of between seven to 500 people.

During the same period 2,489 consumption co-operatives have also been formed in various enterprises to preserve the purchasing power of their personnel. Such co-operatives have had a growth of 254 per cent in number, as compared to their number throughout the period before the revolution.

So far 1,200 Islamic Labour Councils have been established in large enterprises to encourage the participation of the workforce in production as well as in supervision over the good observance of labour laws.

Two thousand six hundred and forty six tripartite occupational safety and health committees have so far been formed in large industrial units, while 313 health centres have been formed for the workers in factories distant from larger cities.

To provide increased welfare to female workers, 196 crèches have been established and well equipped in large work centres.

During the same period, 2,081 housing co-operatives have also been formed for the workers, thus raising the number of the same co-operatives by 726 per cent as compared to the period before the victory of the Islamic Revolution. Public assistance given to these co-operatives such as provision of land, bank loans, design and materials, has made it possible for their members to become the owners of a minimum housing area of 120 square metres each.

These achievements have been made at a time when, following the victory of the Islamic Revolution, since the underlying principle for our foreign policy was aimed at repudiating the domination of both East and West, world arrogance was fully mobilised to obstruct all our ways.

Rulers of Washington blocked thousands of millions of dollars of our assets. Strict and extensive political and economic bans were imposed upon us.

International Imperialism imposed an all-out war against us along more than 1,000 kilometres of our borders.

As a result of plots and instigations of the West and lackeys of world arrogance, oil prices were cut down to a level even lower than the finished price.

Our people, farms and factories were bombarded with chemical and lethal gases.

In spite of all the hardships and obstructions that were put in the way of the internationalisation of the Islamic Revolution, we persist all the more decisively with our principles and aspirations.

We believe that the usurping Zionist regime must be uprooted, and the land of Palestine must be held by the Palestinians; that Africa must be governed by its indigenous peoples, and the advocates of apartheid must be expelled from Africa; that raw materials must be priced on the world markets by their producers; that an end must be made to the monopolisation of technology and to its being used by industrialised countries, for political purposes; that industrialised countries must restore the rights of the Third World countries before the emergence of a fatal economic crisis in the world would make it too late; that an international committee must control and supervise the dollar since it has become the instrument for international transactions.

We advise the arrogant rulers dominating the world, in this the 70th year since the beginning of work at the International Labour Organisation, that, if serious attention is not paid to the poverty, indebtedness, hunger, and oppression of the Third World countries, then the only way to liberation from the existing world tensions would be a determined and all-out confrontation against the structures of the order imposed upon the world through the Marshall Plan and the Bretton Woods Conference. Success in this path is also guaranteed, since the Third World is further fathoming out the truth and following the path of our great Imam.

Peace be upon us and the true followers of Allah.

Original – Spanish: Mr. REDONDO URBIETA (*Workers' delegate, Spain*) – Mr. President, I wish to congratulate you on your election to the post of President of the 76th Session of The International Labour Conference and I shall start by mentioning the Report of the Director-General, to whom I wish the greatest possible success in his work directing the International Labour office.

The Director-General mentions a question which is undoubtedly of the greatest importance and which we, the trade unions, have been insisting on for years – that economic growth is an essential prerequisite, although it is not sufficient in itself, to solve the serious problem of unemployment which affects, and in some cases very seriously, a great number of countries. In my country it is definitely the most pressing question before us.

I shall now turn to a quick description of the present economic and social situation in my country. I would like to start by saying that the capacity to respond shown by the men and women in the workers' world has been remarkable. It is how we have been able to carry out the greatest mobilisations in our recent history, over the last few months.

The negative side is our Government's lack of sensitivity in the social field. Our Government is acting under the impulse of principles of economic neo-lib-

eralism and has turned a deaf ear to the clamour of the people, failing to take into account aspects like unemployment, which makes Spain, where more than 18 per cent of the active population is unemployed, the country with the highest rate of unemployment in the OECD. Our spending on social protection as a percentage of GNP, which has practically stagnated since 1982, is ten points below the average of the Economic Community. Only 30.5 per cent of all the unemployed receive any unemployment benefits, and the share of salary income in the overall distribution of income has dropped 3.3 points in the last six years. In 1988, with the growth of employment and certain growth in individual purchasing power, salary income lost several tenths of points in gross national product.

The visible imbalance between economic development and the social situation led to the general strike on 14 December 1988 in which eight million workers participated

There were many reasons for this spectacular social protest, which completely paralysed activity throughout the country.

First of all, the intense and dangerous concentration of wealth and income which has taken place during the last few years. The Commission itself has stated that Spain is the tenth country on the list of community members as regards the distribution of income.

Furthermore, we have a system of social protection which is not only notoriously less effective than those of most European countries, but which in fact, does not even offer the cover which a social State should offer particularly in periods of crisis. As has already been clearly stated in a very relevant fashion before this Conference, in 1985 legislative reforms took place which cut down initial payments and made access to benefits even more difficult. Even today, in spite of repeated promises over the past six years, we still do not have a law on emergency pensions to provide some income to people who are outside the general tax system.

Another fundamental aspect causing the mobilisation was the overall rejection of "social dumping" as a way of enhancing competition in our industry and services sectors. It is very striking that both the Government and the employers continue to encourage a greater precariousness in employment when a quarter of the salary workers in my country are already being hired under temporary contracts, in many cases financed by public funds.

The social dumping was most manifest in the case of the so-called "integration contract for young people" which resulted in a further distortion of the work market without creating any jobs, discriminating negatively against young people, who are not given any training, in conditions totally unfitting to modern society.

Among the demands of 14 December, there was the explicit rejection of policies to weaken the trade union movement such as the case of pensioners, for whom an agreement, which was totally damaging to them, was signed last year with an organisation which is not a trade union and which does not legally represent retired people at all. I wish to energetically protest these facts. Another aspect that I would like to highlight is the growing hostility which affects public undertakings these days, and in connection with which there has been a gross attempt at manipulation

to imply the guilt of the trade unions. In this connection, we must say that there have been strikes in the public sector because authorities have set ceilings on salaries, in some cases explicitly and in others covertly, which can simply not be borne by workers who see the growth in other types of income, for example income arising from speculation over which there is no control.

However, the die-hard resistance of certain public undertakings which fail to raise salaries sufficiently to offset inflation, and which flatly refuse to accept other claims, lead us to believe that there is a deliberate attempt to create conflicts which will later serve as a pretext to impose further restrictions on the right to strike.

I said "further" restriction because the abusive reservations placed by decree on certain minimum services, and which limit the constitutional right to strike, has been an ongoing practice of the Spanish Government.

For all these reasons, in taking stock of the year's events in the world of labour in Spain, certain aspects must be highlighted which are closely linked to the essential principles guiding this international organisation.

In this respect, we should like to recall that the full right of public sector employees to bargain collectively has still not been recognised.

We must also refer to infringements on the negotiating autonomy of collective bargaining through interference by public powers in some private sector, where it was not possible to implement an agreement arrived at among all the parties, and particularly in the case of the public sector, where there is constant intervention to distort collective bargaining.

We are concerned that the policy of concertation is being destroyed through the government's and the employers' systematic rejection of trade union proposals since every time they come to the negotiation table it is more with the intention of obtaining the endorsement of previously established decision than with any intention of genuinely bargaining.

Furthermore, it is not right that civil servants, pensioners and those who collect unemployment benefits should be discriminated against simply because their level of income is established by the Government in a unilateral and unfair manner as compared with the private sector.

We believe that a feeling of social solidarity should lead to a reconsideration of the refusal to establish a minimum family salary to combat poverty, since such a salary exists in many European countries, and even in some autonomous communities in my own country.

We should also like to point out the deterioration of certain particularly relevant public services such as health, education and transport, as well as the absence of any genuine social housing and rent policy which leads to particularly dire consequences for the least advantaged sectors of the population.

Lastly, I would like to mention the principle of international solidarity, which is one of the ILO's cornerstones, with reference to two important issues in particular.

The first is the need for consistency between what is said here concerning the struggle against racism and what is later done in actual fact.

At its meeting last year, this Conference urged the Committee on Action against Apartheid to continue

to monitor with renewed determination the action taken against apartheid. And yet some members of this international Organisation are not acting consistently when it comes to taking genuine measures to combat the scourge of racism.

We note that Spanish imports of coal from South Africa have grown spectacularly in the last few years, reaching in 1988 a level seven times that of 1982, as reported by the ICFTU. This is all the more serious in the light of the fact that the Spanish Government is importing coal on a massive scale while most members of the community are doing the opposite.

In the name of the Spanish trade unions, we wish to express our total repudiation of this practice and to urge drastic reductions of these imports.

The second issue concerns the foreign debt, which affects our brothers and sisters in many countries, particularly in Latin America, as highlighted most dramatically by the recent events in Caracas and Rosario, Argentina.

In addition to expressing once again Spanish trade union solidarity with the workers of those countries, who are the prime victims of a debt burden for which they bear no responsibility, I should like to call for urgent solutions under the slogan of the ICFTU, namely, "first the people, then the debt".

We welcome recent initiatives such as that of the President of France concerning IMF special drawing rights and the Japanese proposal to increase its contribution to that body and to the World Bank. A few days ago in Madrid, we heard that the European Community plans to adopt a joint position, which is most urgently needed, on this very serious question.

In the little time remaining, I should like to conclude by saying that, as the trade unions have repeatedly insisted, it is now time to put words into action, and the action required is a substantial reduction or total cancellation of a debt which clearly cannot be borne by these countries.

Original - Arabic: Mr. AL-ANSARI (*Minister of Labour and Social Affairs, Qatar*) - In the name of God, the Merciful, the Compassionate. It is my pleasure to address to you, Mr. President, on behalf of the delegation of Qatar and on my own behalf, my congratulations on your election to the presidency of this session of the International Labour Conference. We are convinced that your experience, your wisdom and your skill will make a great contribution to the success of our Conference and enable us to reach the desired results.

I should also like to take this opportunity to express my congratulations to Mr. Michel Hansenne, the new Director-General of the ILO, on his election to this high post and to wish him every success in discharging his important mandate. We hope that the ILO will gain even further momentum and we are confident that Mr. Hansenne will prove as skilful as his predecessor.

Mr. Francis Blanchard leaves us with an excellent track record owing to the dedicated efforts he has exerted to strengthen the role of the Organisation and to enhance its prestige. We should like to pay tribute to these efforts as well as to wish him every success and happiness in the future.

The Report of the Director-General is the first report submitted to the Conference. It generates optimism because it shows a will to overcome the economic crisis affecting most countries throughout the

world and to work actively for the development and progress of all people. To reiterate our commitment to that objective is the best method of celebrating in a practical manner the ILO's 70th anniversary. This illustrious Organisation is a living example of international efforts to attain the objectives to which all peoples aspire, that is, development, security, progress and peace.

In the course of its long history, the ILO has made our peoples aware of the importance of its fruitful activities, such as technical co-operation programmes, regional projects and the elaboration of international labour standards.

The ILO has always been able to identify genuine changes and serious problems and to design scientific methods and pragmatic programmes to solve them. We are convinced that the Organisation, with the help of God, will be able to keep pace with the radical transformations taking place in the world, which is ever-changing, as so aptly pointed out by the Director-General. Technology is developing very quickly and it is extremely difficult for countries to keep up with this evolution. In developing countries in particular, conditions must improve, with the assistance of the ILO, so as to make it possible for them to contribute to and derive benefits from, the development of technology.

The central topic of the Director-General's Report is the means of promoting economic growth and social progress over the coming decade. Within that framework, and with a view to achieving those objectives, the Report asserts that, in today's context, development and progress cannot take place unless there is genuine co-operation amongst the developing and developed countries. It seems clear to us that the efforts exerted by the developing countries in order to promote development are hampered by the overwhelming debt burden, which also prevents them from participating in technological development and has vast and dire consequences on the economic relations among States. The Report of the Director-General quotes, for example, certain debt-servicing figures which go beyond 40 per cent of the export incomes of certain countries. The external debt is thus absorbing all the fruits of the efforts of these countries to improve their situation. This exacerbates poverty in these countries and exposes them to economic and social crises.

Given this dramatic and very dangerous situation, we have to bear in mind that many of these countries, which are staggering under the burden of their debt and struggling to promote progress for their peoples, have for many years lived under the system of colonisation. This system has exhausted their resources and depleted their riches, leaving them with a heritage of poverty and underdevelopment to cope with in addition to the economic crises.

The Report also highlights the social consequences of structural adjustment and proposes practical methods to achieve economic development, a fundamental prerequisite to solving social problems.

The true value of national resources should not be measured by their volume but rather by the extent to which they facilitate solutions to social problems and ensure the provision of basic services in the areas of health, housing and education.

The provision of these basic services is a fundamental responsibility of the State, which must ensure a certain standard of living, health, and so forth.

We have to mention here that misguided patterns of consumption followed by certain developing countries have further exacerbated social problems. Today, modern products, electronic appliances and telecommunication and transport methods have become commonplace. However, they absorb scarce income which could be put to better use in development projects. This is why States have to rationalise consumption, put an end to waste and strive to save and invest wisely.

Certain social problems related to food and health are very important in that they play a vital role with a direct impact on work, productivity and growth. You are undoubtedly aware that certain countries which had to curb food product subsidies were faced with exacerbated reactions, especially by low-income groups. Clearly, production and progress cannot be accomplished by a working population which is hungry or in poor health.

We agree with the Director-General's statement that agricultural production is not sufficient in itself to bring about needed development. We are, however, convinced that priority must be given to food security. Developing countries should strive to develop their abilities and their agricultural wealth so as to have better food security using their own means and resources or by favouring bilateral or regional co-operation projects.

It is clear that such an approach could not solve all the problems of development alone, for the possibilities of agricultural development are limited in certain countries. For example, problems of industrialisation and high technology, job creation and the provision of basic services, require extensive funding in addition to the technical and material support of the developed countries and the international institutions.

Poor countries should not have to rely on external solutions to their difficulties. However, it is neither logical nor ethical to allow them to be drowned in their problems, for world security should be a joint responsibility for all.

The situation in some of these countries should perhaps prompt us to review their economic and social policies in an attempt to achieve a real balance and to fill the vacuum between aims and realities, taking care not to shatter the hope of these countries, with all that that would entail.

For several years the international community has seen a progressive détente in international relations, positive efforts in view of limiting the arms race, and a tendency to settle regional conflicts peacefully. This is a cause for optimism, especially in developing countries, which have paid a high price for conflicts, both in human and in material terms.

The Middle East is a living example of the consequences of such conflicts. You are well aware that the Arab countries are from time to time victims of aggression, occupation and threats against their sovereignty and the security of their peoples. They can but mobilise their wealth and their resources to defend their territories and their peoples, whilst their greatest need is actually to mobilise all their forces for development purposes and to improve working and living conditions. How can they do this in the face of threats and aggression?

It is now clear that the so-called Middle East conflict could constitute a threat for international peace and could hamper efforts aimed at international understanding and the improvement of international re-

lations. Everyone knows that this was basically brought about by a foreign invasion which uprooted the majority of the Arab population of Palestine and occupied it by force, seized its wealth and its resources and deprived the Palestinian people of its inherent right to independence and to the sovereignty of its homeland.

Since we are speaking in an international organisation whose mission is the defence of justice and of human rights, we must deal with the dramatic situation in Palestine, in the other occupied Arab territories and in South Africa, and with the flagrant violation of the rights of the citizens of these regions. Every morning for over a year and a half, the newspapers have quoted statistics concerning the number of Palestinians killed or wounded by the bullets of the Israeli occupying forces, the number of arrests, of bombed houses, of citizens deported to neighbouring countries and other information relating to the practices of these occupying forces who violate the most basic human principles without considering the age of children, the dignity of old people or the honour of women.

The report of the ILO mission in Palestine and in the occupied Arab territories, which is found in the Appendices of the Director-General's Report, gives us a general idea of Israeli practices in these territories and of the dramatic situation there. The report states, for example, that the Israeli authorities have already set up 243 people's camps, seized over 52 per cent of the lands of the West Bank and over 40 per cent of the Gaza Strip. There are also other examples of the detention of workers, journalists and doctors, the banishment of workers and teachers, the destruction of fruit trees and the confiscation of water sources and other oppressive practices. It is necessary to take urgent and effective measures to stop the deterioration of the economy, to free the Palestinian people from the occupier and to assure them the necessary support.

We should like to express our thanks to the ILO for the aid it intends to provide to the workers of the occupied Arab territories. However, we hope that the ILO will take a more serious and positive position with regard to the occupying authorities with a view to enabling the Arab Palestinian people to acquire the national rights as expressed by the Palestine Liberation Organisation, which is leading the combat and which is their sole legitimate representative.

We have to remember that there are other occupied Arab territories in the Syrian Golan Heights and in southern Lebanon, everybody is aware that the occupation forces in southern Lebanon are doing everything to increase the violence and force the Lebanese to kill one another in order to continue the human and material haemorrhage in these Arab country. We hope that the Arab and international efforts exerted will help our Lebanese brothers to free themselves from this dreadful situation which they have faced for over 15 years.

In conclusion, I should like to thank the Director-General for his extremely important Report which deals objectively with the basic problems of developing countries and which contains proposals and solutions to overcome these problems so as to achieve economic development and growth for member States. We would also like to express our support for the appeal made by the Director-General at the end of his Report, to organise international action for the

creation or refurbishing of infrastructures and the protection of the environment, which would be carried out thanks to disarmament.

I should like to wish this session of the Conference every success and our peoples peace, progress and security.

Original – Arabic: Mr. ROUISSI (*Minister of Social Affairs, Tunisia*) – In the Name of God, the Merciful, the Compassionate! I should like, first of all, to extend my warmest congratulations to His Excellency, Mr. John Nkomo, on being elected President of this 76th Session of the International Labour Conference which also coincides with the 70th anniversary of our Organisation. I should also like to say what an honour it is not only for Africans but for all people throughout the Third World to see Mr. Nkomo elected. He represents a country which fought heroically against racial discrimination and for independence and human dignity.

We have great hope that the work at this Conference, under the guidance of Mr. Nkomo, will lead to resolutions and Recommendations that take into account the aspirations of the international community as a whole and the Third World countries in particular, so that there is more progress and justice on the basis of solidarity between all those striving for international peace.

One of the most vital aspects of the session is the discussion of the Director-General's Report which contains an analysis of and puts forward views on one of the most difficult problems confronting the world today: economic recovery and employment.

In choosing this theme, the Director-General made an apposite choice, as it complements the subject of human rights that we examined last year. Indeed, it enlarges upon this concept from its many standpoints, whether social, cultural, political or economic.

The Director-General's report is in line with the thoughts expressed at the High-Level Meeting on Employment and Structural Adjustment held in November 1987. The guidelines established at this meeting, which linked conditions for development and the needs for social progress, correspond to the aspirations of our peoples and the young. We must take these aspirations into account because, otherwise, economic development not only becomes pointless but also difficult to attain.

The policies of reform that are proposed very often overlook the human dimension, as well as the social costs of economic growth; and this has created a huge divide between these policies and workers, young people and the working classes as a whole – a divide which threatens at any time to undermine social peace and political systems because there is no growth without a harnessing of energies to cope with the challenges inherent in this growth.

However, we must also realise that despite the positive aspect of these guidelines, much ground needs to be covered before we can translate them into specific policies. We must therefore pursue our thinking, carry out experiments, assess their impact and compare our experiences, so that any necessary changes in structures are in line with economic recovery and social development.

The ILO is called upon to participate fully in this effort by carrying out research and following closely experiences throughout the world and to participate

in drawing up the strategy for the Fourth Development Decade whilst stressing the human and social dimension of this strategy. The Director-General's Report makes a considerable contribution to the formulation of some of the main aspects of this strategy.

Whilst paying tribute to what has been said in the Director-General's Report, I would also like to say that my country's policy as regards structural adjustment and economic development abides by the recommendations contained in this report.

Since the change on 7 November 1985, Tunisia has been striving to establish a sound political and economic structure capable of englobing the various tendencies within the political system, various development goals and economic reform programmes. With this in mind, President Zein El-Abedin Ben Ali adopted a national pact on 7 November 1988 which was drawn up by all representatives of political life, occupational organisations and associations, as well as various bodies advocating rights – such as the Tunisian League for Human Rights. This pact constitutes a sound basis for dialogue and joint work which is necessary to bring about real progress and pave the way for a pluralistic and democratic regime.

The President has also amended the basic regulations of the Social and Economic Council; its functions have been extended so that it can deal with all problems considered necessary and it now represents all the cultural and social tendencies in our country.

The President has also normalised the trade union situation. The Tunisian General Labour Union can now fulfil a role in keeping with its heritage and weighty organisation.

Last April, the extraordinary Conference of the Tunisian General Labour Union convened in a democratic atmosphere to elect its officers representing the rank and file of the Organisation.

But the Union's work of restructuration has not yet been completed. It is being carried out against a changed background, at a time when the Tunisian Confederation of Industry, Commerce and Handicrafts is also attempting to overhaul its structure, so that both organisations might be entirely independent in their work under a democratic regime based on dialogue.

Both these organisations will no doubt contribute greatly towards increasing the scope of the national pact, which is capable of covering a vast range of issues linked to economic and social development, such as strategic problems, or to programmes to improve the situation of workers: indeed we believe that development policy in general and structural problems in particular can only succeed if they are based upon a true dialogue between both sides of industry. As the Director-General has said, reform programmes must be long term and attempt to lay the foundations of a fluid economy capable of coping with domestic and external change because experience has shown that spasmodic measures taken to deal with urgent problems are only of limited usefulness if they are not part of a global economic and social development programme and take into consideration the social dimension in their attempts at reform – especially with respect to improvements in employment and the struggle against poverty.

In applying these principles, Tunisia has adopted an employment policy based on economic efficiency and the encouragement of private initiative. It has adopted legislation to promote investment in priority

sectors such as agriculture, the manufacturing industry and the services sector. We have also taken steps to benefit employers which include tax relief, customs exemptions and incentives for investment in exports and employment. We have also taken measures to facilitate reabsorption of the labour force, improvements in production and the raising of occupational skills to master new technologies and increase competitiveness on international markets.

The difficulties we are all having to face, whether we are developing or industrialised countries, oblige us to strive for a propitious climate to avoid the political and social upheavals and crises threatening international peace.

If we have one comment to make on the Director-General's Report it is that, in spite of the repeated allusions to the interdependence of various factors and the various components of the world economy, as well as to the interdependence of interest between communities and countries, he did not lay enough emphasis on the need to reach solutions together, against a background of economic relations that have been totally revised.

The responsibility for development lies with each country; but we have to acknowledge that debts and protectionist measures thwart the restructuration of the economies of developing countries and put a spoke in the wheel of growth. If a solution were found to the international debt problem and the industrialised countries were to demonstrate greater comprehension, this might help to overcome the economic and social crises in developing countries and raise the growth rates in industrialised countries.

In June 1988 the President of the Tunisian Republic appealed to the leaders of the most highly industrialised countries meeting in Toronto to reduce the debt of developing countries, especially those countries attempting to introduce basic reforms into their economic structures, so that they could support the cause of development as a sign of international solidarity.

I have already mentioned the complementarity between human rights, which was a subject of the Director-General's Report at the last session of the Conference, and the subject we are examining this year, recovery and employment. At this point I am proud to mention that Tunisia has been chosen by the United Nations to house the headquarters of the Institute of Human Rights for the Arab region. And since I am on the subject of human rights I feel bound to recall the ILO's responsibility in applying resolutions concerning Palestine and the other occupied Arab countries and to refer to the suffering of the Palestinian people who are struggling for the exercise of their legitimate rights and basic freedoms, for their right to existence and to survival and to their legitimate rights and basic freedoms, for their right to existence and to survival and to their right to found an independent State.

Given the worsening situation in Palestine I should like to call upon the Conference to adopt the draft Arab resolution concerning the protection of Arab workers' and employers' rights and freedoms in Palestine and other occupied Arab territories in order to take new steps to put an end to the inhuman actions against the Palestinian people. I should also like to draw the Conference's attention to the need to apply the Declaration concerning action against apartheid and to invite the international community to take ur-

gent steps to put an end to the suffering of the peoples of South Africa so that they may achieve self-determination.

I hope that through our discussions and our deliberations the work of this Organisation will become even more effective.

Original - German: Mr. ARBESSER-RASTBURG (*Employers' delegate, Austria*) - Distinguished President, first of all I should like to congratulate you most sincerely on your election and express my conviction that under your guidance it will be possible to find a solution to the difficult problems which face us at this year's session of the International Labour Conference.

Seventy years ago the dream of Albert Thomas came true and, with the Peace Treaty of Versailles, our Organisation came into existence.

It would be going beyond the confines of my statement to pay tribute to all the important stages in the development of the International Labour Organisation; but let me say a few words to express my pleasure that this Organisation is still going strong and showing evermore positive trends.

Since 1923, Austria has always attended sessions of the International Labour Conference with a full delegation and all three groups have in various spheres played a decisive role. The Austrian Employer delegate in the inter-war period was Dr. Theodor Schmidt. He belonged to the so-called Article 408 Committee which had the task of reporting to the Conference bureau whether and in what manner governments were giving effect to the provisions of Conventions they had ratified.

After the Second World War, Austria was accepted once again at the 30th Session of the International Labour Conference in 1947 and, from 24 June 1947, became a member of our Organisation. Thus, for more than 40 years, delegates of the Government, employers and workers of my country have been working in the ILO again and during this period have shown in many ways their strong commitment to our Organisation in industrial committees, at the International Labour Conference and in the Governing Body.

For instance, in 1980, Dr. Gerhard Weissenberg, Federal Minister for Social Affairs, was President of the International Labour Conference. Dr. Heribert Maier (Workers' delegate) was the Workers' Vice-President of the 73rd session of the Conference in 1987 and, in the same year, I was the Employers' Vice-President of the European Regional Conference. I am particularly pleased that, a few days ago, Dr. Heribert Maier was appointed Deputy Director-General of our Organisation. This is the first time that an Austrian has filled such an important position and I extend to him my heartiest congratulations, as well as my best wishes, for a successful term of office.

Thirty-one years ago, I took part for the first time as Austrian Employer delegate in an industrial committee and I can affirm, on the basis of my lengthy experience - in industrial committees, International Labour Conferences, and the Governing Body - that over the past few years, we have truly succeeded in concentrating our activities on the tasks for which the Organisation was first set up. I am convinced that our success could be even greater if we left all political questions to the United Nations and exclusively ful-

filled our role - which is to be the world labour parliament.

The year 1989 brings not only the 70th anniversary of the oldest specialised agency of the United Nations but also a change at the top of our Organisation. At this point, I should like, on behalf of the Austrian employers, to express warm thanks to the outgoing Director-General, Francis Blanchard, for the work he carried out during the 15 years he was Director-General. He managed, even during particularly difficult years when the United States was not a member of the ILO, to ensure, with great wisdom, skill and commitment, that our Organisation kept the rank it deserved in the United Nations family. As a result, great successes were achieved in many spheres for the working population throughout the whole world.

At the same time, I take great pleasure in welcoming our new Director-General, the former Belgian Minister, Mr. Michel Hansenne. His far-sighted policies - and above all his long experience as Belgian Minister of Labour - have done much to contribute to the social development of his country. I am sure that, under his guidance, we shall, in the interest of the 150 member States and the three groups, achieve results which are equally successful.

I am therefore very optimistic about this eighth decade of our Organisation. Let us always remember that social peace is the foundation for world peace.

Original - Arabic: Mr. AL-JUMAIRY (*Under-Secretary for Labour, Ministry of Labour and Social Affairs, United Arab Emirates*) - In the name of God, the Merciful, the Compassionate. On behalf of the delegation of the United Arab Emirates and on my own behalf I should like to congratulate you, Sir, on being elected as President of this 76th Session of the International Labour Conference. We are convinced that with God's help and thanks to your efforts and to your wisdom the Conference will produce the best of results.

It is also my pleasure to congratulate the Vice-Presidents upon the trust that has been placed in them and wish you the best of success in your work.

I should also like to give my warm congratulations to the new Director-General of the ILO, Mr. Michel Hansenne, who has just been elected to this important post and I wish him the best of success in carrying out his important function and responsibilities.

We must recognise the very important role played by the ex-Director-General of the ILO, Mr. Francis Blanchard, throughout his terms of office. He has worked unceasingly for this Organisation and gained the esteem and respect of the international community. We wish him the very best for the future.

The Director-General, in choosing employment and economic recovery as the main topic of his Report, seeks to give a new stimulus to development and social progress over the next decade.

We applaud the fact that the Director-General bases his Report on the search for a balance between economic progress and social welfare, because any national structural adjustment policy today must highlight social welfare in view of our experience at the regional, national and international levels.

The Director-General has successfully stressed in his Report, in a very objective and scientific fashion, major problems confronting development and economic recovery throughout the world.

In order to structure an economy at the national level you have to adopt the most appropriate policies and measures to re-establish the equilibrium of the balance of payments, adjust the use of resources and devote investment to creating productive jobs while also ensuring a minimum level of social services. A number of developing countries are not able to adopt or adapt themselves to this kind of measure in view of the present trends in international economic co-operation. It is therefore essential to adopt an international policy to solve common problems which hamper economic recovery.

Such a policy should have the following objectives. First of all, we should eliminate the protectionism imposed by the industrialised countries to the detriment of products from the developing countries. Secondly, we must overcome the problem of foreign debt and in particular the interest rates on the debt, which are a threat to the Third World. The indebted countries labour to pay the interest, with no prospect of repaying the capital. This is a threat to their economies and endangers their efforts to bring about internal social and economic adjustments. Thirdly, the international terms of trade, which are always unfavourable to the developing countries, must be improved. This should reduce the burden on the countries of the South and bring about greater co-operation between the North and the South.

In the United Arab Emirates, as in other developing countries, we have suffered from the downturn in the world economy and also from the protectionist policies of the developed countries that draw on the natural resources of the developing countries. This has had a serious impact on our financial situation. We have, however, thanks to the Almighty, undertaken objective policies to face up to the recession and protect our economy, and managed to produce positive results, amongst them the following.

First of all, we have reduced public expenditure without affecting the level and quality of social services. Secondly, we have strengthened the balance of payments and guaranteed the banking system. Thirdly, we have supported national industries so that they could make a contribution to economic and social development. Fourthly, we have adopted development policies for the education and the training system and for harnessing the national energies. Fifthly, we have stabilised the population growth rate. We have also seen the emergence of productive areas of activity and high level provision of services.

Our national economy is characterised by highly developed and modern basic structures which have been of great assistance to us in our successful policy of economic adaptation.

Our national policy aims at finding a balance between social and economic development. Over the recent period, we have seen various achievements in the sphere of social development, for instance the social legislation that has been adopted, the institutions that have been established, the development plans and programmes that have been put into effect in the social field.

The State, in its wish to ensure the stability and psychological security of the individual, has created the necessary basis to extend the social security network so that all categories of the population can benefit from it. The State has also extended its protection to special categories, like the handicapped, senior citizens and young people. It has set up special

homes and centres to help them adapt to and integrate with society.

As far as the main objectives of labour legislation are concerned, they are inspired by the principles of our Islamic religion and the values of our cultural heritage which respect and appreciate labour and human and social rights.

As it is embedded in these sound values, labour legislation in my country is of an integral nature. It fully guarantees the social protection of workers, assuring them against occupational hazards and diseases. It is also fully in line with principles inherent in labour relations – principles which conform, both in letter and spirit to international labour Conventions. They ensure full equality between foreign workers and those of our country and between men and women; they reflect the thinking of our day and age and are relevant to society and its social objectives.

Our economic and social policy has brought about enormous political, economic and social progress. Stability and improved living conditions are hallmarks of this success. Our labour market is today a large source of employment. Furthermore, it attracts many foreign workers from all over the world.

We take great pride in this situation because we believe we are furthering international co-operation, which is called for in the Director-General's Report and considered as an aspect that can help economic recovery.

Part II of the Director-General's Report deals with the ILO's activities in 1988. There is a large list of these. We should like to pay tribute to the efforts deployed by the International Labour Office but there is an increasing need for its services in view of the present economic situation, the recession, unemployment and poverty. Our appeal is that we should diversify and extend technical co-operation programmes and that their share in the ordinary budget of the Organisation should be increased; and that activities in the field should be geared to developing countries.

In addition to Report I the Director-General has also submitted a Special Report on the application of the Declaration concerning Apartheid in South Africa and Namibia and a report on the ILO mission to investigate the situation of the Arab workers of the Arab occupied territories.

Whilst thanking the Director-General for his commendable work and good offices, we should like to confirm our strong stand in support of the rights of workers in South Africa and their just struggle to attain self-determination and shake off the yoke of the racist policy of this country.

As far as the Arab occupied territories are concerned, it reveals the depth of the human drama being suffered by the workers and people of Palestine as a result of the practices of the Israeli authorities which run counter to basic human rights, the ILO Constitution and its basic objectives.

The press, radio and television are informing us day after day that the situation has been deteriorating since the beginning of the "intifadah". World public opinion is awakened to the horrors that are taking place; we learn that a disarmed nation is having to confront with terrorism, torture, prison, and murder. Pregnant women are forced to abort, children are strangled, buildings are blown up and Palestinians forced into exile.

The Palestinian people's only arms in their uprising against their Israeli enemies are stones, their faith in their homeland, their dignity and their legitimate rights to self-determination. The aspirations of the Palestinian people have recently been enshrined in the decision taken by the Palestine National Council to establish a Palestinian State with Jerusalem as its capital. We hope that we shall soon see it take its place in the international community.

The mission report mentions certain points that I would like to highlight. First, the situation in the occupied territories is mainly the result of the Israeli occupation. This abnormal situation will last as long as there is an occupation. It is for this reason that the international community should demand that an end be put to this occupation, which has subjected and uprooted a people for more than 40 years. Secondly, the recommendations contained in the previous mission reports have not been applied by the occupying authorities. This means that Israel has continued to refuse to comply with the resolutions adopted by the 1974 and 1980 sessions of the Conference. Thirdly, the mission reports show beyond the shadow of a doubt that the occupying authorities are continuing their policy of establishing settlements and of land and water confiscation, a policy which runs counter to the principles of international law, to United Nations resolutions and to the Resolution of this Conference, adopted at its session of 1980 concerning the Implications of Israeli Settlements in Palestine and Other Occupied Arab Territories in connection with the Situation of Arab Workers. Fourthly, in the economic and social spheres, the report refers to the restrictions imposed on Palestinian production and trade enterprises, the ban on Palestinian producers exporting their produce to foreign markets, and discrimination and inequality in employment, at work, in vocational training and social security and with respect to general freedoms.

These facts constitute an explicit condemnation of the occupation authorities and blatant defiance of human rights and international Conventions. This is why it is the duty of this Conference to adopt the necessary resolutions to suppress these practices and policies, which run counter to the principles and objectives of the ILO.

In view of the above, and in accordance with the noble objectives of the ILO, aimed at the establishment of world peace and social justice, the delegation of the United Arab Emirates invites all of the delegations who believe in the principles of the Organisation and love peace, freedom and justice, to support the draft Resolution submitted to this session of the Conference, concerning the protection of Arab workers' and employers' rights and freedoms in Palestine and other occupied Arab territories.

Thank you for your attention; I wish you every success in your work. May the peace, mercy and grace of God be with you.

Original - Arabic: Mr. BIN GHANEM (*Government delegate, Democratic Yemen*) - Mr. President, first of all permit me to express my most sincere congratulations on your election to the presidency of the current session of the International Labour Conference. We are convinced that under your guidance our work will be carried out in the best possible fashion. I should also like to express my congratulations to

Mr. Michel Hansenne, the new Director-General of our Organisation, and wish him every success.

Our Conference this year is being held in a delicate and complex international economic and social climate that reflects an unusual mixture of hope and frustration. After more than four decades of work in all spheres and at every level, we have achieved few of the objectives and aspirations that were set at the beginning of the 1940s. It seems to us that it is high time to reassess international co-operation and see how it can best be brought into line with the new international realities and so contribute to resolving the major problems facing mankind.

We need more justice and more reason if we are to use the vast material and human resources which are available in such a way as to ensure that the millions of human beings suffering from poverty, unemployment and oppression can enjoy the standard of living to which they are entitled.

Specifically, we must accord priority and greater efforts to resolving the development problems of the Third World countries, not just so that they can meet the demands and satisfy the legitimate aspirations of their peoples but, just as important, so as to further our mutual interests and achieve the harmonious development of the entire international community.

The most important lesson to be learned from recent decades is the total interdependence of nations. Nowadays, it is impossible to pretend that the development problems of the economically backward countries are purely the concern of their own peoples or that the protection of the environment is only a preoccupation of the more advanced countries. Similarly, the unemployment and economic crises affecting one country or region or another can only be identified and overcome in conjunction with the rest of the world.

The Director-General has made an excellent choice in basing his Report on the theme of recovery and development, a most important and vital theme which is quite clearly of the utmost relevance to the fundamental difficulties encountered by our countries. It is particularly urgent that we tackle this problem in the economic and social circumstances that prevail today. The Director-General's detailed and balanced examination of this issue is a source of inspiration for developing countries in their efforts to formulate strategies that are even more effective and even better adapted to the United Nations Fourth Development Decade.

The ILO is directly concerned by the reduction of unemployment, by poverty, by increasing labour productivity and by constantly improving labour standards and working conditions. As the Director-General has as rightly said, this can only be achieved in a healthy growth situation. That is why, in co-operation with others, this Organisation must promote policies, strategies and conditions that are conducive to equitable and harmonious development and progress. Obviously, there are bound to be all kinds of national and international obstacles to our achievement of this objective. The size of their external debt prevents the transfer of capital to developing countries and sometimes even results in a net outflow. The ferocious protectionism practised against their products, the instability of their currency and their difficulty of transferring technologies all seriously hamper the efforts of these countries to further their development. However, the countries of the Third World must as-

sess their development experience objectively, increase the domestic share of savings devoted to development, ensure that their investments are more effective and implement policies that share the burden and the fruits of development more equitably and maintain a better balance between economic and social considerations, so as to alleviate the poverty endured by the large underprivileged segment of the population and permit them to make their own contribution to the development effort.

I should like to stress that it is extremely dangerous to seek short-term solutions to economic problems while ignoring the long-term objectives of development. In the same way, applying ready-made solutions to structural adjustment without taking into account the social context is bound to give rise to difficulties that are far too great for the political, economic and social structure concerned to cope with.

We fully appreciate the standard-setting activities of the ILO and trust that they will be expanded in order better to meet the requirements of the developing countries. The latter need assistance for their institutions and labour force to be in a position to implement these standards. As regards technical co-operation, programmes must be implemented and expanded with a view to transferring know-how, raising the level of skills of the labour force and combating poverty and unemployment. If the Organisation's programmes in these areas are to be more effective, we must increase the resources earmarked for technical assistance and encourage the other international and regional institutions to contribute their own financial resources and technical know-how.

As the Preamble of the ILO Constitution states, "conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled". One of the most painful manifestations of this situation is that which prevails in Palestine and in the other occupied Arab territories where the Israeli occupying authorities are practising every form of oppression and depriving the workers of their civil and trade union rights. They oblige them to work under conditions that run counter to international standards and violate the most elementary rights and dignity of human beings. The Palestinian problem is essentially one of a racist occupation. If any solution is to be found, then the Palestinian people must be given the opportunity of determining their own fate and establishing an independent State on their own territory. The International Labour Organisation has a role to play that is clearly set out in the Declaration of Philadelphia which proclaims the principle of non-discrimination and affirms that justice is a precondition of peace. This is why we appeal to this Conference to denounce firmly and clearly the methods employed in occupied Palestine.

We likewise call for an end to be put once and for all to the injustice and oppression suffered by the peoples of South Africa and Namibia and to the violation of the rights of workers, the rights of human beings and trade union rights.

Let us all strive together confidently to bring justice, progress and peace to the world.

Original - Spanish: Mrs. PADRON QUERO (Minister of Labour, Venezuela) - Mr. President, on

behalf of the Government of Venezuela which I represent as Minister of Labour, please accept our expression of warm recognition and gratification on your election. We would also like to congratulate the distinguished Vice-Presidents for their well-deserved appointment. My Government is particularly gratified to see that the President of the Confederation of Workers of Venezuela, Mr. Juan José Delpino, is among them.

I would also like to extend special thanks to the Director-General and wish him every success as head of the Office, in the hope that the universal vocation of the Organisation will be increasingly strengthened, and I offer to him the full support of my Government.

I am highly honoured to address you and tell you briefly about some of the opinions and positions of my Government with respect to the interesting topics on our agenda, which are set out so brilliantly in the Report of the Director-General on recovery and employment, of which we essentially endorse the theoretical vision and proposals put forward.

The Government of President Carlos Andrés Pérez, who holds his mandate by decision of the people expressed through elections, took office in February of this year. At that point the economic and social situation in the country had reached a truly critical and worrying stage. As a result of the structural distortions that have been building up over the last years, Venezuela's economy was suffering severe imbalances at the macro-economic level in the main sectors of the production system.

The social counterpart of these imbalances was a rapid increase in the number of homes suffering from extreme poverty, as well as the virtual polarisation of Venezuelan society. This mass impoverishment, as well as the growing inequality which accompanied it, were dictated by a sharp downturn in real wages, which dropped by 40 per cent between 1983 and 1988, an increase in underemployment, a considerable drop in per capita consumption and an accelerated concentration of income. In addition, there was a significant drop in real social expenditure by the State.

This critical economic and social situation led the new Administration to recognise the need for designing an extensive adjustment programme to deal with these imbalances. This programme is undoubtedly an essential prerequisite to enhancing the use of the country's economic advantages diversifying the economy, modernising the production apparatus, securing the viability of the balance of payments and maintaining medium and long-term economic growth.

Such an economic programme requires the implementation of a package of important structural reforms in the fields of taxation, rates of exchange, trade and finance, which have in fact been implemented in the first months of the Government's existence and will be maintained throughout the next few years. These measures are accompanied by social policies designed to mitigate as far as possible the inevitable imbalances and temporary distortions caused by economic adjustment.

There are two facts closely linked to the implementation of this programme which we would like to emphasise at this point because of their importance in our view. Coinciding with the beginning of the implementation of the measures on 27 and 28 February, massive and spontaneous acts of public protest occurred in Caracas and other cities, with tragic and

painful consequences in terms of deaths and injuries and considerable material damage. The most shocking and dramatic of these events were shown to the world almost simultaneously through the various media. Less known abroad, but just as important, were the efforts of the Confederation of Workers of Venezuela (CTV) and other trade union confederations in my country to channel criticism of the measures expressed by the sectors most affected by the adjustment policy through institutional procedures. These efforts culminated in a national strike of all activities on 18 May.

Both phenomena highlight the great social cost of attempting to correct the difficult and deeply rooted problems which beset our national economies. These are problems that have been shaped by long-term historical processes. The adjustment policy – and this has to be made clear – is not the main cause of the deterioration in living conditions or the social setbacks or the violence in the streets. In our view, the primary cause of the negative impact on living conditions has been the general economic situation in recent years, both at the international and at the national level, which has required adjustments with all their implications.

However, recognising the need to deal with serious imbalances in an economy is not the same as accepting that any adjustment policy will do to promote a style of development oriented towards growth, in which the needs of the most vulnerable groups are protected. For this reason, we fully share the assertion that appears in the Director-General's Report:

"There is a need to redouble our efforts to ensure that the way out of the most serious economic and social crisis faced by the world in recent times is attained without any sacrifice of the principles of social justice and the goals of social progress which the International Labour Organisation has stood for since its foundation's.

Agreeing as we do with this assessment, we must point out that in anticipation of the inevitable restructuring of the national labour market resulting from our adjustment policies, some of which may have critical repercussions on employment and the income of considerable sectors of the working population, the Government of President Pérez has designed a set of measures intended to mitigate their impact. The most comprehensive institutional form taken by these measures is the radical reform of the Ministry of Labour and its conversion into an agency that will direct the social policy of the State. In the opinion of my Government, this is an essential prerequisite for ensuring that policies to administer labour, social security, employment and vocational training of workers will have a real and significant impact.

These measures are coupled with measures of social policy designed essentially to halt and reverse the current process of growing impoverishment of the Venezuelan population.

To this end, we have adjusted the criteria and priorities which had guided the allocation of social expenditure by the State for many years. In doing so we are giving priority to channelling such expenditure towards the most vulnerable groups, increasing significantly the budget for those groups. Similarly, we are implementing an ambitious programme to directly create jobs in order to reduce the rate of labour lay-offs, and, at the same time, increase wages. This

policy is being implemented through a broad process of co-ordination of the key sectors of Venezuelan society, and these measures will be implemented with absolute respect for freedom and basic trade union rights.

A further thought that we would like to express in this forum is that, in strict economic terms, government's responsibility in the restructurisation of national economies and the correction of fundamental imbalances is seriously hindered by the international economic situation and, particularly, by the attitude prevailing in international financial circles.

In the case of heavily indebted countries the situation is worsened by the weight of the service of external debt and the reduction in many cases, or disappearance in some, of financing from abroad. My country is a clear example of this situation. Although between 1984 and 1988 we paid \$28,000 million dollars of interest and amortisation of our foreign debt, almost, in fact, more than half our export income, there was no reduction whatsoever in the total amount of our debt.

Situations of this type have clearly negative repercussions on any genuine recovery in the growth rate of developing countries or as regards the maintaining of high levels of economic activity in industrialised countries themselves. The latter should therefore promote a more favourable climate in which – and this I emphasise – developing countries may adjust to the stringent economic conditions imposed upon them.

Similarly, it would be wise to give special support to countries that implement policies called "adjustment with a human face", to use the expression that UNICEF has made famous world-wide. To this end the provision of additional funds and the substitution of project financing by programme financing would be of great value.

As our President Carlos Andrés Pérez has said, "The time is right for political definitions that provide permanent solutions to the debt crisis. The responsibility for promoting definitive solutions to this crisis rests equally on the United States, the other industrialised countries and Latin America. So far, the strategy in force, based on the individual treatment of each debtor country, has inflicted a severe economic and social cost on our continent." What our President has said about Latin America applies also, of course, for obvious reasons, to debtor countries in Africa and Asia.

This concept and, bearing in mind the real concern about the level of foreign debt in the recent past, Venezuela, along with all countries in the Latin American region, has submitted a draft resolution on the development of foreign debt and the social objectives of the Organisation. Our proposal is the follow-up to a Venezuelan initiative that resulted in resolution II of the 75th Session of the International Labour Conference which led to the convening of a High-Level Meeting on Employment and Structural Adjustment.

This proposal coincides with fundamental statements appearing in the Director-General's Report and with what has become a priority for the Office in the next decade. This draft resolution on development, foreign debt and the social objectives of the International Labour Organisation, is aimed at convening a second meeting of high-level officials. Such a meeting would, we believe, be of great use in ex-

ploring further the situation of the world economy in the light of the social objectives of the ILO, particularly, in view of the repercussions of trade, financial and monetary practices on employment and poverty, as set out in the resolution itself. It would further make it possible to examine the implementation and realisation of the conclusions of the first High-Level Meeting on Employment and Structural Adjustment which was held in November 1987.

This proposal also fits within the context of initiatives supported by President Carlos Andrés Pérez in favour of an overall solution to the foreign debt problem, which should be brought about by international co-operation between the parties concerned. We trust that this draft resolution will elicit ample support from the delegations attending this Conference.

(The Conference adjourned at 12.45 p.m.)

Tenth sitting

Monday, 12 June 1989, 3.15 p.m.

President: Mrs. Molkova

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (cont.)

The PRESIDENT (Mrs. MOLKOVA) – We shall now continue our discussion of the reports of the Governing Body and of the Director-General.

Mr. MORRIS (*Minister for Industrial Relations, Australia*) – Allow me to join previous speakers in congratulating the President and his fellow officers on their election to the most important offices of the Conference. I am sure that under their guidance the Conference will complete its work successfully.

This year is of particular significance to the International Labour Organisation. Created 70 years ago by the Treaty of Versailles, the ILO survived the Second World War to become the first specialised agency of the United Nations.

The past 70 years have witnessed great human turmoil, change and tragedy. For an international organisation to have endured in such difficult circumstances is a major feat in itself.

The principles on which the ILO is based play a central role in the Organisation's capacity to adapt to changing circumstances. These principles of tripartism and co-operation have withstood the test of time. They provide the strength to continue to promote the interests of working men and women throughout the world.

We have seen the membership of the ILO increase from its original 45 countries to 150 member States. This growth in membership has brought to the Organisation fresh ideas, approaches and priorities. This has assisted in dealing with increasingly complex global problems which require new and innovative solutions.

The ILO can look with justifiable pride at its achievements over the past 70 years. It has developed a comprehensive international Labour Code covering most aspects of working life. The ILO has also devoted considerable resources to the delivery of technical assistance to developing countries. These activities are invaluable and are strongly supported by the Government of Australia.

The Director-General's Report to the Conference on recovery and employment builds on the work of the November 1987 High-Level Meeting on Employment and Structural Adjustment. That Meeting raised international awareness of the need to pay attention to the employment and social aspects of the structural adjustment process.

It also stressed that we need to go beyond simple declarations of intention by firstly translating objectives into policies and then into realities.

The Director-General's Report correctly notes that there are both international and national dimensions to the adjustment task.

At the international level we are mindful that protectionism remains a growing menace to developing and developed countries alike. It is perverse that countries undergoing adjustment programmes are exhorted to liberalise trade by a group of rich nations which are themselves moving in the opposite direction.

Australia has actively campaigned for the promotion of a more open trading system, believing that this is in the interests of both industrialised and developing countries.

At the national level countries need to pursue vigorously a policy of structural adjustment, while giving due regard to the social aspects of adjustment.

If we are not able to pursue policies which restore sustainable economic growth in the 1990s, there can be no social progress.

We cannot afford to repeat the recession of the early 1980s or suffer the human costs of economic stagnation.

There is hope for the future. Economic growth and social progress can advance together if we have the will to implement the required policies.

But in implementing reform programmes, governments must be conscious of both social and political consequences. Tensions in these areas can be alleviated most effectively if the burden of adjustment is spread evenly throughout the community.

The Director-General's Report provides a valuable assessment of economic and social problems of the 1980s and proposes a range of solutions.

I am confident the ILO can contribute significantly to maintaining the social aspects of structural adjustment at the forefront of international concern.

I agree completely with the Director-General's observation that labour market flexibility must be subject to fundamental principles of human rights and protection of minimum labour standards. I also agree that it needs to be clearly recognised that labour standards cannot be evaluated solely from an economic standpoint which ignores their social consequences.

For its part, the Australian Government has faced major adjustment challenges over the past six years.

These challenges are not unique and I would like to take a few minutes to share with you the approach we have adopted. That approach is consistent with the emphasis on consensus in the Director-General's Report.

From the outset we tackled simultaneously the twin problems of inflation and unemployment.

The vehicle for this was a prices and incomes policy, based on an agreement, or "Accord", with the trade union movement.

Under this Accord the unions agreed to wage restraint in return for supportive government action in a range of areas including tax, social welfare, prices and non-wage incomes.

With wage restraint through the Accord it was possible for the Government to provide fiscal stimulus to the domestic economy without fuelling inflation.

Tripartite acceptance of this broad strategy was achieved through a national conference in 1983 at which the major interest groups in the country were represented.

The results show that over the past six years Australia has had a significant degree of success in promoting both economic recovery and social justice.

Since 1983 economic growth has averaged 4 per cent per annum; employment growth, at over 3 per cent per annum, has been the fastest of any OECD country; of the 1.5 million new jobs created around 90 per cent have been in the private sector and more than half have been for women; overall the unemployment rate has been reduced from over 10 per cent to 6.3 per cent; and the level of industrial dispute has been reduced by almost 60 per cent.

The policies of consensus, policies very much in tune with ILO principles, demonstrate what can be achieved. Notwithstanding these achievements, Australia's process of adjustment remains an ongoing difficult task.

Australia has relied heavily on commodity exports to underpin its economic development. Our manufacturing base has been relatively narrow and has concentrated on low value added products. The long term was a gradual decline in Australia's comparative national living standards.

However the full cost, as with a number of countries, was only exposed following the substantial fall in world commodity prices over the period 1985-86 which led to a collapse in Australia's terms of trade, and sharp increases in both the current account deficit and the level of foreign debt.

It again highlighted Australia's vulnerability to changes in the international economy.

The Government's response to the deterioration in the external account involved changes to wages policy and the wider macro-economic policy mix, as well as an increased emphasis on micro-economic reform.

Through the Accord negotiating process it was possible to contain the price effects of the Australian dollar depreciation in 1985 and 1986 and ensure that the resulting competitive gains to export and import competing industries were substantially maintained.

To enhance the competitiveness of local industry, measures were also taken to associate wage increases more closely with improvements in efficiency and productivity.

I will return to this issue later.

Once growth was firmly established it was possible to remove fiscal stimulus. In recent years Australia, by substantially tightening fiscal policy, has converted a large budget deficit into a large budget surplus.

At the same time we have protected low income earners, and programmes for low income families have been enhanced.

At the microeconomic level our objective is to build an economy which is better able to compete

internationally. This requires, in particular, improving the competitiveness of the export and import competing sectors.

Already major initiatives have been taken and significant progress is being made: protection for industries is being reduced; in association with the relevant industries and unions, programmes have been implemented to revitalise the steel, motor vehicle, heavy engineering and textile, clothing and footwear sectors; action is being taken to improve the efficiency of the economic infrastructure; government business enterprises supplying services to industry generally are being reformed and streamlined; programmes to improve other key industry sectors, such as the waterfront and coastal shipping, have been announced; and policies have been introduced to improve Australia's education, training and skill formation arrangements.

Earlier I mentioned the initiatives to better relate wages growth to improvements in efficiency and productivity.

A major part of the task is to facilitate the development of a more highly skilled and flexible labour force and the introduction of more modern and adaptable forms of work organisation.

This restructuring has among its major priorities: the revision of job classification structures; major reforms to skill formation and training arrangements including multi-skilling; and the provision of career paths.

Lower paid workers, particularly women, will benefit from more equitable pay levels and greater access to career paths based on training and increased skills.

The result of these reforms will be a much more dynamic, equitable and efficient industry structure.

Again, major hurdles remain to be overcome.

We have a large current account deficit and a high level of foreign debt associated with strong economic growth.

These problems underline the urgency of the restructuring process and the need to maintain the pace of reform.

The consultative processes between the Government, unions and business organisations will continue to play a key role.

In particular, the prices and incomes accord between the Government and the trade union movement will provide the foundation for ongoing structural adjustment and labour market reform.

I believe that Australia's experience demonstrates the value of a consensus-based approach in achieving economic and social progress in what have been difficult circumstances.

I cannot close a discussion of this issue without making reference to Mr. Francis Blanchard.

Mr. Blanchard retired from the Director-General's position earlier this year, having led the Office for some 15 years.

In particular it was almost entirely due to Mr. Blanchard's initiatives and persistence that the 1987 High-Level Meeting was convened. That achievement in itself, along with the subsequent work under his direction to implement the themes of that meeting within the ILO and other international agencies, will provide a lasting testament to his personal commitment to this Organisation's basic objectives of economic progress allied with social justice.

The Australian Government places on record its appreciation of his contribution to the ILO and we wish him well in his retirement.

We welcome Mr. Michel Hansenne and look forward to working with him and supporting him in his role as our new Director-General. Australia is confident that the objectives and ideals of the ILO, and the aspirations of working people around the world, will be safe in his hands.

Mr. VANDERVEKEN (*representative of the International Confederation of Free Trade Unions*) – In his last report to the Conference, Mr. Blanchard has covered issues at the heart of the mandate of the ILO. They must be of deep concern to those who share its objective of making the world more humane for all of the working people who share it.

The ICFTU and its nearly 90 million members has had to deplore the widespread tendency of recent years to lose sight of the ultimate objective of work. Let it be said once more. Our business is to meet human needs, to improve the quality of life and work for all. It is a simple truth to which the ILO has always adhered when others haven't. It has rejected the temptation to separate the social from the economic when others have succumbed, and to retreat from ground that must be occupied by enlightened policy-makers. The report before us is a restatement of that commitment, and the independent free trade union movement welcomes it.

I see no profit in understating the failures of the last decade. Today 950 million live in absolute poverty, compared to 820 million in 1980. Above all, that is an indictment of the international community's failure towards the growing millions in the developing world whose existence lacks the basics of human dignity. But this global Organisation should reflect too on the fact that in its richest member States, between 10 and 15 per cent of the population live in poverty. It is a shameful harvest of human misery.

Employment remains the key to the eradication of poverty and the locomotive of social progress. The concept of the right to work has been corrupted by union-busters and contaminated by the advocates of directed labour. But the ILO, like the ICFTU, has always recognised that full, freely chosen, productive employment must be the fundamental objective of policy-makers nationally and internationally.

Moreover, we share a recognition of the absolute necessity of a global approach to the promotion of jobs and recovery. In our interdependent world, no nation or region can climb towards prosperity at the expense of others. Truly, we share a common destiny.

Regrettably, as we underline the need for universal co-operation, we know that some, because of their contempt for the values of this Organisation, and for humanity itself, have to be excluded from our common struggle.

The racist apartheid regime which continues to hold the people of South Africa in subjugation has no role to play. Its continuing and intensified acts of repression against the independent Black trade unions spearheading the forces for democratic change only confirms, in tragic terms, the need to apply mandatory sanctions. The measures taken to date by the international community have been partial and inadequate, their effects undermined by those who are, even now, willing to profit from the crime of apart-

heid. This year has seen important steps forward towards the independence of Namibia. The international community has played an important role in that, and our efforts must be intensified until apartheid is no more than a nightmarish memory in our collective consciousness.

This year, as always, this Conference is confronted with appalling violations of trade union rights. They should remain foremost in our minds. Equally, though, we can note improvements in some countries whose denials of democratic rights have long been major causes of concern to this Organisation.

Developments in Poland this year are, perhaps, the most prominent example. They are a vivid tribute to the determination of working people to struggle for the rights which are legitimately theirs. They are also conclusive evidence, to those who still need convincing, of the futility of repression. It is, therefore, with profound sadness that we have watched the tragic events in China. There can be no sense in, and no justification for, the horrifying repression of those whose protests have been exemplary in their rejection of violence.

We in the ICFTU are encouraged to hope that the courageous example of Solidarność and of the Polish workers it represents is being heeded in the other countries of that part of the world. Positive signs do exist, but they are uncertain, fragile, and uneven. And in at least one State in Eastern Europe, movement seems to be in the opposite direction.

The list of repression extends to all regions. Yet for one group of working people disadvantage and discrimination are not simply widespread, but universal. They are the women who are present in ever increasing numbers at work and in our trade unions. We all have a role to play to enlist the committed support of our own constituents for the ideal and practice of equality.

The pursuit of social justice is an indispensable dimension of the fight for employment and recovery. The 40 million new jobs needed each year up to the end of the century simply to keep pace with expected growth of the world labour force cannot be created if that dimension is neglected.

In this regard, the ICFTU has consistently argued for the establishment of a system of international relations that meets at least the minimum requirements of equity. The Director-General has pointed out that it is the international trading system that is the mechanism that must transfer and magnify growth and prosperity between nations. That system stands in need of thorough repair, and the ICFTU is following closely the efforts being made in the Uruguay Round to introduce critically important reforms.

They are particularly urgent because of the extent of protectionist sentiment around the world, sometimes shared by working people, notably when they see unfair labour practices used as an instrument of trade policy. It can be combated only through eradicating the injustice in which it takes root. For these reasons, the ICFTU is continuing to work for a social clause in the GATT which would, with ILO involvement, establish respect for basic international labour standards as a precondition of trading privileges.

Global application of ILO instruments, and particularly those on freedom of association, whose universality we have always proclaimed, is the cement that can bind North and South together in a common quest for recovery and progress. It is also the yard-

stick against which we will ultimately measure the nature of change in the centrally planned economies, and hence the basis for the recasting of relations between East and West.

My organisation has called repeatedly for a radical reorientation of the approach of the international financial institutions and major governments to the debt crisis. On a number of occasions the ICFTU has set out the basic elements of new policies which offer hope of a just solution of the problem. They are based on the proposition that programmes of structural adjustment must be predicated on continued growth and meeting social goals.

We are encouraged to believe that, belatedly, these considerations are gaining support in the international community. The High-Level Meeting on Employment and Structural Adjustment marked an important step forward. We are pleased to find its conclusions reflected in the ILO Programme and Budget for the coming biennium.

Today, policy-makers are finally drifting in the right direction. But as policy drifts, people are dying. They are but the most visible victims. There are countless millions afflicted by disease, malnutrition and chronically inadequate living standards. It is a situation that we must never learn to tolerate. Today, debt payments are denominated in death as well as dollars – and we must act to ensure that tomorrow they will not be paid in democracy too.

The 1980s, sometimes called the lost decade, led some of our opponents to predict the death of trade unionism as an inadmissible luxury for the developing countries, and an irrelevance for the developed. Every day, as we reach the end of the decade, events are exposing the fallacy of these arguments. Recovery will take place only through democracy. And democracy exists only where strong, independent trade unions are there to make their indispensable contribution.

Mr. BORGES (*Minister of Local Government and Labour, Norway*) – On behalf of the Norwegian Government I should like to congratulate the President on his election and wish him every success in his task. I am confident that we shall all benefit from his great competence and experience.

I should also like to congratulate Mr. Michel Hansenne on his election as the new Director-General of the International Labour Office. We look forward to a close and fruitful co-operation with him. In this connection, let me also thank his predecessor, Mr. Francis Blanchard, for the excellent way in which he has carried out his heavy responsibilities.

“Recovery and employment” has been chosen as a main theme for this session of the International Labour Conference. The unfavourable international economic situation and the economic crisis with which many countries are faced render the ILO’s work in this field even more important. Norway welcomes the Report of the Director-General as a positive contribution in this respect.

As stated in Chapter 3 of the Director-General’s Report, active labour market policies are an important means of supporting the structural adjustment process. In Norway we fully support this view. Labour market policies have always played an important role in the adjustment process in my country. And today, more than ever, the Norwegian labour

market authorities give increasing priority to training and re-training measures. This is necessary if we are to succeed in the readjustment process. There is a special need for an upgrading of skills among those who have been recently hit by unemployment, but the employed also have a need for further training.

I agree that the conclusions of the High-Level Meeting on Employment and Structural Adjustment organised by the ILO in November 1987 are major inputs to the development strategies for recovery. It is essential to realise that the problems of recovery and employment are common to all countries.

In the Report it is also stressed that economic growth and social progress must advance together. In our view this is a necessity if we are to promote sufficient growth to bring about fuller employment and a reduction of poverty. Both the industrialised and the developing countries must adopt policies that enable adjustment to the changing conditions of an interdependent world economy.

Social programmes and social legislation must be stimulated to protect the poorest and most vulnerable groups against falling levels of income and social security. Workers must be given a minimum degree of social protection. This minimum protection is a cornerstone of the so-called Scandinavian Welfare States. The workers have, through their organisations, had a strong influence on social policy information and have also taken part in the development process in general. This has resulted in a kind of social legislation that guarantees a minimum level of protection for all. Without this type of social consensus we would not succeed in our economic and social development.

In this context we fully support the ILO strategy on structural adjustments and the functioning of labour markets. Flexibility has to be subject to fundamental human rights principles and the protection of minimum labour standards.

Necessary reforms in labour policy are best obtained through tripartite consultations and co-operation. Here, the ILO and other international organisations have a responsibility in assisting and advising governments, in co-operation with the social partners, to encourage the necessary structural adjustment process. But it is also important to be aware, as pointed out in the Director-General’s Report, that there can be no uniform prescription for reforms in all countries. However, all countries should adhere to the principle of minimum of social protection for all. Without social protection there can be no economic growth.

As underlined in the conclusions of the High-Level Meeting, the ILO has a special responsibility for labour and social matters, including the promotion of full, productive and freely chosen employment.

ILO programmes also play an important role in the process of direct employment creation. In co-operation with other international organisations and governments, the ILO should continue to develop ways to examine the relationship between employment and technological development.

The Report lists five different programmes of action that the Director-General urgently recommends. In our view, these are examples of active labour market policies which we support.

The international financial institutions – the World Bank and the International Monetary Fund – have a particular responsibility in assisting the developing

countries in the planning and implementation of structural adjustment programmes. In order to tackle these problems effectively, it is important that these institutions should also co-operate with other relevant international organisations.

Particularly for Africa, structural adjustment policies need to pay increasing attention to the development of human resources and the transfer of technology, above all in the area of agriculture.

The ILO should co-operate with other organisations in building up data on labour market strategies and other indicators in order to follow the social and employment consequences of adjustment policies. The important role of women in the informal sector must be taken into account when data are collected and presented.

The ILO also has an important role to play in helping to design adjustment policies with a strong emphasis on making the poorer sections of society more productive.

The ILO should continue its standard-setting work and advisory assistance to governments in their efforts to carry out their obligations and strive for effective systems of supervision.

This year we welcome that both night and safety in the use of chemicals at work have been placed on the agenda of this session of the Conference. Our opinion is that conclusions with a view to both a Convention and a Recommendation should be prepared in these areas.

This session of the Conference will also conclude its work on the revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107). The Norwegian Government welcomes this important task and would like to stress that this Convention is the only existing international instrument for the protection of indigenous peoples. We hope that the revision will be concluded with a text which all parties concerned can support.

The Nordic countries have taken part in the work of the ILO ever since its foundation 70 years ago. Throughout the years we have been profoundly committed to the Organisation and its activities. In view of the fact that the ILO is now entering its eighth decade, the Nordic Governments have recently submitted to the new Director-General a memorandum in which some of the major challenges facing the Organisation are discussed. The purpose of their memorandum is to contribute to the discussion of the role and functions of the ILO during the coming decade.

We are standing on the brink of apartheid's defeat. The movement for democracy in South Africa is growing stronger. The many years of struggle for human rights and for free and fair elections in that country are bound to succeed. Our impatience for results in the fight against apartheid must be constructively channelled. The international community's commitment to support the struggle against apartheid and to introduce comprehensive and mandatory sanctions is more important than ever. Norway, together with the other Nordic countries, has introduced an economic boycott against South Africa. We appeal to other countries to follow us, particularly those with significant economic ties with South Africa.

The international community has also made an important commitment to ensure the independence of Namibia and to assist in the building of a free nation

for its people. The tasks and challenges are many. I would like to take this opportunity to underscore the central role of the United Nations in this independence process. The United Nations Commissioner for Namibia and the United Nations Transition Assistance Group (UNTAG) have a broad and difficult mandate to fulfil. Our confidence in and support of their activities is of crucial importance.

The Report of the Director-General concludes by reminding us of the serious challenges presented to this Organisation and to all of us by threats to the environment. My Government has been very pleased to note that the ILO has taken this challenge seriously when planning the programme and budget for the Organisation for the coming years by making environment and development one of its priority areas. The list of proposed resolutions to this session of the Conference shows that this concern is shared by many groups in the ILO.

The Nordic Governments are among those which have put forward a resolution underlining the special and important role played by the ILO in promoting an environmentally sound and sustainable development. I hope that this session of the Conference will benefit from the improved international climate which we all are happy to see developing in many parts of the world and thus be able to adopt conclusions and resolutions on all the themes which the members feel are important and to which they wish to give priority.

Mr. SANDHU (*Government delegate, Pakistan*) – In the name of Allah, the Merciful, the Compassionate. It is a great privilege and honour for me to address this august gathering comprising the representatives of government, employers and workers who have come to attend this Conference.

First of all, I would like to extend my warmest congratulations to the President and Vice-Presidents on my own behalf, on behalf of the members of my delegation and on behalf of the Government and people of Pakistan on their unanimous election to the high offices of this Conference. I am sure that their knowledge and vast experience will promote fruitful discussions and will lead the Conference towards the achievement of positive results.

I also take this opportunity to extend the greetings of the Government, the people and the workers of Pakistan to all the distinguished delegations attending this Conference.

I would be failing in my duty if I did not avail myself of the opportunity to express our sincere appreciation to the ILO for the excellent services it has rendered to the cause of humanity ever since its establishment in 1919.

Remaining true to his reputation, Mr. Francis Blanchard, the former Director-General, deserves a tribute for presenting to this Conference a very comprehensive and precise analysis of the problems confronting the world today.

While I will discuss the subject of this year's Report later, permit me to say that the outgoing Director-General deserves our compliments and gratitude for stewarding the ship of the Organisation in rather troubled waters. We have no doubt that his successor, Mr. Michel Hansenne, the present Director-General, with also bring new laurels to this august Organisation which since its very inception is serving the cause of mankind.

As one of the solutions to the problems of an inequitable system of distribution of wealth and capital resources, the Report has stressed the need for adjustment within the national economic policy and also in international economic relations. In spite of the encouraging overall homogeneity in the rate of economic growth among the developed countries, the majority of the Third World is sinking deeper into poverty. To quote the Director-General: "Per capita GDP in many developing countries, low as it is, is falling further". The Director-General has, therefore, appropriately stressed the importance of linkages between the economic and social spheres by enlarging the base of employment and requisite adjustment policies.

It is not easy to overcome these issues unless there is commitment on the part of government, employers and workers, on the one hand, and the consumers, who in fact make up the real hard core of decision-makers, on the other.

Further, the prospects of exports are not bright because of many internal economic reasons and tariff controls, etc., imposed by the developed countries.

In the circumstances, one can easily judge the uphill task that lies ahead of developing countries like my own for attaining structural adjustments and economic recovery.

Conscious of improving resource allocation, which is possible through a number of fiscal and monetary measures including savings so that the new projects and existing enterprises may not suffer for lack of finance, the Government of Pakistan in the current year's budget proposes to include a viable programme of resource mobilisation and a strict drive for austerity with a view to lessening the dependence on foreign loans.

Further, a programme of implementation and monitoring of labour laws and inspection has been launched throughout the country which aims at enhancing the security of employment, increasing the health and safety of workers, their rights and privileges, so that the efficiency of industrial labour and productivity may increase. A number of facilities are being provided to the entrepreneurs in order to increase the efficiency of the private sector.

The Report recognises the need of direct intervention in the form of employment-generating schemes and targeted poverty relief programmes to deal with the social distress generated in the process of structural adjustment.

It is in keeping with these requirements and following a policy of structural adjustment that the elected Government of Pakistan has embarked upon a programme of development called the Peoples Works Programme, which is a programme of direct intervention, aiming at transforming rural as well as urban infrastructures and simultaneously providing employment for the unemployed. The Programme has been launched at a cost of \$2 billion and its objectives include improvement in the social and economic conditions of the poor and underprivileged segments of the population through a set of planned and identified schemes. The Programme will concentrate on education, health and sanitation, water supply, rural roads and dissemination of appropriate technology in the rural areas and income/employment-generating schemes.

The budget which the elected Government has prepared for the fiscal year 1989-90 contains mone-

tary fiscal measures of far-reaching importance which were needed to correct as far as possible the imbalance in the external payments and to plug excessive domestic consumption. The austerity campaign that Pakistan has begun to pursue is a step in that direction and we hope to follow a tighter monetary and fiscal policy and to check consumption to a manageable level.

In my country, despite its population planning programme, the overall rate of growth of the population is as high as 3 per cent per annum, with the result that the present population of 106 million would rise to about 150 million by the turn of the century. It is in this context that not only family planning programmes shall continue to receive still greater attention, as envisaged in the Seventh Five-Year Plan, but effective policies in the health, education and other related social sectors shall be geared towards slowing down the pace of population increase so that the thrust of the economic measures may not be allowed to go in vain.

The Director-General has rightly cautioned about the ill-effects of the removal of subsidies on essential commodities and cutbacks on social expenditure when he says that such measures "often result in a fall in incomes and welfare below the minimum levels required to sustain life. In such cases infant mortality rates and malnutrition rise and the life expectancy of the poor falls." We are concerned in the matter so far as withdrawal of subsidies from essential items like gas and electricity is concerned. Accordingly, adequate financial support through a review of wage structure and monetary returns for the poor is a high priority for us. The object is not to allow the wages to fall below the "efficiency levels".

The Report suggests measures to relieve unemployment and poverty though labour-intensive public works projects designed to mobilise surplus rural labour to construct basic infrastructure such as village roads, small irrigation works, low-cost housing, bridges and schools, including soil conservation and reforestation. Simultaneously, structural adjustments can be effected as an emergency mechanism for dealing with mounting unemployment and loss of earnings because of recession.

Apart from the Peoples Works Programme which is expected to contain to a large extent the menace of unemployment in the rural areas, special schemes for generating employment for the educated unemployed and which also cater to the target groups such as youth have been prepared by the Government. A Youth Investment Promotion Society (YIPS) has been set up to provide credit for setting up small businesses by the enterprising yet unemployed persons in the country.

Further, special emphasis is being laid on industrial and agricultural development so that adequate opportunities may be created for the unemployed.

The Pakistan People's Party has won the election held in 1988 on the basis of its economic programme as enshrined in its manifesto which, inter alia, declares that the Government would create stable conditions and an economic environment where investors feel secure about their investment and induce a large proportion of funds into the country.

It is my privilege to declare from this forum that Pakistan would provide all facilities for investment to foreign investors in Pakistan and that the Prime Minister of Pakistan has herself declared, in the Foreign

Investors' Moot in May 1989, held in Islamabad, that her Government would provide all facilities and privileges to foreign investors in the country. We attach a very high priority to the setting up of basic chemical and petrochemical plants and will welcome investment in this new industry.

We propose to set up a high technology industry for electronic components, machinery and capital goods for the massive industrialisation programme during the next five years. A network of pipelines to connect oilfields with refineries is already under way.

Agriculture is the mainstay of Pakistan's economy, accounting for over 23 per cent of GDP, employing 50 per cent of the labour force and about 70 per cent of export earnings. It provides livelihood for over 70 per cent of the rural population. Accordingly, we propose to strike a sound balance between agriculture and the rest of the economy and shall make available all resources to create new cultivable land so that we do not have to import foodstuff from outside.

Entrepreneurs, workers and farmers in my country have joined hands to bring about a transformation of the economy so that each one may reap the fruits of his labour and help in raising the standard of living of the masses through industrial as well as agricultural development.

We are conscious that even these measures are too little compared to the volume and extent of unemployment. Accordingly, there is need for a systematic and continuous programme of multi-dimensional skill development in the country. There is no doubt that agencies like the World Bank have come forward to extend their co-operation in this gigantic task of skill formation in Pakistan. These efforts will have to be augmented considerably in order to meet the needs of industrial expansion, on the one hand, and generation of employment, on the other.

In summing up my comments on the Director-General's Report, I would submit that Pakistan fully shares the concern expressed by him that the model based on the "trickle-down" theory has completely failed and, instead of growth, there has been a phenomenon characterised by falling per capita income, expanded debt problems, widespread unemployment and underemployment. Such a situation has in a way destabilised many governments and has allowed external threats to bear upon them, particularly in the smaller States. In my own country, the people could not raise their voice against economic disparities and resultant irritants because they had no right to do so under the autocratic rule which kept them silent. As such, the most powerful enemy of the freedom of the people, i.e. the iniquitous economic and social system supported by the previous regime, did not allow the people to play their due role in the management of the State.

It is after a long struggle that the Pakistan People's Party under the leadership of Mohtarma Benazir Bhutto, the Prime Minister of Pakistan, came into power after a popular vote and the mandate of the poor masses of the country. The new democratic Government has decided to introduce far-reaching reforms to bring about fundamental changes aimed at raising the standard of living of the people.

I feel honoured to inform you that soon after taking the oath of office, the Prime Minister, Mohtarma Benazir Bhutto, in her very first address to the nation on 2 December 1988, declared that restrictions placed

on trade union activities by the martial law regime would be removed and labour laws would be brought into conformity with ILO Conventions.

In accordance with the commitment of the Prime Minister, trade union activities have been fully restored and legislative measures to provide requisite backing of law to this decision are to be placed before the Parliament soon. Not only have trade union activities been restored in organisations like Pakistan International Airlines, Pakistan Broadcasting Corporation and Pakistan Television Corporation, etc., but a Review Board has also been set up to examine and decide on merit the cases of those employees who were victimised for their trade union activities purely on critical grounds.

Apart from the foregoing, the Government has revised the Workers' Children (Education) Ordinance, 1972, to cover the children of employees receiving wages up to Rs.3,000 per month. The Government has also raised the rate of pension of widows and survivors from 60 per cent to 100 per cent under the Employees' Old-Age-Social Security Scheme.

I would conclude with a quotation from Mohtarma Benazir Bhutto, the Prime Minister of Pakistan, who, while addressing foreign investors in Pakistan said, "If this globe has to witness an era of peace and tranquillity, the economic and social inequalities must be done away with through a deliberate and well-coordinated action and understanding between the countries of the North and the South. Continued friction and tensions are ruinous and would leave both sides 'broke' sooner or later. The sooner the realisation of this fact dawns on both, the better it is".

Original – French: Mrs. DIALLO (Minister of Employment and the Public Service, Mali) – In taking the floor before this august assembly, I should like, on behalf of my Government and the delegation of Mali, to congratulate the President on his brilliant election to the presidency of the 76th Session of the International Labour Conference. Our congratulations also go to our eminent colleagues who will help and support him during our work, which I am sure he will guide with the utmost skill.

This year, the 70th anniversary of our Organisation, is an opportunity for us to pay well-deserved tributes to the vision and unshakeable faith of the pioneers who brought into being this gem of co-operation and international solidarity.

The members of the Governing Body, the Director-General and his colleagues, whose work has contributed to the continuation of the lofty mission which was initiated 70 years ago, all deserve the warmest congratulations of my delegation which greatly appreciates the relevance of the topic of recovery and employment.

This is a subject which is relevant, a subject which gives cause for particular concern as we near the end of the century, and one which requires the involvement of peoples and governments.

The expertise and understanding brought to these problems render our Report a truly valuable reference document. The pertinence and clarity of the analysis, the correctness and the force of the arguments shed a new light upon the noble concept of solidarity – a concept which has often been debased, and one which our Organisation more than any other is responsible for rehabilitating.

Africa deeply believes in solidarity, and the best illustration of this deep faith is the Lagos Action Plan and the United Nations Programme of Action for Economic Recovery and Development in Africa. What a drama we witness, seeing the painful paradox of the continent, poor in its wealth, the great exporter of commodities, of capital and of human resources!

Taking the opportunity offered by its privileged position as holder of the executive presidency of the Organisation of African Unity, my country (through its President, General Moussa Traoré) alerted the Community of Nations to the need to integrate debt and the fall in commodity prices into a single globally-applicable strategy in the search for alternatives to the problem of development.

We also believe that, although the scope and complexity of development programmes today require an international solution, it is nevertheless true that a national effort is essential to ensure the success of our endeavours, a truism the Director-General has expressed most forcefully in his Report.

To this end, Mali has undertaken important economic reforms, the design and implementation of which are based on consensus which is the result of the broad co-operation and effective participation of all sectors of the population.

Promotion of rural employment through associations and co-operatives, rural schooling literacy programmes in the national languages and labour-intensive employment are some of the results of this measures.

We should like to pay tribute to the courageous position taken by our Organisation and to its unstinting efforts as described in Part II of the Director-General's Report, to devise and experiment with projects which best reflect a spirit of world-wide solidarity. Mali greatly appreciates the involvement of the International Labour Organisation in fields that are of particular relevance to the toiling masses.

To support these efforts and ensure their success, my Government would like a subregional seminar to be held on a problem which is assuming alarming proportions in the majority of Sahelian countries – unemployment among young graduates. Such a seminar, designed to define its exact nature, would make possible the valuable exchange of experience and information on strategies to combat this ill.

My Government takes note of the Plan of Action on equality of opportunity and treatment for working men and women. Moreover, we appreciate any initiative to promote greater co-operation between the major technical and regional departments and offices to enable better integration of the needs and concerns of women within the activities of the International Labour Organisation.

At a time when the insidious manoeuvres of supporters of apartheid are on the increase, everything combines to demonstrate the need for greater vigilance and unity in the fight to safeguard the hope awakened by the prospect of independence in Namibia.

The suffering imposed upon Black workers and the civilian populations in South Africa and southern Africa should not be tolerated any longer. Our Organisation must become more radical in its position and in its struggle to safeguard human dignity and decent working conditions.

In conclusion, I should like to invite the International Labour Organisation to mobilise all its resources for an effective contribution to a better understanding of the problems confronting the world of work, in order to meet the great challenges of the third millennium.

Mr. STEFANSSON (*Workers' delegate, Iceland*) – On behalf of the Icelandic Federation of Labour, I should like to begin my address by offering the President my congratulations on his election as President of the 76th Session of the International Labour Conference.

The Director General's Report on recovery and employment presents a very clear review of recent developments and the outlook for the future. The picture that emerges is one of deepening imbalances in the world, with more and more people in the developing countries slipping into poverty. Their plight is aggravated even more by the immense foreign debts of many of the countries which have small national revenues, and their increasing inability to maintain adequate schooling, health care and social services.

There are also imbalances in the distribution of earnings in the industrialised nations, and in the economic fluctuations of recent years there has emerged a dangerous tendency to cut down on social services. This tendency has been reinforced by prevailing laissez-faire policies in favour of the free market and against any attempts towards equal sharing. In many countries, vigorous propaganda campaigns have also been conducted against trade unions. They have been accused of interfering with the market system, maintaining excessive wage levels and making unrealistic demands for social security. In many industrialised countries, the labour movement has been dangerously weakened by high-handed and arbitrary acts on the part of employers and governments alike.

In my country, Iceland, the labour movement is in good shape. The Icelandic labour movement has achieved real successes in its campaign for better conditions and increased rights for working people. In negotiations, both with employers and with the government, the labour movement has pressed for increased social services and so played the leading role in the development of the Icelandic welfare system. Through a wide range of activities, it has encouraged democratic discussion and democratic decision-making throughout society. In many parts of the world, organised labour has these same achievements to its credit, which indicates clearly how important it is to society everywhere to have a strong and active labour movement. The existence of such a movement ensures not only workers' wages and terms, but also civil rights, the security of the individual and democracy.

The International Labour Organisation understands the importance of the labour movement, and for the labour movement it is a matter of great importance to be able to look to the ILO, both as a forum for discussion and as the only international body which examines government violations of workers' freedom of association and the right to free collective bargaining.

Numerous such violations have taken place recently in many of the industrialised countries. This clearly reflects political opposition to the aims of the movement and the government view that the abridgement

of the labour movement's right to collective bargaining is a useful measure to curb wage increases and enforce a reduction of purchasing power. Economic management of this type is a threat to the system of democracy in which we live, and it erodes the cohesion which is essential for every society, particularly when difficulties are to be faced. For this reason it is imperative that the ILO should defend the right of association and set forth the clear and unambiguous demand that governments everywhere should not encroach on the rights either of individuals or of their associations.

Exactly a year ago, the Icelandic Federation of Labour was compelled to appeal to the ILO. This was in connection with the Provisory Act which the Government of Iceland enacted on 20 May 1988, a few days after the Althingi (Icelandic Parliament) adjourned. This Act was an evident violation of ILO Conventions Nos. 87 and 98, both of which Iceland has ratified. The Act completely suspended the right to collective bargaining for 11 months, until 10 April 1989 (later changed to 15 February).

During this period, to quote directly from the Act, "lock-outs, strikes, including sympathy stoppage of work, or other acts intended to force an alternative order of wages and terms affairs to that stipulated in the present Act" were forbidden.

The Act also contained an unequivocal provision forbidding employers to raise the level of "wages, remuneration and any kind of payments in kind in excess of that which has been negotiated in agreements on wages and terms and stipulated in the present Act".

The Governing Body of the ILO stated in its conclusions last February that "the Act of 20th May 1988 clearly restricted the right of employers' and workers' organisations to engage in free collective bargaining during the term of the legislation". The Governing Body also endorsed the view that nine instances of legislative intervention in the bargaining process in Iceland in the space of ten years lent substance to the suggestion that there may be too ready a recourse to such intervention in the country.

The Governing Body endorsed our most serious assertion: that "the repeated use of legislation to amend existing collective agreements, or to control the content of future agreements, serves to undermine wage earners' belief in the value of trade union membership. Members or potential members may feel that there would be little point in supporting or joining an organisation, the principal purpose of which is to represent its members in collective negotiations with employers, if the outcomes of these negotiations are repeatedly set aside by legislative decree."

Although the Governing Body endorsed the main points of our complaint, expressing in its recommendations its concern at the Government of Iceland's legislative intervention in the bargaining process, it considered that the restrictions imposed last year were warranted by reasons of compelling national interest. Two factors clearly influenced this conclusion. On the one hand, Iceland had a clean record up to that time, and on the other, credence was given to the misrepresentations of the Government of Iceland regarding so-called consultation with the labour movement.

It is not unlikely that the Government's misrepresentations were more readily accepted in view of the

fact that the political party which had been most outspoken in its criticism of the legislation when it was imposed was represented in the Government at the time of the Government's answer to our complaint. I should like to repeat, however, that while this acceptance on the part of the Governing Body tends to suggest that the Government's alleged consultation of the labour movement is an established fact, this is far from the truth, and I am confident that the Committee of Experts will come to the conclusion that the Government is guilty of misrepresentation.

It is not my intention to go further into this matter, since it is now under examination by the Committee of Experts. I should like to repeat, however, how important it is that workers' organisations should have the support of the ILO when they are under attack. In Iceland and in most of the developed industrialised countries, people enjoy prosperity and general democratic rights and freedoms. It is therefore understandable that such infringements of human rights as we experience may seem trifling to those elsewhere who live in poverty and under dictatorships. But even though temporary suspension of the right to collective bargaining is slight in comparison with the persecutions, imprisonments, tortures and murders which people suffer in oppressive regimes, it is dangerous to play down the significance of intervention by democratic governments.

The freedom of individuals to form trade unions to negotiate with employers and defend their members' interests without government interference is one of the cornerstones of the democratic system we enjoy in most of the industrialised countries. Politicians in these countries should not be allowed to apply double standards and make passionate declarations about the importance of free trade unions in South Africa and in other oppressive regimes while at the same time encroaching on the rights of trade unions in their own countries. Nor should governments be allowed to curtail the right to free collective bargaining.

Grass violations of human rights in other countries must never be used to excuse violations by democratic governments. Once again I draw attention to the importance of the ILO as the only body to which trade unions can turn. The ILO has earned respect for its concern over human rights' violations. It is therefore a matter of prime importance that it should set its aims high, maintain its vigilance and not slacken its demand that governments should respect freedoms.

Now, as we are discussing recovery and employment, we must remember the fundamental importance of a free labour movement for democratic decision-making, for ensuring that agreements will be honoured and for securing the unity which is necessary if society is to function successfully. Full respect for all human rights is a precondition for long-term economic progress.

Original - Spanish: Mr. CALVO GALINDO (Employers' delegate, Bolivia) - I have the honour to congratulate the President on behalf of the employers of Bolivia; I sincerely wish that the deliberations of this Conference, under his able leadership, will achieve every success.

I should like to extend this greeting to all the participants of the 76th Session of the International Labour Conference.

This meeting is taking place at a time of radical change at the international level. The world economy is starting to show some encouraging trends, although there are still marked differences between the uncertain outlook of the developing countries and the more promising situation in the industrialised countries. There are also some positive signs at the international political level. A more open approach, which may prove to be greatly beneficial, has been adopted in some of the socialist countries, which have started to introduce practices and mechanisms in their economies which correspond to market forces, abandoning the dogmatic views which imposed rigid centralised planning, and freeing economic activities from a pervasive and negative control.

These signs of change are but the initial expression of radical transformations which will, beyond a doubt, be born of the urgent need to start the twenty-first century with new forms of co-operation and exchange between the members of the international community. An eminent Latin American writer recently pointed out that our epoch is a time of internationalisation of the economy and of culture. It is a time of a world market of ideas, technology, goods, capital and information. He went on to say that a country which closes itself off instead of opening itself to the world, condemns itself to stagnation and barbarism.

Thus, the major themes chosen as topics for consideration at this Conference should be discussed and analysed in this context, bearing in mind that the major problems of backwardness, unemployment and extreme poverty can only be solved by a co-ordinated effort of co-operation strengthening the close link which exists between economic progress and social progress.

The Director-General suggested recovery and employment as the central themes of this Conference. His diagnosis, as usual, is based on a sound scientific analysis. The profound analysis of both aspects in his Report provides a synthesis of the imperative of a structural readjustment based on the creation of labour-intensive industries which also make intensive use of the raw materials of the country concerned. This readjustment must also have an ethical dimension, that of full solidarity in bearing the enormous social cost which invariably accompanies such policies.

This implies a different approach of States to the acquirements and obligations of interdependency. As has already been said many times, an isolated effort to overcome a crisis in a country's economy is doomed to inadequacy and even futility unless it is backed by a receptive foreign sector and adopts a long-term view.

We know where the problems are and we know how to overcome them, but we have to stress that it is not enough to make a precise diagnosis, which may be reduced to a mere theoretical exercise if it is not backed by a firm political decision inspired by the conviction that an economically stable and socially just future can only be built if we admit that exclusive and selfish prosperity cannot last.

For example, the foreign debt causes the least developed countries to become chronic net exporters of capital, which reduces their productive investment and virtually brings to a standstill investment in health, housing, education and other basic services.

The Director-General of the ILO mentions in his Report that in Latin America the debt service ratio exceeds 40 per cent of exports. In a world context which is becoming increasingly interdependent, as I have said, we have to find common solutions. The increase in bank interest rates and new protectionist measures which have exacerbated the already very difficult situation of the developing countries have had very serious social consequences. We have to insist, therefore, on the need for common solutions if we really wish to build a future which is less unjust.

The major challenge in the years to come is the creation of jobs. For this, economic growth must go hand in hand with an improved distribution of income. In the Latin American region the population increases at a rate of almost 2½ per cent per year, calling for the creation of 5 million new jobs per year merely in order to prevent the present situation from deteriorating.

Various adjustment policies have been attempted, with varying results. Because it was an interesting experience, and one which personally I went through, I shall give you a brief account of the results of the programme carried out in Bolivia. I am also doing it because I feel it is a duty of member States of the ILO to share their experience and to contribute as much information as possible to the analysis of such a vast and important subject as that covered by the permanent mandate of this Organisation.

In August 1985 the Bolivian economy was in a state of collapse with an annual inflation rate of about 24,000 per cent. The gross national product was falling for the fourth consecutive year and we had a general shortage of basic consumer goods, a largely over-valued national currency and practically non-existent international reserves.

Among the causes for this situation were an inflated public sector with uncontrolled expenditure to finance the deficit with the unbacked issue of money. On the other hand tax revenues had dropped considerably because of the erosion of the taxable income. In order to deal with this situation it was necessary radically to change the conditions in which the economy had been operating, especially in the public sector. To do this, structural adjustment measures had to be adopted, such as the elimination of price controls and subsidies; free wage fixing in the private sector through direct negotiation; the establishment of free trade; fixing of a low customs duty; a floating exchange rate and the lifting of restrictions on the employment of labour, in strict compliance with our labour laws.

We reorganised some of the major public companies. A tax reform was introduced which simplified the system and reduced contact between the taxpayer and the tax administration, a new tax register was drawn up and a new tax system was also devised. We launched a reform of the systems of government administration and control.

This set of measures enabled us to achieve monetary stability and laid the groundwork for a resumption of growth despite unfavourable external conditions. This year Bolivia will have an inflation rate of 10 per cent per year, the lowest in Latin America, and its economy will have grown for the third consecutive year. This stability is based on the economic and structural reforms which I have just mentioned and strict tax discipline. These internal efforts of Bolivia earned us the respect of the international com-

munity, which restored normal relations with the financial community. This additional financing does not, however, solve the problem of Bolivia's foreign debt, which is still one of the major factors preventing further economic recovery.

Bolivia's foreign debt, though small in absolute terms, is very great in relation to the size of the economy. Thus, in 1986 our foreign debt was equivalent to 119 per cent of the gross national product, and the debt service is huge compared to our few exports.

Bolivia was one of the first countries to negotiate its debt with private banks, and we have already been able to redeem a reduction of 70 per cent with the help of friendly countries; part of this will be reinvested in the country.

Bilateral debt accounts for more than 50 per cent of the total, and Bolivia has succeeded fairly well in the negotiations which were carried out within the Club of Paris, the rules of which fail to take sufficient account of the real ability of countries to fulfil their obligations, especially the situations of low income such as is the case in Bolivia.

In conclusion, it is not sufficient to have internal discipline such as that exercised by Bolivia, nor is it enough to rely on limited foreign financing; it is necessary to find a radical solution to the debt crisis through far more receptive attitudes on the part of the creditors.

The economic crisis and the need to adopt adjustment measures have had repercussions on the employment situation and have aggravated unemployment and underemployment; thus the open unemployment rate, which was only 7 per cent at the beginning of this decade, was over 11 per cent last year; add to this the figure for open underemployment and we reach a total of about 20 per cent.

It should also be pointed out that public investment, according to estimates of the present Government, will only partly solve the unemployment problem.

In conclusion, I should like to point out that there are new ideas for economic integration along practical and dynamic lines and it is up to us to make a commitment to create a world for future generations, one of increasing harmony and solidarity. If we all pool our creative ability, with a vision which is as wide as possible, I am convinced that we will inaugurate a new age, one which will be free of the tensions and uncertainties looming over us today.

Mr. MAPURANGA (*representative of the Organisation of African Unity*) – I would like to associate myself with previous speakers in congratulating the President on his election.

Allow me also to convey, before this august assembly, on behalf of the Organisation of African Unity, sincere and hearty congratulations to Mr. Michel Hansenne, the new Director-General of the ILO on his well-deserved and merited election to the high office of Director-General of the ILO. While congratulating him on his worthy election, I wish to take this opportunity to pledge the OAU's continued support and co-operation to him and the ILO in areas of mutual interest and common concern. Let me also seize this opportunity to pay tribute to the former Director-General, Mr. Francis Blanchard, for his sterling service to the ILO. He was a long-tested friend and ardent collaborator of the African region of the ILO's sphere of operations.

This session of the Conference is being held at a very critical juncture in Africa's socio-economic history. The continent is in its eighth year of economic recession, and indeed for some countries it is even the tenth year, without any visible sign that the recession, and indeed the depression, is abating.

A combination of unfavourable factors has led to a growing impoverishment in the region to the point that it is currently estimated that over half of the African population live below the poverty datum-line, and the situation is steadily worsening in the social services areas, particularly in education, nutrition, public health and housing. The Director-General's Report on *Recovery and employment* has clearly highlighted the predicament of Africa as the one region most severely affected by the current world recession. On a national level, the Director-General's Report has laid emphasis on the need for structural adjustment policies to take into account the principles of social equity, and especially to cater for the protection of the most socially disadvantaged and therefore the most vulnerable sections of the population. The OAU would like to congratulate the Director-General for this very incisive and perceptive analysis of the situation now prevailing in national economies. The report has quite rightly recommended a global approach to the solution of the problems now confronting the world economy. The OAU would like to submit, that inasmuch as special attention should be given to the disadvantaged and vulnerable social groups in the national process of structural adjustment, similar treatment should be accorded to the most severely affected regions, particularly Africa, in the process of restructuring the world economy. It is my sincere hope that discussion on this vital issue will lead to the attainment of an efficient process of structural adjustment at both national and global levels, the revival of growth, greater social equity, as well as contribute to the elaboration of the International Development Strategy for the United Nations Fourth Development Decade, in which the reduction of poverty and unemployment should figure as important objectives.

The Director-General's Report has quite correctly identified the excruciating debt burden as the single major constraint to recovery and growth in the Third World countries. While the OAU would like to congratulate France for its generous and far-sighted action in writing off the debts of a substantial number of countries, we would like to insist that only a global approach to the debt question by creditor and debtor countries will provide a viable, lasting and equitable solution to this crucial issue. African Heads of State and Government met in an extraordinary session of a summit meeting on the question of the African debt. They spelt out a common African position on the matter, and called for an international conference on the African debt problem. I call on the ILO to support Africa's current efforts to convene such an international conference.

In the specific field of labour and employment, the OAU organised the Twelfth Ordinary Session of the OAU Labour Commission in Bujumbura, Burundi, in March/April this year. The theme of the Labour Commission was "The challenge of employment promotion and planning in Africa". That Conference's major theme as you can see, was germane to the Director-General's chosen theme for the present ILO Conference: recovery and employment.

I wish to apprise this Conference of the unpalatable fact that the deprived African labour force has reached the limits of its endurance, as evidenced by the numerous recent civil eruptions leading to loss of lives in a number of African countries as a result of unemployment, growing impoverishment and soaring food prices. Armed robberies, burglaries and all sorts of crimes and delinquency are on the increase in many African urban centres, and even in cities which were hitherto citadels of peace. It is therefore now crystal clear that the social fabric as well as the much needed political stability of African society stand in great jeopardy, as prospects for economic recovery remain exceedingly bleak.

The OAU is deeply preoccupied with the vital issues of recession, recovery and structural adjustment with a human face. To that end, we are of the considered opinion that given the gravity of the employment situation in Africa, a joint study entitled "The challenge of employment and structural adjustment measures in Africa" should be undertaken by the ILO/JASPA, in the ILO/SATEP, the ECA and the OAU, and a document be presented to the African Heads of State and Government through the OAU Labour Commission and the UNECA's Conference of African Ministers.

It is to be noted that the Conference will also consider the Special Report submitted by the Director-General in application of paragraph 5(a) of the Declaration concerning Action against Apartheid in South Africa and Namibia adopted by the Conference in 1988 as well as the report prepared by the Governing Body's Committee on Discrimination in pursuance of paragraph 5(b) of the Declaration. It will also be recalled that the 75th Session decided to urge the Conference's Committee on action against apartheid to continue to monitor with increased vigour action against apartheid.

In this connection, I wish to commend the ILO for the able and efficient manner with which it has followed up and monitored the developments in South Africa and in Namibia. I particularly wish to underscore the fact that the role of the ILO is commendable in the defence of human rights in general, and in particular, those of the underprivileged and expropriated in Southern Africa, as well as its role in technical assistance by way of technical, professional and vocational training.

It would indeed be remiss of me, while talking on apartheid in South Africa, not to talk about the denial of political, social, economic, legal and human rights to the large majority of the populace in that country. The continuation of the abhorrent system of apartheid – a crime against humanity – as well as South Africa's aggression against independent African States is heightening the state of mistrust and conflict and endangering regional peace and security. The black workers in that country particularly suffer from institutionalised racism and racial discrimination by the Pretoria regime.

In order to bring about any meaningful action against the Pretoria regime, I wish to appeal to the international Community to support the principled stand of the OAU of adopting comprehensive mandatory sanctions against that regime. We also declare that only the following conditions can lead to a conducive atmosphere for negotiation, namely: the unconditional release of all political prisoners including Nelson Mandela; the lifting of the ban on the ANC

and PAC and all other anti-apartheid organisations; the lifting of the state of emergency, which was renewed only recently; the withdrawal of the army from the African townships; and the repeal of the notorious Labour Relations Act.

With regard to Namibia's independence, we pay special tribute to the People's Republic of Angola for its selfless sacrifice and invaluable contribution in defeating the forces of racist aggression and thus setting in motion the independence process in Namibia. We, in the Organisation of African Unity are watching with keen interest but guarded optimism. In that connection, we call for the immediate declaration of a general amnesty and the repeal of all discriminatory laws to facilitate the repatriation of Namibian refugees and their participation in the electoral process which was launched recently. The OAU wishes to express, as it has always done in the past, its abhorrence for the brutal treatment being meted out to the workers in occupied Palestine and other Arab lands which have been forcibly occupied by Israel. The Organisation of African Unity's sentiments of militant solidarity with the Palestinian workers are part of our Organisation's wider concern for human and people's rights, as well as the struggle against colonialism, racism and zionism.

We urge this session of the Conference to support the resolution on the condition of workers in Palestine and other occupied Arab territories.

Original – Spanish: – Mr. FAVELEVIC (Employers' delegate, Argentina) – Let me first congratulate Mr. Nkomo for his appointment as President of this assembly.

This is a welcome occasion for Argentine employers, who are confident that his enlightened leadership will ensure the success of this meeting.

As representative of the Industrial Union of Argentina and on behalf of the other employers' bodies making up this delegation, I should also like to welcome the new Director-General, Mr. Michel Hansenne.

In greeting the man who is assuming the leadership of the Office as of this year – and I wish him full success in his task – I should like to request him to pay particular attention to the concerns and needs of the developing countries so that their efforts to carry out economic change as the springboard of social progress and growth should take place within a framework of social dialogue.

The International Labour Organisation, which has already carried out an essential task, will in future have to play a role combining its international dimension with the delicate task of ensuring that social peace, human dignity and the development of all peoples should be compatible goals which are achieved through constructive contributions made by governments, trade unions and employers' organisations in an effort to overcome the serious crisis afflicting many of our countries with a crushing external debt combined with stagnation, lack of investment and underemployment. I should also like to welcome Mr. Francis Blanchard who for so many years has presided over the destiny of this Office and whose skilful, intelligent management is undeniably a source of satisfaction to the member countries of this Organisation.

The documents which are submitted to our meeting year after year, and which I have had the oppor-

tunity to comment in my capacity as delegate for several sessions, provides the reader with a combination of analysis and doctrine conducive to in-depth thought and containing useful guidance.

One may wonder how the Argentine employers can be attending this meeting when their country is without any doubt facing the worst economic crisis ever recorded in the history of this century.

One may also ponder the survival chances of a productive undertaking when the oppressive financial situation facing our enterprises is exacerbated by a lack of supplies, restrictions to free trade and a lack of measures to overcome the negative situations and the truly frightening inflationary pressure.

Furthermore, recent acts of violence have shocked public opinion, both nationally and internationally. Disturbances, plunder and vandalism have regrettably claimed a number of victims.

These events, precipitated by shortages and a lack of essential products, were made use of by activists who attempted, through disruption and a rumour and disinformation campaign, to upset the normal transfer of power between the two democratically elected Governments.

The Government reacted within the framework of the law to restore public order and to put into operation constitutional mechanisms which were supported by the majority of parties in the National Congress.

The measures adopted also received the consensus of the trade unions, the employers' organisations and the community in general.

Nevertheless, we have various points to raise in this forum.

First of all, we should like to recall that we predicted this delicate situation, although not in its present dimension and depth, many years ago in this same forum when we said that, both for circumstances beyond our control and because of mistakes made in our economic policy, Argentina had to face a considerable uphill battle to cope with its external debt whose annual interest represented more than 50 per cent of its exports. While we wished to comply with our international commitments, the restrictions imposed on the import of our products combined with the subsidies which certain countries afforded to their exports, seriously hampered all efforts to achieve that objective.

We also stated that free international trade and preferential treatment of countries with serious financial problems stood to promote their recovery without aggravating the delicate situation of internal recession in which they found themselves.

The external debt, we said, would have to be refinanced so that its staggering in time and the sum of annual interest should not endanger internal growth nor curb the imports necessary to maintain it.

We urged that inflation should be combated through the gradual elimination of other factors producing it, that is by tackling its causes and not its consequences, for any system of control would constitute an artificial remedy leading to repressed inflation accompanied by in-depth distortions in the productive system and in the operation of private enterprise.

Private enterprise and investment were defined as the stimulus of growth and profitability as the legitimate objective of any productive activity within the legal and ethical framework within which it should

develop. Without this, there could be no investment and economic growth would be insubstantial.

That growth, we said, would make it possible to devise an in-depth solution to the employment problem on the basis of high productivity jobs affording greater income and access to a higher standard of living and social mobility. The financial system must be at the service of production. Rates of interest must be compatible with enterprise profitability.

Conditions must be created to channel savings towards investment rather than speculation. The action of the State in the economic field must be guiding, not dictating.

The State should not deploy productive activities which could be assumed by the private sector.

Public expenditure must be reduced to an extent which should enable the private sector to grow and should not be converted into disguised unemployment, but should be channelled towards the satisfaction of genuine needs and the rendering of services in line with the rate of growth of the remainder of the economy.

I also added that, even if the problem of the refinancing of our external debt was overcome in an effort to contain the galloping external debt, any policy designed to improve the distribution of income ran the risk of failure given the unbearable level of inflation. Circumstances unfortunately have confirmed this prediction.

Remain assured that our analysis, over and above its accuracy, is a source not of satisfaction but of great concern because the wrong course charted for the country's economy has seriously jeopardised our chances of development and the well-being of our population.

We have also come to this important international forum to convey the fact that, although the adversity of circumstances has impaired us, it has not destroyed our determination to be the starting point of a project for growth which combines the ideals of private initiative, productive investment, technological transformation and social progress.

Our nation has learnt through painful experience in the political field the lesson, which has today become a conviction, that only democratic mechanisms within a constitutional framework can ensure freedom – both individual freedom and economic and political freedom.

That is why economic freedom, so often postponed requires established and permanent rules of the game, which only democracy can accept and recognise.

This is undoubtedly our first commitment towards the national and international community. But our society has also realised that without a healthy administration, without efficient allocation of available resources in the public field and without a restimulation of the private productive apparatus to generate a wider and better labour market, we cannot achieve the miracle of prosperity.

Our second commitment is to make all due efforts to ensure the implementation of the measures necessary for growth in peace.

There can be no distribution without production and productivity. The fallacy of ongoing adjustments to nominal salaries must yield to the reality of genuine rising salaries and the illusion of an artificial level of formal employment, masking high rates of underemployment and hidden poverty, must give way to

the reality of genuine productive employment with a multiplying effect.

That is why, as our third point, we should like to stress our belief in the truths emanating from our joint work within the International Labour Organisation.

We are here to bear witness to the fact that political freedom in the field of labour relations requires full respect for the autonomous and collective will, for freedom of workers' and employers' organisations and for negotiation even in times of crisis.

We are here also to support fully respect for the fundamental rights of workers, but also to recall that there can be no worker without an employer, there can be no fruitful work without efficient production and there can be no efficient production without a framework of stable economic rules, the best of which have been universally proven to be those which enable the widespread development of private initiative.

We maintain that labour relations should be established freely and adjusted to reciprocal needs, keeping in view the project of economic growth of which they are part, thus leading to a combination of protection with adaptation and victory with flexibility.

Finally, we have also pointed out that an unbalanced economy leads to unbalanced social security, and that by the same token inefficient allocation of resources and disorder which leads to the crisis of the economic system inexorably involve the subsystem of social security.

This means that in our case the latter will have to be restructured and turned into a proper mechanism to serve efficiently as a social security system, covering the basic risks to which workers are exposed, at a total cost which will neither endanger the competitiveness of our products, fall on the consumer or displace us from the external markets necessary to trigger the reactivation of production and increase our supply of foreign currency.

While applauding the efforts that have gone into the Report of the Director-General, we must express the hope that, despite the difficulties involved, its title, "Recovery and Employment", should not be merely a compendium of obstacles to its implementation, but should convey the conviction necessary to turn the wish, which is quite feasible, into a positive reality embodied in the well-being of our peoples.

Original - Russian: Mr. BULGAK (Workers' delegate, Byelorussian SSR). It is my pleasure to add my congratulations to those extended to the President on his election to a post of such great responsibility and to wish him every success in his work.

The report submitted to us by the Director-General raises topical issues of great relevance and of crucial importance to workers and their trade unions. This Report analyses the economic situation and mentions facts and trends which affect social and economic development. Particular importance is given to this topic because of the 70th anniversary of the establishment of the International Labour Organisation. This anniversary has given us an opportunity to take stock of what can be done within the framework of the ILO to resolve such vital issues as the right to work, job creation and the improvement of working conditions. I should like to stress the importance in this connection of support for those areas of ILO activity set forth in the letter of congratulation

from the Chairman of the Soviet Ministers of the USSR, Comrade Richkov, on the occasion of the 70th anniversary of the ILO.

Over the past decade, the labour and social situation in the world, as stated in the Report, has given cause for serious concern. We are obliged to agree with this. Figures and facts which have been cited in the Report on the continuing high level of unemployment and underemployment, on the reduction of government spending on social services, and the deterioration in the quality of life, in particular the environmental conditions in many places, eloquently advocate the need for urgent measures to improve the existing situation. We are convinced that the World Employment Programme, adopted by the International Labour Organisation in 1969, requires fundamental changes. The introduction of new technology - on the one hand, the problem of unemployment and the deterioration of the situation of workers, on the other, require the adoption of appropriate standards on the part of the ILO with a view to developing and implementing national and international policies, to limit unemployment, to create employment and to guarantee the right to work. Trade unions see this as one of their principal tasks and await from the International Labour Organisation further effort toward the development of measures and recommendations for the achievement of positive changes in the field of labour and social policy.

A radical reform in the employment programme at this juncture could be furthered if all countries worked together to implement the concept of development through disarmament. This concept is based on a deep conviction that the material and financial resources released as a result of disarmament could be successfully used to solve existing social problems, including the problem of underdevelopment. In this light, activities in the productive sector are especially relevant and concern the trade unions particularly. I am referring to the conversion of the armaments economy into a disarmament economy - the conversion of military production. Of course this is difficult to do; it calls for structural changes in the economy, and the retraining of many workers. But all this is possible, and the International Labour Organisation and all its member States should make every effort along these lines and use every opportunities to achieve positive results in this sphere.

We fully support the provisions of the Report which call upon States to make every efforts to achieve economic recovery, and we feel that the ILO can make a significant contribution to assisting member States in creating jobs. For instance, it would be very useful to prepare a research study on the problems faced by countries attempting to achieve full employment; it would also be useful to carry out a study of the inter-relationship between environmental protection, economic development and employment, with a view to drawing up appropriate recommendations. When a programme is drawn up for economic growth and recovery of course social issues should not be pushed into the background.

We also fully share the concern expressed by many delegates during this discussion on the state of the environment. The repercussions of major ecological, natural and industrial disasters are felt not only by communities, but by each individual as well. We need urgent and vigorous measures to protect our habitat.

The Byelorussian SSR is this year also celebrated its 70th anniversary from the day of its foundation. For us this is a milestone where we are taking stock of what we have done, examining and analysing our achievements and failures, and deciding on priorities and long-term tasks to be undertaken in building up our socialist country.

In our Republic we now have a widespread process of restructuring – “perestroika” – and qualitative transformation of all aspects of the life of our society. Workers’ rights have been extended in all areas of activity; there is a large scale development of democracy, openness (“glasnost”), consolidation of legal and material rights and freedoms of citizens, and we are implementing economic reform. The trade unions of Byelorussia, with a membership of over 5 million people, are participating actively in carrying through a policy to speed up the social and economic development of our society. Our trade unions support the reform of labour and pension legislation and the reorientation of the national economy. We particularly favour the conversion of a number of heavy industrial enterprises to the production of consumer goods and a reorientation of the defence industry to the production of civilian goods. The trade unions are working to ensure that structural changes in the economy do not lead to unemployment and that the proposed reform of retail prices will be carried out only after nation-wide consultation and not lead to a drop in the living standards of the population.

Priority areas in our work are the protection of workers’ interests and an active social policy. The trade unions of our Republic participated directly in the planning and now the implementation of a housing construction programme. The conditions have been created for providing every family with its own apartment or house by the year 2000.

Our trade unions also consider ways of improving the environment in our Republic. Given today’s standards of environment-friendly technology, it has been recognised that it is not advisable in future to build new chemical, petro-chemical and micro-biological plants, or any metal-intensive plants for the engineering industry, on the territory of Byelorussia. Taking into account the demands of workers and the community in Byelorussia, work has stopped on building a nuclear power plant. Efforts are to eradicate the effects on the territory of our Republic of the accident at the Chernobyl nuclear power plant and to create safe living and working conditions for the population in the affected areas are continuing. Also, close medical monitoring systems have been established in that area.

Trade unions are working to extend worker participation in enterprise management. During this period of economic reform, we have the following task: the progress from participation to self-management at the workplace, to give workers’ collectives the broadest possible rights in forming self-management bodies. A collective may rent facilities and equipment from a state enterprise and then independently manage its production and income. Thus we achieve a situation where each member of the collective has direct access to management of the enterprise and distribution of the profits.

In a word, in our work we proceed on the principle that trade unions should be active participants in changes in all areas which affect workers’ interests.

This year, as you know, progressive peoples throughout the world have been celebrating the 100th anniversary of the day of international workers’ solidarity, 1 May. We feel that this anniversary deserves universal respect and recognition as a testimony to the international co-operation of workers, striving together to protect their rights and interests.

We are convinced that if we are to achieve the difficult goals of economic recovery and improvement of the lives of the workers, there has to be a favourable climate for the implementation of an effective social policy in every country. Such a favourable climate is greatly favoured by international détente, by an atmosphere of trust and stable peace, by the development of equitable economic co-operation and mutually beneficial trade, and by the implementation of measures guaranteeing the right to work and the observance of and respect for other human rights and freedoms. I should like to express my conviction that the International Labour Organisation will intensify its work and contribute to the solution of these and many other very important problems.

Original – Portuguese: Mr. MEIRELLES (Employers’ delegate, Brazil) – First of all, as Employers’ delegate of Brazil, I should like to congratulate Mr. Nkomo on his election to the post of the President of this session of the Conference. For me it is an honour and a double responsibility to represent Brazilian employers before the 76th session of the International Labour Conference.

The first responsibility is the interest all of us have in complying with the fundamental aims of the International Labour Organisation which contribute to social justice, to permanent peace and the right to all human beings, independent of race, religion or sex, to seek material well-being and spiritual development in conditions of freedom, dignity, economic security and equal opportunities.

My second responsibility, as a man employed in the production sector, is to work towards the attainment of effective conditions to produce resources to make it possible to achieve the ideals which are common to all men of good will.

We are living in a time of tremendous change, both in the international arena and in the domestic situation of all nations. In 1992 Europe will be united from the Atlantic Ocean to the Ural Mountains and will become the second world Power. This fact will cause other countries to unite, according to their respective continental situations and it will also guide them towards a series of domestic changes in order to adapt their production rhythms to the needs of a wider market and, furthermore, will bring domestic labour and consumption conditions more in line with those of more developed countries.

Over the last 30 years, Brazil has endeavoured to develop itself economically and to achieve a larger participation in the international trade market.

To assist it in attaining these goals, Brazil had, especially after 1960, the collaboration of enterprises from practically all the developed countries of the world. Being the result of a mixture of races, customs and religions, Brazilians have never had any difficulty in absorbing new technologies and teachings. Brazilian people have always shown a great interest in reaching higher levels of education, wealth and creativity.

At present, this endeavour has been contested by additional problems, basically derived from the very high commitments of foreign debt, protectionist measures, either hidden or open ones, which have been adopted by international trade leading to a drop in the prices of basic products, and the difficulties the Government has had in determining less floating exchange rates.

In the same way as all other nations, the Brazilian people are trying to find alternative uses for existing resources. It is no longer acceptable in this modern world, dominated by instant communication, to isolate considerable portions of the population with a low level of education and with a subsistence level of agriculture. In the farthest areas of the country there is the demand for opportunities to lead a useful life, and for the customs and possibilities of consumption available in the larger cities, just like in the United States and Europe.

For these reasons, roads, hydro-electric plants and telephone exchanges were built. Together with such marks of civilisation, we see the growth of small business entities such as store-houses and middle-men.

Brazil has now existed for almost five centuries and the marks of civilisation can be seen throughout virtually the whole of its territory. Brazil finds that the spread of civilisation is a very high investment with a slow return, which thus does not solve all its problems at a stroke.

Modernisation carries in itself the paradox of no possible retreat. It requires more and more investment, training of staff, education for the new generations, companies and enterprises capable of generating employment according to the demand of more specialised labour.

It is not sufficient for a country that is becoming modernised to give a piece of land to each unemployed person. What it should really do is to make present education requirements comply with what is necessary for full social integration. The benefits of general rights of citizenship without discrimination are very often unavailable due to the need to achieve a faster return on investments or due to the difficulty of promoting the integration of certain portions of the population which were isolated in the past.

It is not always easy to reconcile policies of economic development in a country where great attention is paid to the preservation of regional customs and uses. We have an example of this in the Amazon region where about three-quarters of the nation's potential hydroelectric power is concentrated. Another example is the ground firing, an old Indian custom adopted later by the colonists in order to accelerate new growth of grass just after the dry season and which became the fastest way of eliminating forests.

The truth is that the country cannot eliminate its development. It cannot prevent development, although we do acknowledge the fact that we should really endeavour to preserve the environment. However, preservation of the environment creates a need for new investment in the production of energy and for basic sanitation and public health.

Brazil is still very far from having rural areas such as those found in Europe, close to the amenities of urban areas, and the excessive growth of metropolitan areas creates endless problems related to water supply and sewage treatment.

At the same time, the country needs a period of economic and financial stability in order to become

capable of programming its own full development by fighting the imbalances.

There is much to do in Brazil. From the macro division of the hydrographic basins and the agricultural possibilities of our soil to industrial planning, urban sanitation, protection of springs and protection of the soil against erosion and caking.

There is, of course, a place in such efforts for the participation of other countries, but we should not forget that many of these problems were imported together with the expectation of participation in the economic and cultural development of the whole world.

The lack of objective measures to determine the link between the countryside and the cities within the resources which society can really count on, over a relatively short period, may be due more to the lack of general economic planning than to ideological questions or to aggravations amongst social classes.

The high price the country is paying for not having an adequate distribution of its urban and rural populations should, of course, deserve more attention from Brazilian and international experts, because Brazil is still a country of large open spaces with considerable sectors of the population living outside the formal economy both in the countryside and in the cities.

In the past, it was thought that it would be easier to protect women from the inconveniences of night work although such a measure could also be seen as a restriction of free employment practices. There are several questions which should be taken into consideration, according to historical needs and economic requirements rather than just simple moral obligations.

Brazilian employers do not consider themselves as having better qualities or worse defects than any others but it is certain that as human beings they are interested in preserving the integrity of their country for full use by the future generation.

Mr. SHARMA (*Government delegate, Guyana*) – May I, first of all, convey on behalf of myself and other members of my delegation our warm and sincere congratulations to Mr. Nkomo on his unanimous election as President of the 76th Session of the International Labour Conference. Aware as we are of his wide experience and intimate knowledge of labour matters, we are confident that the Conference will achieve outstanding results under his able guidance and capable management.

We are meeting at a crucial moment in world development. There is a growing tendency to bring regional global conflicts around the negotiating table, rather than attempting to settle them through force of arms. As the cry for peace and social justice advances, military might recedes. There is a greater understanding and more sympathy for debtor nations struggling to achieve economic growth and to honour debt repayment obligations. With these changes in the landscape of world consciousness, the International Labour Organisation has a relevant and urgent role to play.

The ILO's fundamental principle of social justice and equality for all is even more relevant today. It is a fact that poverty anywhere constitutes a threat to peace and freedom everywhere. When the International Labour Organisation was conceived in 1919, its founders cherished what may be regarded as lofty

ideals. But today those ideals have continued to be the mainstream of activity of the Organisation. As world crises develop and worsen, more attention is paid to the relieving benefits which flow from the operational functions of the International Labour Organisation. More programmes are required and one cannot help observing that already there are some 12 technical programmes and several field programmes in Africa, Asia, the Americas, Europe and the Arab States. Yet, budgetary proposals for the period 1990-91 have been estimated to be some, US\$31 million less. The problem confronting the International Labour Organisation is how it can provide improved, expanded services of a consistently high standard to member States, with reduced financial resources.

The Director-General, in Part II of his Report, has succinctly stated the several programmes undertaken by the International Labour Organisation in the year 1988. It is heartening to note that some emphasis has been placed on improving the working and living conditions of women workers. It is in that light that my delegation welcomes the discussion on the technical subject of night work on this year's agenda. My country subscribes to the view that women workers are just as important as men workers to any structural adjustment programme, and therefore must of necessity be freed from their cultural stereotypes. It is important that they be ensured of equality of opportunity and treatment with men workers – all things being equal.

The Report shows that workers' activities have been increased. In my country, workers' education has been given special attention by the International Labour Organisation and the Government. However, there need to be more assistance to rural workers' organisations and other non-governmental organisations. There must be a sustained effort to expand educational activities in all its forms. The International Labour Organisation has been particularly concerned with employers' activities in the area of institutional support and small enterprise development. We welcome these forms of assistance and urge the International Labour Organisation to continue its work in these areas.

I note with interest the work done in the area of employment activities generally. We do agree that labour market flexibility can and does influence unemployment and, therefore, the question of more flexible labour systems for vulnerable groups, such as women, older workers and young people, need to be examined for their efficacy. More assistance is needed in the promotion of employment and incomes in the informal sector as a matter of urgency.

The International Labour Organisation must be commended for its work in management development. With the introduction of technology and the loss of skills to the industrialised nations of the world, there is an ongoing need for training and retraining of management workers to undertake the urgent task of economic recovery in many of the developing countries.

It is some source of satisfaction to note that, arising from our suggestion, discussions are being conducted with the Italians to finance the attachment of an adviser on this very important aspect of International Labour Organisation work – labour standards – at the Regional Office of the International Labour Organisation in the Caribbean. This, if materialised,

will be of immense benefit to member States in the region as a whole.

The work of the Caribbean Labour Administration Centre (CLAC) as the focal point of technical assistance must be commended, but Guyana looks forward to more assistance through national projects and supports the International Labour Organisation's efforts to establish a world association of public employment services. As for its case studies, much interest is shown in its several research projects on technology and its effects in the socio-economic and employment spheres, and on its applications in food, export crops, plant oils, food processing, animal feed and dairy industries as a means of alleviating rural poverty.

Guyana is the recipient of technical assistance from the International Labour Organisation in the area of vocational and technical education and training. There is an urgent demand to meet the requirements of industries and to deal with the matter of the urban and rural unemployed. Hence, the International Labour Organisation needs to intensify its assistance, both quantitatively and qualitatively, particularly to deal with school leavers, young people and women. Appropriate skills for self-employment looms as the single major concern.

Mention must be made of the sectoral activities of the Organisation. My country is particularly mindful of the assistance rendered in the field of co-operativism and hotel and tourism. These areas have shown that they have considerable economic potential and can contribute towards growth and development in Guyana. While co-operativism is the bedrock of our nation's philosophy, there are still institutional and other problems which have an adverse impact on the sector. Many publicised efforts are being made to promote tourism with a view to reinvigorating a somewhat dormant economic activity with much potential for economic growth. The International Labour Organisation's inputs in these areas are timely and of invaluable assistance in enabling the country to achieve its economic goals and objectives.

In this regard, it is significant to note that the Caribbean Office of the International Labour Organisation has established the post of regional adviser on co-operatives and, to date, two subregional meetings for registrars of co-operatives have been successfully organised. My Government is pleased to say that the International Labour Organisation's contribution to co-operative development has gone further than simply providing an effective forum for those who have a responsibility to promote the sector. In response to a crying need, the Caribbean Office has been actively pursuing the establishment of a co-operatives management training project and the publication of a booklet on co-operatives in the Caribbean.

Let me now turn to the Director-General's Report on recovery and employment.

Guyana is no stranger to the global crises and the heavy social cost required for such global recovery. My country is a multi-racial, multi-party society, nestled on the north-east coast of South America, and made up of the descendants of mainly slaves and indentured labourers. It covers about 216,000 square kilometres, and has a population of some 786,000 people (1980 census). It has an equatorial climate, variable rainfall, high humidity and narrow variation of temperature. English is the official language and three main religions – Hinduism, Christianity and Is-

lam – are practised. Parliamentary democracy and tripartism are the bedrock of our national life. Guyana is identified with Latin America geopolitically, but culturally with the English-speaking Caribbean. I make these observations because there is a tendency to identify Guyana with Africa, or still, as part of the historical experience of Latin America.

As mentioned before, the challenges of world economic problems have adversely affected the terms of trade and the balance of payments of Guyana. To overcome these difficulties, the Government has embarked on an economic recovery programme intended to reduce inflation, create employment opportunities, boost production, diversify the economic base and raise income levels, thereby reducing the cost of living and significantly improving the quality of life. To realise these objectives, the Government implemented a wide range of economic measures in consultation with the social partners. The government is aware that certain economic and social inconveniences will...

The PRESIDENT (Mrs. MOLKOVA) – ... I am sorry to say that you are exceeding your time-limit; would be so kind as to finish your speech as quickly as possible.

Mr. SHARMA – I wish at this point, to join previous speakers in wishing the Conference fruitful and successful deliberations.

The PRESIDENT (Mrs. MOLKOVA) – I give the floor to Mr. Wang, Worker's delegate, China, who wishes the exercise the right of reply in connection with the intervention of Mr. Vanderveken, representative of the International Confederation of Free Trade Unions.

Original - Chinese: Mr. WANG (*Worker's delegate, China*) – The Chinese Workers' delegation regards what has happened recently in China as China's internal affair. The Chinese trade unions, which consistently uphold the fundamental interests of the Chinese working class, are entirely capable of handling their problems and do not need irresponsible remarks by others.

Earlier this afternoon, one speaker made a reference to recent events in China. We believe it is irrelevant to the theme of this Conference and is therefore inappropriate, and we cannot agree with it.

(The Conference adjourned at 6.00 p.m.)

CONTENTS

	Page
<i>Ninth sitting:</i>	
Third report of the Selection Committee: Submission and adoption	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).	
Draft Programme and Budget for 1990-91: Preliminary debate	1
<i>Speakers:</i> Mr. von Holten, Mr. Muhr.	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	3
<i>Speakers:</i> Mr. Al-Khalifa, Mr. Reyes, Mr. Ganjei, Mr. Redondo Urbieto, Mr. Al-Ansari, Mr. Rouissi, Mr. Arbesser-Rastburg, Mr. Al- Jumairy, Mr. Bin Ghanem, Mrs. Padrón Quero.	
<i>Tenth sitting:</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	18
<i>Speakers:</i> Mr. Morris, Mr. Vanderveken, Mr. Bor- gen, Mr. Sandhu, Mrs. Diallo, Mr. Stefansson, Mr. Calvo Galindo, Mr. Mapuranga, Mr. Favele- vic, Mr. Bulgak, Mr. Meirelles, Mr. Sharma, Mr. Wang.	



Provisional Record

Seventy-sixth Session, Geneva, 1989

Eleventh sitting

Tuesday, 13 June 1989, 10 a.m.

President: Mr. Nkomo

FOURTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION:

The PRESIDENT – The first item on this morning's agenda is the adoption of the fourth report of the Selection Committee. I call upon Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the report.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the fourth report of the Selection Committee which is to be found in *Provisional Record* No. 4C.

The report deals with a number of requests for representation at the Conference and in Conference committees submitted by non-governmental international organisations and with changes in the composition of committees.

I commend the report to the Conference for adoption.

The PRESIDENT – The fourth report of the Selection Committee is now before the Conference. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT – We now move on to the next item on our agenda: the discussion of the reports of the Governing Body and of the Director-General.

Mr. CASTRO (*Government delegate, Philippines*) – First of all, I would like to extend my congratulations to Mr. John Nkomo of Zimbabwe for having been elected President of the 76th Session of the International Labour Conference. I am confident that with his vast experience and knowledge, this session of the Conference will be guided to a fruitful conclusion.

Let me also congratulate once again the new Director-General of the ILO, Mr. Michel Hansenne.

This year marks the 70th anniversary of the ILO, an occasion that deserves to be celebrated globally. As with all anniversaries, this one presents itself as an opportunity for the Organisation and its individual member States to take objective stock of what has

been achieved to date, as well as to renew their commitment to the ideals and objectives upon which the ILO was founded.

Since its formation in 1919, the ILO has had its share of challenges, most of which have been met successfully, others it is still continuing to strive for. In like manner, so too has my country, the Philippines, in the last three years since the Government of President Aquino took over, had to face seemingly insurmountable challenges of a democracy newly regained and an economy needing to recover.

In his Report, the Director-General of the ILO noted, and quite rightly, that although economic growth simplifies the task of reducing poverty and ensuring social progress, it does not ensure the attainment of social goals. This we recognise, because economic growth cannot be an end in itself. It is only a means for ensuring the enhancement of every person's life. It is for all, including and most especially for those who have contributed much to achieving growth but have not had the luxury of enjoying the fruits of their labour. What we therefore want to see in my country today is growth with equity – a target that is certainly more difficult to achieve.

Last year, the Philippine economy grew by 5.6 per cent, and there is little that will stop us from achieving our targeted rate of 6.5 per cent by the end of this year. But much still needs to be done. While official government statistics inform us that we have, as a result of the economic and social policies instituted, less families below the poverty line, poverty is admittedly still prevalent, particularly in the countryside. Our present policies and programmes are therefore geared towards directly addressing the rural poor. We have now set up a priority programme that is directed at the development of rural workers. By organising them into viable and self-reliant groups, by creating employment opportunities for them, as well as providing them with the economic means to generate income, the programme hopes to achieve its twin objectives of increasing their participation in economic and political decision-making and securing them an economic base from which to pursue their interests.

Reducing the incidence of poverty is, however, a responsibility that can and ideally should be shared by the sectors primarily responsible for generating growth and development. Workers, employers and government should stand side by side in this endeavour, and this can only be achieved if these sectors work together in an atmosphere of trust and confidence. No one sector can claim that it has a monopoly over ideas or resources, nor even a monopoly over sacrifice. Each has a distinct role to play within the

social, political and economic milieu prevailing in the country today. That role I speak of revolves around employment generation, workers' protection and industrial harmony.

Poverty is largely traceable to unemployment and underemployment. It is with reason, therefore, that a large amount of government resources and policies have been geared towards employment creation, job facilitation and manpower development.

In 1988 our labour force stood at 23.5 million. It is expected to increase to 26.8 million by 1992. Last year, our unemployment rate was reduced to 9.7 per cent from the 11.2 per cent registered in 1987. This decrease was due to some 1.3 million jobs generated last year, absorbing most jobless Filipinos.

Our medium-term target is a 4.6 per cent unemployment rate by the year 1992. This would mean that between now and 1992, about 1.1 million jobs would have to be created annually, requiring for their generation investments of at least 1 billion dollars.

Of the 21.3 million employed in 1988, 65 per cent are employed in rural areas. We foresee an increase in this percentage in the medium term as the Government has started implementing programmes geared toward the generation of rural employment. As we brace ourselves for the next decade, we expect the agricultural sector to take the lead in absorbing an expanded labour force with a share of 45.9 per cent a year, the service sector with 37.7 per cent and the industrial sector with 16.4 per cent.

Underemployment, however, is a bigger problem. In 1987 some 33.6 per cent were underemployed. By the end of 1988 the underemployment rate went down to 29.1 per cent. This is hoped to be trimmed down to 25.2 per cent by 1992.

Underemployment rates in the rural sector are double those in the urban sector. The impact of this situation is reflected in the statistics showing poverty incidence to be highest in this sector. Many members of this sector continue to feel bereft of the benefits of the economic recovery that has been achieved in the last three years.

This is the very reason why our President has taken it upon herself to certify as urgent a bill that seeks to grant tax incentives and other benefits to countryside business enterprises. This is an attempt to bring about entrepreneurial spirit in our people and to allow our small- and medium-scale family-based business enterprises to grow with the least possible government intervention.

When passed, the bill is expected to give a major push to employment generation, investment promotion and income distribution in rural areas. It is a means by which the Government can allocate more resources directly into countryside development. It is one calculated move to bring growth and its benefits to our rural areas.

It would be foolhardy to claim or even expect immediate success in our development and recovery efforts. This will have to come slowly and painfully. But, if there must be sacrifices, let them be equitably shared, just as we hope to equitably share the benefits that we stand to gain in the future.

The need to generate employment must, however, be pursued without detraction from recognition of the need to ensure decent working conditions. For in the final analysis, slave labour or employment under undignified circumstances, is not worth having. Even in the midst of scarce job opportunities, workers

must not be made to work in conditions that are inhumane and indecent. Protection of labour is thus of equally paramount concern to my Government.

As the ILO has so aptly stated: "Labour is not a commodity." The need to protect workers against sickness, disease and injury arising out of employment is a matter of universal concern. We have, in fact, two items on workers' protection before us. The item on night work is specially significant for us in view of our ratification of the Night Work (Women) Convention (Revised), 1948 (No. 89).

But we are equally concerned about the second item which deals with safety in the use of chemicals at work. This is undoubtedly an important matter that we keenly look forward to discussing. The need to evolve an international standard in the use of chemicals at work is long overdue.

At this point, let me address a matter that is of vital importance to all of us – the issue of human rights. This issue has occupied the centre stage in my country for quite a while now and continues to do so today. This is not so much because of a failure in this area but rather because we believe that vigilance is a prime prerequisite in successfully guaranteeing these rights.

The primacy of human rights as a policy of the State is enshrined in our Constitution. We have also established various mechanisms and institutions to ensure their observance. Two years ago, a permanent and independent Commission on Human Rights was created to investigate all forms of human rights' violations, involving civil and political rights, and to provide various other services to victims of human rights' violations.

This year, the Commission hopes to expand its regionally-based human rights promotion and protection programmes through the adoption of client-oriented strategies. It will also seek to establish local and international network development, as a means of forging alliances and commitment to human rights adherence.

Since its creation, the Commission has been successful in bringing a number of people, including military personnel, to court to answer for their alleged involvement in the violation of human rights. But vigilance in the field of human rights does not belong solely to this Commission. The entire Government is involved in this effort, and through the years various inter-agency committees have been created to assist the Commission in its work.

With respect to the rights of workers and trade unions, our Congress has recently passed a bill which originated from the work of a Tripartite Review Committee, created last year to propose amendments to our Labour Code. This new law undoubtedly assures more protection to workers and unions as it provides that: an order of reinstatement for a dismissed employee be immediately executory even pending appeal; it removes the three-year limit on the amount of back wages due to illegally dismissed employees; it allows employees to join unions even on their first day of employment; it democratizes the labour movement by requiring direct election of union officers; it limits the extraordinary powers of the President and of the Secretary of Labour to assume jurisdiction over labour disputes to "industries indispensable to the national interest". The law also provides for "improved offer balloting", whereby the Department of Labour and Employment, in the

case of a strike or lock-out due to a deadlock in collective bargaining, shall conduct a referendum by secret balloting on the improved offer of the employer or the union, as the case may be.

The success of the Government in this area is, however, highly dependent on the co-operation of the people it seeks to protect. As our President aptly stated in her address to the Conference last year, "violations of human rights happen, even in democratic States most determined to protect them."

And while we shall not waver in our battle against this evil, our work will undoubtedly be made easier if we have the co-operation of the people. This is indispensable. Yet, there are some forces in my country today which persist in looking the other way, despite the Government's efforts to provide them with the protection they seek.

What they fail to understand is that the agenda of the Government with respect to human rights is enshrined in our Constitution – the very agenda set up by the Filipino people for their own government. Is it because these forces have another agenda in mind? Yet, the recognition of human rights is of paramount concern of the present Government, and it is with reason that we ask for their co-operation in this regard.

In closing, I would like to express my Government's satisfaction and appreciation of the work that the ILO has undertaken over the years. Allow me also to reaffirm once more my Government's support to the Organisation's mission – a programme that seeks to better the quality of life for the working man.

Original – Arabic: Mr. EL-HAK (Minister of Manpower and Training, Egypt) – In the name of God, the Merciful and the Compassionate: I have great pleasure in congratulating you on your election as President of this important session of the International Labour Conference, during which we shall discuss a great many topics which have considerable impact on economic and social development throughout the world. I am convinced that, thanks to your wisdom and experience, the work of our Conference will be crowned with success.

First of all, I should like to greet the new Director-General, Mr. Michel Hansenne, wishing him every success in his mission, and that he will be "the best successor to the best predecessor".

I should like to take this opportunity to congratulate the International Labour Office and its former Director-General, Mr. Francis Blanchard, for the work done by the International Labour Organisation in 1988 despite the difficult financial situation. This is why I should like to express my appreciation for the services rendered by Mr. Blanchard to this Organisation.

We have noted with interest that half of the Organisation's technical co-operation budget last year was allocated to Africa and the least developed countries, and that efforts were focused on the promotion of labour-intensive programmes and projects, as well as programmes of structural adjustment, training and retraining.

We should also like to express our satisfaction with the increase in technical co-operation activities within the framework of the World Employment Programme to increase employment and incomes in the

informal sector, to promote rural employment and to raise the productivity of small-scale enterprises. In this context, we should like to stress the importance of programmes relating to demographic activities, human resource planning, women's issues, economic development and demographic variations.

While we are on the subject of technical co-operation, I should like to pay tribute to the ILO for its co-operation and assistance in the organisation of the Symposium on *National employment strategy in Egypt for the 1990s*, held last December in Cairo, as part of the structural adjustment programme. This seminar enabled us to clarify our approach to macro-economic elements, state subsidies, the employment market, and the recovery of economic sectors capable of absorbing available manpower, such as the manufacturing industries, construction, the public sector and the informal sector.

In our evaluation of the ILO's technical co-operation programmes, we should like to draw your attention to the small amount of credits allocated to the Arab region, despite the particular situation which calls for an intensification of such programmes in Palestine and the other occupied Arab territories. In addition, we should like to point out that not enough programmes are devoted to the study of emigration, despite the increasing importance of this issue.

In his choice of the subject of recovery and employment for his main report submitted to the Conference this year, the Director-General affords an opportunity for all of us to engage in an exchange of views on various crucial issues which have an considerable impact on workers, the life of peoples, and even on future generations.

We believe that any dialogue within this Organisation, the organisations of the United Nations and other international organisations must be aimed at achieving justice and equity in co-operation and exchanges between States and peoples, for the welfare of humanity as a whole.

If political and economic relations in today's world run counter to this idea, it is up to us to sound the alarm, warning of the danger of their consequences. The report of the Director-General gives dozens of examples of flagrant injustice in a world divided between North and South, rich and poor, and has also highlighted the fact that the international economic order and terms of trade only serve to make the rich richer and the poor poorer.

The High-Level Meeting on Employment and Structural Adjustment held in November 1987 in Geneva to consider the problem of foreign debt and its impact on employment showed that the industrialised countries bear the main responsibility for the current imbalance in the international economic order. What is therefore necessary is the political will to assist the developing countries in promoting their economies, failing which international economic and social stability will be subjected to severe tensions and the gap between the rich countries and the rest of the international community will widen.

In these circumstances, human rights, democracy and even peace will be jeopardised. Now that 20 months have passed since this Meeting, we should consider the picture given by the Director-General's Report; poverty is devouring vast areas of the Third World, where the per capita GDP, already very low, is dropping still further and there is an increasing drain of capital from South to North.

It is to be feared that this drain will continue to bleed the South until the debt problem is resolved. In fact, the per capita income in many African countries has fallen since 1980. The economic situation in this continent is such that, unless global reforms are carried out, the foreign debt will exceed 300,000 million dollars in 1995. This increase in indebtedness is due to past debts and interest payments in arrears. This economic situation has led to a deterioration of employment opportunities in the developing countries in general and in the African countries in particular.

The challenges facing the international community are perfectly clear, but one cannot expect debt-ridden countries to bear most of the cost of structural adjustment. It is not at all easy to distribute the costs fairly. There will be little hope of achieving any progress whatsoever as long as the costs are not distributed fairly.

The Director-General stated that a universal solution is a fundamental necessity and that the best means of achieving economic recovery is one which reconciles growth, justice and participation, and we agree with him.

We should like to appeal to the major industrialised countries to cancel at least half of the debts owed to them and to reschedule the payment of the remainder, and at the same time – and this is indispensable – to remove protectionist barriers and the obstacles to trade, or at least to reduce them as regards products from the developing countries. We also invite the developing countries to step up co-operation and foster an interdependent relationship in order to develop in harmony. This year, the Arab region has seen two pioneering efforts in this area: the Arab Co-operation Council was set up, grouping together Egypt, Iraq, Jordan and Yemen; the Union of Arab Maghreb was also established, comprising the North African Arab countries; these were preceded by the Co-operation Council for the Arab States of the Gulf. These efforts were aimed at achieving a high level of co-ordination, complementarity and solidarity among member States in order to pave the way for an Arab common market and achieve a higher degree of integration in the world's economy.

Egypt is making considerable efforts to implement structural adjustment policies in order to create job opportunities for the more than half a million young persons entering the job market each year. Our development efforts focus especially on the agricultural sector, recently improved land, the new districts, on which projects and investments are focused, as well as new industries. At the same time, we are working to maintain programmes in the field of health, education, housing and social welfare.

The Special Report of the Director-General on the application of the Declaration concerning action against Apartheid in South Africa and Namibia confirms the continuing deterioration of the conditions in which the Black majority live under the racist Pretoria regime. This has negative repercussions beyond the country's borders, endangering as it does the social and economic development and political stability of the front-line States and of southern Africa as a whole. The Report also shows that the policies applied by the Conservative Party prevent a negotiated agreement from being reached and in fact lead to an aggravation of violence, suffering and poverty in South Africa.

Egypt would like to appeal to the international community to act vigorously and rapidly to deter the South African regime and compel it to abandon its racist policies. Such action should take the form of economic and diplomatic sanctions. Egypt is convinced that there can be no peaceful settlement of this problem until a direct dialogue has been established with the legitimate representatives of the Black majority, the state of emergency is lifted and all political prisoners have been released.

The Director-General's Report also highlighted the continuing deterioration of the situation of Arab workers in the occupied Arab territories; this is due to Israeli practices and policies with regard to the Palestinian people, which claims the exercise of its just and legitimate human and national rights. What is even more cause for concern is the fact that employment problems are increasingly acquiring a political dimension in the occupied Arab territories. The reason for this lies in the occupation, which imposes conditions that stand in the way of any real improvement in employment, and living and working conditions. The Report stresses the need to adopt new firm and effective measures to achieve the objectives laid down in the recommendations of the fact-finding mission, whose account proves that there is discrimination between Israeli and Arab workers working in Israel as regards social security, health care and protection of employment and wages. Moreover, the deterioration of the economic situation in the occupied Arab territories has profoundly affected employment and development in these territories, where attempts are being made to link to the Israeli economy.

Egypt considers it necessary to promote these recommendations because for the last twelve years the Israeli occupation authorities have not even begun to apply them. We should also like to stress the need for a real development effort for the benefit of the occupied Arab territories, as the resources now channelled to assistance are inadequate. International organisations, including the ILO, should contribute heavily to drawing up and implementing a development plan designed to enable the inhabitants of these territories to preserve their identity and participate in the development process affecting them.

Egypt has often and on a great many occasions clearly stated its position, which is that peace cannot be founded on violence, terrorism, oppression and the extermination of the Palestinian people; in order to establish peace, international instruments must be complied with, Israeli occupation must end and the Palestinian people must enjoy its legitimate rights to self-determination and the creation of its own State.

Mrs. WERNECK (*Minister of State for Labour, Brazil*) – It gives me great pleasure, on behalf of the Brazilian Government, to congratulate, Mr. John Nkomo, Minister of Labour of Zimbabwe, on his unanimous election to chair the 76th Session of the International Labour Conference, which has before it highly important issues such as the partial revision of the Indigenous and Tribal Populations Convention 1957, (No. 107), night work and safety in the use of chemicals in the workplace.

It is also a pleasure to greet the Director-General of the ILO, Mr. Michel Hansenne, and wish him a rewarding mandate at the head of the Organisation. It is my sincere hope that the ILO will increasingly

reaffirm its role of striving toward the defence of the world of work and of forging a new economic and social order based on the principles of freedom and democracy.

I address this Assembly, from the standpoint of the position I now have the honour to occupy in the Brazilian Government, as a privileged witness and participant of a unique historical moment in the destiny of my country, which is leading to great repercussions in the area of labour.

Throughout the 1970s, Brazil experienced an average annual GNP rate of growth of 8.5 per cent. Per capita income grew at 6 per cent a year and, although the levels of the concentration of income did increase, all segments of the population attained real gains in their living conditions.

The growth of the Brazilian economy, which seemed sustained at the beginning of this decade, was suddenly interrupted by a process of adjustment caused by the sudden reversal of the flow of financial resources between developed and developing countries. This was thought to be a temporary situation, a short pause along the way to development. The adjustment of the Brazilian economy to the new international reality, was, however, achieved at great cost.

First of all, the search for a solution to the external imbalance weakened the capacity of the State to promote development, without its replacement by a strong and vigorous private sector.

The most evident result was a slowing down in the rate of Brazilian economic growth which, far from being of a temporary nature, remained a dominant characteristic of the decade. The rate of investment also fell, a fact that structurally puts at risk the well-being of our future generations.

The other side of the economic downturn was the deterioration of the social conditions of the Brazilian population, which is clearly reflected in the main indicators of the labour market. Though unemployment rates at the end of this decade are not significantly greater than those of the end of the 1970s, this fact, unfortunately, does not give rise to optimism. Behind the unemployment statistics lie an increase in the number of wage earners unprotected by labour and welfare legislation and a progressive deterioration in the quality of jobs created by the formal economy. This is the result of the substitution of jobs in the dynamic sectors by others in small service enterprises and trade. Aggregate wages, in turn, have been constantly falling as a proportion of GNP, despite the increasing progress in union organisation and collective bargaining.

The difficulties experienced by the Brazilian economy throughout the 1980s, shared also by all Latin America, coincide with the historic moment of the return to democracy in our countries. The resurgence of freedom of speech, the regrouping of the currents of political representation, the emergence of social movements free from State tutelage, allowed for increased demands.

In Brazil, the social outcry for improved well-being were forged into the new Constitution, promulgated on 5 October 1988. The extensive chapter relating to social rights encompasses a whole range of aspirations for so long dormant.

In the field of labour relations, the protection against arbitrary or unfair dismissal was strengthened and now includes compensation. The Constituent As-

sembly hoped, in this manner, gradually to attain one of the most relevant goals of labour legislation, the guarantee of employment.

The Constitution also provides for the right to unemployment benefit which has been a concrete gain of the workers since March 1986. An ingenious formula for financing this unemployment benefit was created through the redirecting of para-fiscal resources in the workers' asset funds and transforming them into a collective work fund where the surplus receipts will be entirely employed in productive investments capable of generating new jobs.

The legitimate struggles of the workers, as seen in an arduous process of union reorganisation and strikes, the majority of which conflicted with the former legal framework, were rewarded by the introduction, in the constitutional text, of the right to strike, extended to the public sector. It will be left up to the workers to decide on the interests that should be defended in the strike. As in other modern societies, only the so-called essential activities are exempted.

The union organisation in Brazil has also been significantly modified. The fundamental international labour standards of the elimination of administrative intervention in unions are assured.

At the same time, going beyond the Maternity Protection Convention (Revised), 1952 (No. 103), which was recently ratified by Brazil, the Constitution includes, in the formula for determining the minimum wage, the cost of education, health and leisure as vital necessities of the worker and his or her family, in addition to the existing contributions to social welfare and those expenses already recognised - housing, food, clothing, hygiene and transport.

The Constituent Assembly also abolished a series of inequities, thus protecting existing working women from protectionist and discriminatory legal practices. We believe that the constitutional provisions have put an end to the controversy surrounding the Night Work (women) Convention (Revised), 1948 (No. 89). There is now no legal impediment to the attainment of this right.

Still within the context of the rights of the woman worker, the Brazilian Social Welfare department has extended maternity leave from 90 to 120 days. Maternity protection has gone a long way in guaranteeing employment during pregnancy and through to five months after the birth, as well as for specific social care afforded by state and private bodies.

The Constitution also addresses the question of minimum age. The Brazilian legislator has shown his modern awareness in giving a new treatment to the issue of the minimum age, increasing it from 12 to 14 years, while at the same time outlawing night, dangerous and unhealthy work for those under 18. We are thus on an equal footing with legislation in the majority of other countries. We were certainly inspired by the provisions laid down in the ILO Conventions Nos. 5, 10, 33, 59, 60 and 138.

These are not all the innovations in the sphere of labour law. I would also include limitation of normal work-shifts to eight hours a day and 44 hours a week; a maximum of six hours for continuous shifts; a minimum of 50 per cent above normal pay for overtime; and an additional vacation bonus of 30 per cent.

Apart from all these innovations in the labour field the Constitution also promotes advances in the area of social security. The range of benefits is increased,

the rural social welfare regime is aligned to the urban system and new sources of finance are created in an effort to lighten the relative burden on wages.

The great challenge that my country faces in the coming decade is the difficult harmonisation of two legacies from the 1980s: the grave economic crisis caused by a vicious circle of disequilibria in the internal and external fronts, on the one hand, and, on the other, the social obligation – and not only the moral duty – to solve the so-called “social debt”.

Brazilian society will have to resort to all its resourcefulness to reconcile these apparently paradoxical objectives.

The State will necessarily have to reduce its role and size, if only as a result of the enormous restrictions that it will face in order to continue to finance the process of social and economic development. At the same time, social outlays will have to grow exponentially, in order to consolidate all the advances established by the Constitution.

Despite all these difficulties, we face this arduous task not with utopian optimism, but firmly based on the perception that new conditions are arising from the old order, both in the domestic and international spheres.

The Brazilian Government welcomes the position that is beginning to emerge in the treatment of the foreign debt issue from creditor countries and multilateral organisations. I refer to the recognition that it is no longer politically or economically possible for debtor countries to continue their adjustment efforts without the perspective of a long-lasting solution in the form of a reduction in the total and in the servicing of the debt. This represents substantial progress compared to the practices of the past.

It is important, at this juncture, to emphasise the role of the ILO in this change of outlook. It is worth mentioning in this connection the ILO resolution on development, foreign debt and the social objectives of the ILO, dated 24 June 1986 and the conclusions of the High-Level Meeting on Employment and Structural Adjustment, which took place in November 1987, as well as other initiatives mentioned in the Director-General's Report to this 76th Session of the Conference.

The new positions of the international community are, fortunately, complemented by a slow but constant evolution of Brazilian society, with a view to solving the natural conflict surrounding the allocation of scarce resources through negotiation, and not through resort to force. Workers and employers have increasingly utilised direct negotiations as a means of solving their disputes, without any form of state paternalism.

We are aware that the solving of Brazil's grave problems will only come about through the establishment of a new social relationship. This awareness has already produced, in the last three years, three attempts at implementing wide-reaching national agreements. The inconclusive negotiations in the short term have, however, highlighted the most important fact in this process: the strengthening of democratic practice and the willingness to discuss and negotiate.

It is with this renewed willingness that we will overcome the obstacles that, for many, are seen as insurmountable. We have no doubt: for Brazil, for the international community, the nineties will not be a lost decade,

Original – Spanish: Mr. ROSAS LANDA (*Government delegate, Mexico*) – Mr. John L. Nkomo, President of the 76th Session of the International Labour Conference, on behalf of the Mexican delegation and on my own behalf, allow me to congratulate you, Sir, on your election, wishing the greatest of success to you and the esteemed Vice-Presidents who are working with you for such a high objective.

We would especially like to congratulate Mr. Michel Hansenne on his appointment as Director-General of the ILO, and express the wish that he will achieve his intention of keeping this Organisation fully prepared to fulfil its important mission in this period of change.

The document which the Director-General prepared on the topic of economic recovery and employment is a very valuable contribution for countries such as ours, which are trying to find their way back to economic growth through a serious effort of structural change so as to recover ground lost in the decade which is coming to a close.

In Mexico, from the mid-sixties onwards, signs began to appear that the development model based on self-sufficiency could not meet the needs of a rapidly growing population.

Despite the fact that at the beginning of the seventies it was thought appropriate to make structural changes in the country's production, distribution and financial apparatus, the development strategies adopted were seen as not suitable and open to improvement as the country evolved. The clearest example of this was to be found in the ambitious development programme initiated on the basis of very optimistic hopes for our natural resources and the oil market, which were shared by the country's creditors to the extent that large amounts of credit were put at our disposal.

The economic crisis that the country went through in the early eighties, however, was due not only to the drop in the export price of oil and high foreign interest rates, but also largely to the structural imbalances which had accumulated over at least the past 20 years, on top of which came the massive short-term external debt with the commercial banks and dependence on oil.

For this reason, at the end of 1982, the Government then in power adopted a strategy which sought to stabilise the economy and initiate the process of structural change, with the aim of re-establishing a basis for sustained growth.

Until practically its last year in office the Government managed to contain the inflationary process through unprecedented concerted action. Over previous years, the measures adopted were insufficient, although it is only fair to point out that on various occasions they were hampered by external events, such as falls in the oil price, the rise in interest rates and delays by creditors in renegotiating the foreign debt and supplying new materials.

However, in spite of these difficulties in stabilising the economy, significant advances were made towards correcting acute structural imbalances. Achievements included the improvement of public finances, the restructuring and reduction of the parastatal sector, a greater openness of the economy to the outside, the conversion of various industrial enterprises to exports, the restructuring of the financial system, a simplified administration of Government and decentralisation of economic activity.

It must be admitted that during these years of fighting inflation and structural change the employment problem worsened, despite the fact that throughout that period there were emergency programmes to assist workers severely affected by the crisis and the structural changes, to generate employment in depressed rural areas and marginal urban areas, to train unemployed workers and facilitate their retraining and to provide on-the-job training to workers to improve their qualifications and productivity, to mention the most important ones. It must also be pointed out that in terms of the official unemployment rate, the employment problem was not apparent because it was maintained at low and stable levels. There was also an increase in informal economic activities.

Another aspect to highlight was the way in which we were able to contain inflation. In 1987, various factors came into play to prevent us achieving the economic reactivation we were seeking. From the outset there was inertia in the movement of prices, causing various adjustments to the rise in minimum and contractual wages. At the same time, there was the unusual rise in the securities market, followed by the crash and the subsequent currency speculation, causing the devaluation of the peso and a general climate of uncertainty which threatened to disrupt the economy once again.

Under such circumstances and in the face of a general demand to increase salaries, the Government called on the organised sectors of society – farmers, workers and businessmen – to adhere to the economic solidarity pact so as to stop inflation and re-establish order in the economy. The pact was agreed in mid-December 1987 and, through its ratification, was extended to the whole of 1988.

To verify observance of the pact and to watch over the general evolution of the economy, and in particular commodity prices and supplies, a national committee was set up to assess and follow up the progress of the pact. It meets each week to examine the situation and recommend the relevant measures.

The success of this concerted action was evident; the monthly inflation rate, which in January 1988 stood at 15.5 per cent, dropped 0.6 per cent in September and ended up at 2.1 per cent in December, so that accumulated inflation dropped from 159 per cent in 1987 to 52 per cent in 1988. This is all the more significant if we take into account that it occurred in the last year of a six-year government.

The current Government, which came into power in December 1988, called on all sectors to maintain the Pact in the interests of stability and economic growth, and this remained in force from 1 January to 31 July 1989, with the object of consolidating price stability and bringing about more structural change so as to enter on a new stage of sustained growth with price stability. Thanks to this concerted action prices increased 6.5 per cent in the four first months of the year, which is equivalent to an average monthly rate of 1.6 per cent.

On 31 May, the President of the Republic put forward a national development plan for 1989-94, drawn up in consultation with various sectors of the federal republic administration, the governments of the states, the Union Congress and different social groups.

The Plan has four main aims towards which all policies, objectives, sectoral programmes and pro-

jects which should be jointly undertaken by society and the Government have been orientated. These are to maintain sovereignty and promote the interests of Mexico throughout the world, to extend democracy, to achieve economic recovery with price stability and to improve the material living conditions of the population.

The proposed strategy for these objectives is to modernise the basic structure of society through concerted action and responsible participation by all groups and social sectors.

The economic strategy of the Plan has two main objectives: to strengthen stability, reducing price increases to levels comparable with those of our trading partners, and to reach gradually a growth rate of approximately 6 per cent per annum.

The Plan indicates three basic paths to achieving growth: continuing stabilisation of the economy, increased resources for productive investments and modernisation of the economy.

The first path implies continuous attention to price stability once the control and reduction of inflation is consolidated. In this respect, we have already mentioned the results achieved this year.

The second path means that sustained growth will depend on strengthening domestic savings, while in the short and medium term it will be necessary to reduce significantly the net transfer of resources abroad, in order to generate the necessary impetus and reverse the adverse conditions which have prevailed over the past years. In this context, it must be pointed out that much progress has been made in the renegotiation of the foreign debt. The World Bank has committed resources for projects and priority sectors. Restructuring of bilateral official credits has been concluded and negotiation of the debt with the commercial banks is in full progress. Out of all this we hope to meet a responsive attitude, compatible with the internal effort which Mexico has made.

In pursuing the third path, what is essential is the efforts being made to extend and improve the infrastructure; to create a more efficient public sector; to bring about a better integrated productive sector to compete better abroad; to eliminate obstacles and regulations which reduce the potential of productive sectors; to make better use of the production, finance, business and technology options open to us; to seek new forms of labour organisation and association in the interests of production; and to recognise that development does not depend only on state activity, but requires the full and responsible participation of individuals.

Regarding this, it is sufficient to mention that in addition to the progress made in the field of structural change, measures have been taken recently to continue with this evolution, such as new regulations to the foreign investment law, the start of the process to revise the federal labour law and the application of systems for private individuals to participate in the financing of public works.

For growth and stability to be reflected in an improved standard of living for the population, the Plan suggests action to create well-paid employment; to increase the purchasing power of wages through economic progress; to increase labour requirements, improve productivity and make efficient use of the country's potential and a proper balance of production factors, as well as to eradicate extreme poverty and generally improve the distribution of incomes.

Since the Plan recognises that measures to stimulate growth are insufficient to satisfy the demands of justice and better living conditions for the people, it will be necessary to take measures aimed at directly improving their well-being such as providing basic public security services, housing, education, health, public services, supplies, food and so on.

As far as the creation of adequate, well-paid employment is concerned, for an economically active population which is estimated to grow at more than 3 per cent a year, the Plan lays down that growth should take place gradually in order to avoid a new round of problems. It therefore puts forward a package of measures to improve the conditions of the workers, as follows: to improve and extend education, increase training and productivity to promote an increase in real wages; to establish a tax policy to achieve a better distribution of income; to guarantee the status of labour policy so as to honour workers' rights; and to encourage greater participation by workers and farmers in working out a common economic and social policy.

Finally, the Mexican experience shows that to achieve equitable economic recovery it is necessary to maintain stability, reduce the net transfer of resources abroad, promote the modernisation of structures and see to it that concerted action is accepted as the prime mechanism governing the process of change.

Mr. McGUIRE (*Minister of State for Labour, Grenada*) – Mr President, permit me to express how happy and honoured I am to be able to address this august gathering, and allow me to extend warm and sincere congratulations to you, on behalf of the Government of Grenada; on your election to the presidency of the 76th Session of the International Labour Conference. Your professional competence, experience and human qualities will, I am sure, have a tremendously positive influence on the progression of work at this session. I join other delegates in wishing you every success in your activities, and look forward with great anticipation to the fruitful results of this session of the Conference.

My congratulations and thanks also go to Mr. Francis Blanchard and his co-workers for their unstinting efforts and tireless work in the service of the world of labour. They have achieved a considerable record in reinforcing certain patterns of thought with respect to labour and in building a global system with a strong capability of generating progress for those who work.

Grenada notes with concern that the world-wide situation today continues to be characterised by high levels of unemployment and underemployment. The prevailing view is that the current world economic situation has substantially worsened the overall employment statistics, and so today, all our feelings go to those workers, young and old, who unremittingly seek to avoid the frustrating pangs of being jobless, hopeless and dehumanised.

It is the view of our delegation that current economic problems the world over are inherently structural in nature, and that such problems cannot be effectively and successfully tackled by conventional policies and methods. Our concern for the jobless impels us to call today for global industrial harmony, for friendly and peaceful labour-management relations, for mutual respect and understanding, for tol-

erance and an environment which encourages excellence and rewards achievement. I strongly affirm that only in a stable environment can we set the stage for the mitigation of the vexing unemployment problem.

Grenada, like most small countries, faces many challenges. Even with a substantial growth beyond 5 per cent, it will be difficult for my country to cope with the backlog of heavy unemployment. But we are riding high on the tide of reform now, revitalising and diversifying our agriculture, broadening the industrial base of our country, and striving to reach our true potential in tourism development as we market our hospitality.

My country has continued to show a most impressive economic performance due to good planning and sound management. In fact, over the past four years, we can proudly boast of an annual growth rate of 6 per cent as compared with a global rate of 2.7 per cent. The majority of our citizens work together for the unification of our country, and our Government has pledged to support fully all those who work unswervingly for the consolidation of the rights and privileges of Grenadian workers. We are pleased to see a new consciousness developing in our country, one that respects knowledge and training, and one that gives full play to enthusiasm and creativity at the workplace.

A major factor affecting development has been the continuing imbalances between the developed economies and the developing ones. There has been a marked decline in development assistance in real terms, which, together with declining commodity prices of Third World products, indebtedness and recession, bring to a full stop the engines of progress in so many countries, swelling the rough seas of crisis and human misery.

Unemployment is the gravest challenge of our times, so we welcome the Director-General's studied analyses which led to his timely Report on the subject of recovery and employment. We, here, are all concerned about the increasingly difficult international environment which seems to have eroded the welfare of millions of workers. And I believe that the problem is more acute in developing countries, worst of all in small States, where the debt problem, declining commodity prices, fluctuating exchange rates and protectionism have led to a drastic decrease in export earnings. But I must admit that the solutions to the world's social and economic problems are not all simple. This Conference has a mandate to fulfil in examining how social and economic questions can be answered by raising real incomes and enlarging job opportunities. In the answer we seek, the one must not negate the other.

Our delegation is mindful of the Universal Declaration of Human Rights, and we firmly believe that "everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment." Our Government, in its action plans against unemployment, aims to create an economic environment in which business firms can innovate, expand and invest, in which market goods and services can be fully competitive, and in which workers can secure training, find jobs, be productive, and even shift between jobs and occupations with ease and with confidence. It is our view that the availability of jobs is an indicator of prosperity in our country and stability in our society.

I wish to make it clear that the Government of Grenada regards it as a social responsibility to provide jobs for its citizens, and to provide an attractive investment climate where new employment opportunities will abound. We boldly state that the fundamental rights of workers are not achievable simply by ratifying Conventions or passing laws. What is absolutely necessary is a strong will on the part of governments to adopt and implement effective forward-looking economic and employment policies, which give maximum priority to employment in new technologies and in the service industry. Capital, labour, technology and information define the modern world. Whatever employment policies are adopted by governments must take these factors into consideration.

The climate in Grenada is highly favourable to foreign investment. Our trade and commercial policies are based on a liberal, export-oriented, free-market philosophy. We welcome economic co-operation, joint ventures, and we now looking towards development zones which are self-supporting.

People are our greatest asset in the development process. And this asset is improved by education and training. The development process itself generates a demand for qualitative changes in human resources, and we have therefore moved from providing free education to a policy of providing quality education and education in employable skills.

We are happy to say that a wide range of quality programmes are accessible and significant proportion of the working population is benefiting from our new educational strategy.

As stated before, the present Government inherited a backlog of heavy unemployment along with a disoriented citizenry. Within four years, my Government has been able to reduce the unemployment rate to about 17 per cent. During the same period we have been able to create some 10,000 new jobs, in a population of approximately 100,000, in manufacturing, services, light industries, agriculture and tourism.

Grenada welcomes the decision of the 73rd Session of the International Labour Conference to discuss the possibility of drafting new standards on social security benefits in the event of involuntary unemployment and incorporating them into standards specifically relating to employment promotion. Grenada again draws the attention of the International Labour Organisation to the unacceptably high rate of youth unemployment in the world today. To combat this dreadful problem, we have begun to stress vocational training in our educational system, and to offer youth skills training programmes at training centres in every parish in our country. Much help is needed in order to sustain this effort.

In its recent past, Grenada experimented with an ideology completely foreign to its democratic traditions. The result of this error is well known for its tragic proportions. My Government is pleased with its record of reconstruction in our country, with the restoration of fundamental freedom and democracy, and with its efforts to create a prosperous future for our citizens.

My Government will honour and continue to honour the independence of the labour movement, and respect its integrity. The concept of labour integrity implies that workers are entitled to hold, have and express their own views on all matters, including political issues, and it will always be our position that no

worker should be discriminated against by his employer on account of the political views held or expressed by him.

My Government will not introduce legislation that is anti-worker or that will put workers at a disadvantage. In this respect, it is not true to say that our proposed legislation on essential services deprives workers of the right to strike. Indeed, the objective of the act is simply to encourage quick settlement of disputes in certain categories of work.

Grenada fully supports the International Labour Organisation and its technical work. We are convinced that the doctrine of tripartism on which the International Labour Organisation operates is a solid foundation, perhaps the only real one on which to build a thriving economy, and a socially just society. Our firm commitment to tripartism is not confined to mere representations at the International Labour Conference. We promote at every opportunity the virtues of an unbreakable relationship between employers, labour and government. And we have strongly suggested that the enjoyment of a perfect relationship ultimately depends upon linking incomes to company profits, showing clearly that economic wealth depends on the motivated worker.

Once more we must turn our attention to the abhorrent situation which is daily being perpetuated in South Africa in the name of apartheid. All member States should unflinchingly seek to remove that scourge and hasten the end of apartheid. We also deeply deplore the recent events in China, in which hundreds of unarmed students lost their lives as they demonstrated their desire to live in peace, with dignity, and to enjoy the full benefits of a democratic environment.

I address you today with confidence that great strides will be made in strengthening the social structures to benefit all our peoples, and in promoting peace, dignity and more jobs for the workers of our countries.

Original - Japanese: Mr. SHIRAI (Vice-Minister of Labour, Japan) - First of all, on behalf of the Government of Japan, I should like to offer my warm congratulations to you, Mr. President, on your election to the presidency of the 76th Session of the International Labour Conference.

I am confident that, under your able guidance based on your profound knowledge and rich experience, this session will surely come to a fruitful conclusion.

We are also happy to welcome Mr. Hansenne as the Director-General of the ILO this year, which marks the 70th anniversary of the founding of the ILO. I understand that Mr. Hansenne was the Minister of Employment and Labour in his own country, Belgium, in the 1980s, at a time when it was experiencing a severe economic set-back, and that he achieved success in many respects thanks to his profound knowledge of labour issues and respect for tripartism. I should like to take this opportunity to express my warm congratulations to Mr. Hansenne on his appointment as Director-General of the ILO, and wish him every success in his work.

Since the ILO was established in 1919, the world has experienced many crises caused by wars, economic recession and other factors, but the ILO has continued its activities to try to stabilise and improve

the life of workers all over the world, to make a significant contribution to the establishment of social justice and eventually to bring about lasting world peace.

The world economy today is confronted with a number of serious problems and structural adjustment is now a burning issue both at the national and international level. This problem of structural adjustment is primarily one which ought to be tackled by other international organisations responsible for economic issues. However, it also has a major impact on the life of workers. Therefore, I consider that it is very opportune for us, who represent the governments, employers and workers, to avail ourselves of this session to gain a better understanding of this problem and to discuss labour matters related to it from a broad viewpoint.

If we cast a glance at trends in the world economy over the past 20 years, we can see that the 70s were characterised by high inflation, due, among others, to two major oil crises and a high rate of economic growth.

As we entered the 1980s, inflation was finally curbed and economic expansion has been maintained throughout the world economy since 1983. However, such serious problems as trade imbalances and the accumulation of the developing countries' foreign debts are a threat to the stability of the world economy. While trade imbalances are gradually being corrected as a result of policy co-ordination among the countries concerned, they still remain quite substantial. If countries take restrictive trade measures as a possible solution to such problems, there is a danger that the current of the world economy will take a full turn in the direction of contracted equilibrium. In addition, if the developing countries continue to accumulate foreign debts, it will be extremely difficult for them to achieve economic recovery by their own efforts and this will have an adverse effect on the world economy as a whole, and cause financial instability.

In order to carry out structural adjustment of the world economy which is now in such a serious situation, it is essential for countries of the world to co-ordinate their economic policies at the international level. It must be acknowledged by all countries that a free trade system is a prerequisite for the sustained growth of the world economy. The countries concerned, as well as international organisations concerned, are called upon to make efforts in their respective roles, bearing this prerequisite in mind, in order to overcome such problems as trade imbalances and the external debt accumulation incurred by developing countries.

Japan fully recognises its duty as one of the major industrialised countries of the world. It has been actively promoting the Uruguay Round of the GATT and taking positive action to expand imports and improve access to our domestic market from abroad. In addition, I wish to mention that our policy of shifting our economic structure from export-oriented to domestic demand-oriented is steadily taking effect.

Moreover, with a view to supporting developing countries' efforts for economic recovery, our country has set the target of our official development assistance budget for the five years from 1988 at more than US\$50 billion, which more than doubles our ODA budget during the past five years. Our country has also taken measures for recycling surplus capital amounting to US\$30 billion as a solution to the prob-

lem of external debt accumulation among developing countries.

The structural adjustment of the world economy under way at the moment is indispensable if we are to achieve sustained growth. I think all of us must take up the challenge with courage and in unity until we reach a solution. However, a structural adjustment might bring about undesirable repercussions upon people's lives. And it is wrong to ignore these repercussions, accepting them as a matter of course, because the ultimate objective of any economic policy should be to stabilise and improve the life of the people; unless we adopt this attitude it will be difficult to obtain the understanding and co-operation of people in achieving structural adjustment, which sometimes involves pain. I consider that, in the process of structural adjustment of the economy, it is necessary to give top priority to the employment security of workers.

The Japanese economy has been constantly developing, surviving the major oil crises and the recent appreciation of the yen. The success of our economy has only been possible because of our country's policy and labour management practice of attaching major importance to employment security. We must not also overlook another factor, namely, that we have made efforts to reach, through dialogue among the people concerned, a national consensus as to the direction in which our country's economy should proceed, and that our economic policy was implemented with the understanding of the people.

The significance of discussing the problem of structural adjustment of the world economy at this session of the Conference lies, I believe, in the fact that the representatives of the governments, employers and workers all over the world gain a better understanding of this problem, and exchange views frankly. The ILO is an international organisation in which governments, employers and workers from the member States participate under tripartism and this has produced many results in the solution of labour problems throughout the world. While the problem of structural adjustment of the world economy should, of course, be dealt with by other international organisations responsible for economic issues, the ILO assumes a unique responsibility for the labour matters related to it. I hope that, with close mutual co-operation between the international organisations concerned, structural adjustment of the world economy will be carried out, taking into due consideration its social aspects, such as the importance of the employment security of workers.

When we consider the role of the ILO in relation to the structural adjustment of the world economy, I think we ought to recall the concept that prompted the founding of the ILO. The ILO was founded after the First World War as it was recognised that there could be no lasting world peace without social justice; its objective was to establish various principles in the field of labour and to improve the working conditions of workers all over the world. Our history has proved that an economic crisis can threaten world peace. I believe that given the present economic situation, the ILO must endeavour to forestall social unrest – and ultimately a threat to world peace – by devoting itself to the fulfilment of its essential missions before anything else.

The ILO has been contributing towards improving the life of workers throughout the world by setting

international labour standards and supervising their application, and by carrying out technical co-operation activities for the developing countries. International Labour Conventions are legally binding for the member States which ratify them; indeed, they constitute a body of international labour laws that protect workers from a decline in their standard of living due to fluctuations in the economy. What is more, the technical co-operation activities of the ILO have contributed to the strengthening of labour administration and human resources development and have created a basis for the stabilisation and improvement of the life of workers in developing countries. Today, now that international labour standards have covered almost all fields of labour, technical co-operation, which is intended to help developing countries implement these standards, is becoming increasingly significant.

I am confident that the active promotion of technical co-operation, geared to the specific economic and social needs of these countries, will gradually help to improve the living and working conditions of workers throughout the world. Acting on this premise, our country has been actively co-operating in the multi-bilateral programmes and the ILO Asian and Pacific Skill Development Programme (APSDEP) and will continue its efforts to expand these programmes.

In concluding my statement, I wish to express the hope that there will be fruitful discussions at this session and that the Office will, under the guidance of the Director-General, Mr. Hansenne, continue its activities in a more effective manner. I should like to confirm once again the intention of our country, Japan, to play its part as a member State of the ILO and to participate and co-operate actively in its activities.

Original – Nepalese: Mr. BISTA (Government delegate, Nepal) – It gives me great pleasure to be amongst you in this picturesque city of Geneva, and to have the opportunity to address this important Conference.

On behalf of the Nepalese delegation, I would like to extend our heartiest congratulations to you, Mr. President, on your election to the high office of President of the 76th Session of the International Labour Conference.

Mr. President, my delegation is confident that under your able guidance, this Conference will proceed smoothly, and will generate pragmatic recommendations.

Nepal, as the birthplace of Lord Buddha, who is regarded as an apostle of world peace, has always strived to promote international brotherhood and peace since time immemorial. Peace and development are interdependent, and are in fact two sides of the same coin. But in spite of all the efforts made over the last four decades, lasting peace still seems to elude us. Apartheid continues to challenge world opinion. The overbearing attitude of the big and powerful nations towards small and poor nations is on the increase. The problem is further aggravated by the ever-widening income gap between the developed and developing countries. In such an international situation, Nepal has always pledged her support to the cause of furthering world peace by raising her voice against injustice and discrimination, which I believe is known to the world at large. In this con-

text, the proposal put forward by His Majesty King Birendra Bir Bikram Shah Dev to declare Nepal as zone of peace is noteworthy. So far, 107 countries have pledged their support to this proposal. We are hopeful that this peace proposal will receive the support of the remaining countries in the near future.

Nepal is a landlocked country, and one of the least developed of the world. Our main concern has been to create, as envisaged by our partyless *panchayat* system, a society free from exploitation and to raise the living standard of the people by tackling the problems of poverty, backwardness, disease, hunger, illiteracy, unemployment and income disparities in the country through planned economic development.

The problem of unemployment and underemployment has assumed a serious proportion in many developing countries, including Nepal. The unemployment and underemployment problems facing Nepal are mainly the result of imbalances between population and economic growth rates. This is a matter of grave concern to His Majesty's Government of Nepal, and its solution, my delegation feels, requires vigorous national and international endeavours and action.

In order to meet the basic needs of the people by the year 2000 as directed by His Majesty the King, various measures have been taken to increase employment opportunities and purchasing power of the people. Special emphasis has been placed on the expansion of skill development and income-generating programmes, with a view to raising the income and living standard of people living below the poverty line. Appropriate programmes have been initiated to encourage the development of off-farm non-agricultural cottage and small industries, credit and marketing facilities, and management capabilities and skill. At the same time, due consideration has also been given to economic decentralisation, equitable distribution of resources, maximum utilisation of manpower and optimum use of labour-intensive technology. These programmes were aimed at achieving positive results for the nation's economy. However, as the distinguished assembly is well aware, the Nepalese economy suffered a setback owing to the devastating effects of the earthquake which hit 27 out of 75 districts of Nepal last August. While we were recovering from the devastation and our efforts to implement the huge rehabilitation programmes were well under way, the lapse of our trade and transit treaties with India and the consequent scarcity of supplies of essential goods so vital for the daily life of the people of a landlocked country represented another major setback to the nation's economy. Our national policy now is to surmount our difficulties through self-reliance and keeping the doors of friendly negotiation open. We have put forward constructive proposals in this regard.

The people of Nepal highly appreciate the ILO's untiring efforts to promote socio-economic development through technical assistance. We also attach great importance to the Reports of the Governing Body and the Director-General. These reports give a comprehensive and lucid account of major issues emerging in the context of an ever-changing world. The issues analysed in these reports, such as the world-wide recession of the 1980s, economic recovery and adjustment processes and possible development strategies for economic recovery for 1990s, are timely and immensely useful. As to the contents of Part II of

the Report relating to ILO activities in 1988, my delegation is of the opinion that these activities will make positive contributions to the socio-economic development of developing countries such as Nepal. We would like to extend our sincere thanks to the former Director-General of the ILO, Mr. Francis Blanchard, and his associates for their laudable work. We have no doubt that under the present Director-General, Mr. Michel Hansenne, the trend will continue.

We find that the failure to include in this Report issues with far-reaching consequences to the economies of landlocked countries is rather unwarranted. We would like to urge this session, on behalf of the landlocked countries, as we have been doing in the past on such occasions, that the forthcoming programmes of the ILO should place emphasis on the study of the problems specific to such countries.

We have always attached great significance to the ILO Conventions and Recommendations which have provided valuable guide-lines in formulating national labour laws and rules to safeguard the rights and interests of the workers.

My delegation is pleased to note the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107). His Majesty's Government of Nepal and the Ministry of Labour and Social Welfare have always shown ready concern for the support of disadvantaged, destitute and backward groups. Various programmes, in both the governmental and the non-governmental sectors, have been undertaken to assist these groups and to make them self-reliant. In the non-governmental sector, the Social Service Co-ordination Council (SSNCC) and its various affiliated organisations are actively involved in the all-round development of disadvantaged groups. I am happy to inform you that Her Majesty Queen Aishwarya Rajyalaxmi Devi Shah is Chairperson of the SSNCC.

My delegation feels that the Night Work (Women) Convention (Revised), 1948 (No. 89), which prohibits women from working at night, needs to be amended to protect the rights and interests of women. It is widely felt that this Convention hinders women from securing equal treatment in employment and encourages gender-biased discrimination.

As to the issue of safety in the use of chemicals at work, I feel that the life of a person is precious and therefore priority should be given to his safety at work. The tremendous increase in the production and use of chemicals has polluted the world environment. Increasing evidence also indicates that the lack of adequate safety measures in workplaces where chemicals are used has led to the premature death of millions of workers. My delegation feels the need for devising adequate safety measures to minimise environmental pollution and to avoid accidents in workplaces where chemicals are used.

A least developed and landlocked country like Nepal requires adequate resources if it is to accelerate its pace of development. May I re-emphasise that increased financial and technical assistance from developed countries and various international organisations are needed if we are to be able to step up our developmental efforts.

Finally, in the firm conviction that constructive and pragmatic recommendations relevant to all countries will emerge from the deliberations here, I wish the session every success.

Mr. BUCHANAN (*Minister of State, Ministry of Labour, Welfare and Sports, Jamaica*) – Mr. President, on behalf of the Jamaican delegation I wish to congratulate you most warmly on your election to preside over the 76th Session of the International Labour Conference. We are confident that with your ability and wealth of experience our deliberations will be conducted in the best traditions of the past and set standards for the future. My congratulations also to the three distinguished Vice-Presidents who will be assisting you in steering the work of the session to a successful conclusion.

Let me take this opportunity to congratulate Mr. Michel Hansenne on his recent election as Director-General. We wish to assure him of our fullest co-operation and support in carrying out the many and varied responsibilities of his high office. In the same breath, I wish to pay tribute to his predecessor, Mr. Francis Blanchard, for the outstanding contributions he made to this great Organisation and wish for him all the best in his future undertakings.

The Director-General's Report, *Recovery and employment*, invites us to consider the all-important question of employment in the context of economies struggling to recover from recessionary downturns. It builds upon the momentum generated by the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in November 1987. Those conclusions, it may be recalled, dealt in part with measures for increasing job creation and with strategies to counter adverse short-term effects arising from the implementation of structural adjustment policies.

The report takes a broad view of the performance of the world's economies during the 1980s and concludes that generally there was some recovery from the economic stagnation of the 1970s, which as everyone knows continued over into the 1980s as a mild recession. The recovery from this pervasive economic sluggishness was not even, in that not all countries showed anything approaching the same state of economic buoyancy or growth as they passed the midpoint of the 1980s.

The structural adjustment policies implemented by some countries to induce growth or to accelerate growth caused, at the outset, a great deal of hardship to those workers, including the unemployed, who were least able to bear it. Many lost their jobs. For example, in Jamaica the 11,000 and more public sector workers who were laid off indefinitely were mainly from the lower ranks of employees; newcomers to the labour market had great difficulty finding employment. Even the quality of some available jobs deteriorated to the point where many who were considered employed were in fact underemployed.

The beginning of a gradual recovery could be discerned as a number of labour-intensive projects, such as 807 garment manufacturers, created new employment opportunities, primarily for women. I should pause here to observe that our experience in Jamaica is that some projects that provide employment opportunities in the free zone are a mixed blessing. For one thing, workers tend to develop the perception, rightly or wrongly, that there is some unexpressed impediment to the full exercise of their trade union rights particularly with respect to collective bargaining which they regard always as the basis for excellent relations and maximum efficiency at the workplace. I

do hope that time will prove that there is no basis for these perceptions.

The prospects for recovery of developing countries would have been greater if they had not been weighed down by the crushing burden of debt. The debt crisis has deprived governments of opportunities to invest and to facilitate investments that would have created more productive employment. Indeed the debt problem grew to such critical proportions during the 1980s that some developing countries became, by virtue of their debt service obligations, net exporters of capital to developed countries.

Currently, in Jamaica over 40 per cent of the national budget is earmarked for, or to look at it from another angle, 50 per cent of our foreign exchange earnings are devoted to debt servicing. The result is that not only investment for job creation is at a lower level than it might otherwise be but that the social services of the country as a whole suffered and continue to suffer as we endeavour to meet our debt service obligations.

In these circumstances, the newly elected Government of Jamaica has resolved to regard the availability of basic social services as a priority to be effectively increased over the next few years.

My delegation finds it easy to agree with the Director-General when he says that where the poor have only limited access to basic social services, there is fertile ground for frustration – loss of skills and in general negative behavioural attitudes towards work. It is not too much to say that a combination of all of these will ultimately lead, and has already led, to social tensions and widespread social and political unrest.

Perhaps our real task here is to challenge ourselves – governments, workers and employers – each one of us, to make the next decade one in which social progress, in tandem with economic progress, becomes a national priority. We are confident that the International Labour Organisation, recognising as it does that the well-being of the working man and the working woman is the bottom-line of all our development activities, will stand ready to give all the technical assistance it can afford if it becomes necessary to do so.

To achieve the goals of major improvement in the delivery of social services in the next few years, the Government of Jamaica recognises the need for an increasingly productive economy to support these endeavours. In fact, there simply must be more production of goods and services. This is why one of the first acts of the new Government of Jamaica was to create a Ministry of Development, Planning and Production headed by the Deputy Prime Minister. The Ministry will have at its service a National Planning Council which will co-ordinate the work of all those sectors involved in employment-creating projects. The National Planning Council is made up of representatives of Government, of trade unions and of private sector organisations, thus ensuring that tripartite inputs are at the very heart of the Government's economic and employment-creation policies and programmes.

The emphasis we place on tripartism is further emphasised by the Government's decision to reactivate the Labour Advisory Council to make it a more effective instrument in the Ministry of Labour's dealing with industrial relations. The Council will have some very important tasks to undertake, including the gradual introduction of industrial democracy at the

workplace. At this point, I wish to alert the ILO that we will be looking in its direction for technical assistance in this matter.

It would be remiss of anyone not to see and take into account the new spirit of respect for the right of workers that is abroad throughout the world. The right to organise, or freedom of association, the right to participate in decision-making and the opportunities to exercise rights of ownership. As I see it, workers everywhere are not content for anything to be held in trust for them by anyone. If something must be held in trust, they want to be trustees of equal standing. That is their right and it must be protected.

The notion of protecting the interests of workers and formalising their participatory role as partners in the process of economic development is one that is very important to my Government. Hence I find it easy to agree with the conclusions of the Director-General when he declares that the protection of the fundamental rights of workers contributes to economic development. That is one of the reasons why my delegation will be interested in the discussions which the Conference will be having on the technical subject of safety in the use of chemicals at work. I believe that the worker needs protection from the hazards associated with products of today's fast-moving technology.

Regrettably, it has to be acknowledged that there are some instances in which a great deal of concern is not shown for the protection of the worker against the hazards of chemical substances. A case in point is that some chemicals – the use of which is banned in the country of manufacture – are all too often exported to unsuspecting developing countries without any proper safeguards as to their storage and use. The result is that toxic poisons accumulate over wide areas and are ultimately ingested either directly or indirectly by workers who, without knowing it, have both their usefulness as workers and their life span considerably shortened.

As we enter the last decade of the twentieth century, we in Jamaica are preoccupied with finding solutions for a serious unemployment problem and the uncertainties brought about by the prevailing debt crisis, yet we are not insensitive to our international responsibilities, particularly to be in solidarity with all who work for the dawn of decency after the long night of apartheid in South Africa. We feel we have a responsibility to ask the International Labour Organisation to take stock of all the tools, all the instruments at its disposal, of the weight of its moral authority and influence, and to engage them full-time in the struggle until the world is rid of this outrage against humanity.

Original – Arabic: Mr. LUQMAN (*Minister of Social Affairs and Labour, Yemen*) – In the name of God, the Merciful, the Compassionate! I am happy on behalf of the Arab Republic of Yemen to congratulate Mr. John Nkomo, Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, on his election to chair this session. I wish him and his colleagues, the Officers of the Conference, every success in leading our deliberations. I should also like to congratulate most warmly Mr. Michel Hansenne on his election as Director-General of the ILO. We wish him success in his endeavour and would like to assure him of our unreserved support in the realisation of the Organisation's objectives. We are certain that his

wide experience will enable him to carry out his task in the best possible manner.

I must pay a special tribute to his predecessor, Mr. Francis Blanchard, who served this Organisation with dedication for long years both as an official of the Organisation and as Director-General for 15 years. These were 15 years of unceasing efforts to achieve the objectives of the Organisation, namely the defence of human dignity and the legitimate rights of people to freedom, work, well-being and peace. We would also like to express our appreciation here for his great efforts and his continued interest in the cause of the Palestinian people. This is borne out by the periodic reports he submitted to the International Labour Conference which have helped Members of the Organisation to understand what is going on in Palestine and the other occupied Arab territories. His effective contribution to the struggle against apartheid in South Africa and in Namibia has had a positive impact, and the Organisation has played a very supportive role in helping these people to gain their freedom and self-determination. We thank him most sincerely.

The 76th Session of the International Labour Conference is being held 70 years after the founding of the Organisation. The founding Members should certainly feel rewarded and happy when they see the achievements of the Organisation over the years. Many of these achievements have been of a humanitarian nature. A great number of international labour standards have been adopted (168 Conventions and 176 Recommendations at the end of 1988), all aimed at improving working conditions, combating unemployment and protecting human rights. Supervisory machinery has been established to monitor compliance with these standards (Committee on Freedom of Association, Committee of Experts, etc.). Although the Organisation has passed through very difficult times since its inception, it has been able to overcome many obstacles, and this increases our confidence in the Organisation's ability, by dint of wise leadership and the co-operation of its Members, to meet the challenges of the future, to adapt to today's fast-changing world and to further the interests of humanity.

I would like through you, Mr. President, to commend the secretariat of the Organisation on the excellent documents which have been submitted to the Conference and which will greatly help us in our work. I agree with all those who have said that the Director-General's choice of subject for general discussion this year, recovery and employment, is particularly appropriate, as it coincides with the preparation of the strategy for the United Nations Fourth Development Decade which will require the participation of this and other international organisations concerned with economic and social development. One of the principal aims of this strategy is to conquer poverty, which cannot be brought about without creating employment.

The Report draws attention to the serious imbalances in the world economy and their adverse impact on developing countries: imbalances in the balance of payments, increased external indebtedness, rising unemployment, growing protectionism, the decline in real wages and in the price of developing countries' exports and the increase in the cost of their processed imports. Because of all these and other problems, it is difficult to be too optimistic about the recovery of

the OECD countries at the end of the 1980s, for the gap is widening between rich and poor countries and creating a major obstacle to peace and social welfare in the world.

Here we should stress the importance of the rich countries striving together to redress the dangerous imbalance of the world economy and to reverse the current recession in developing countries, especially the poorest countries crippled by their external debt, so that millions of people in the world no longer live in abject poverty. Statistics show that their number has risen from 820 million in 1980 to roughly 920 million at the end of the 1980s. We would like to emphasise the importance of the social and humanitarian objectives of any development policy if it is to bring freedom, dignity, social justice and peace in the world.

Regarding the technical items, I should like to stress the importance of formulating new international labour standards and ensuring the adequate protection of night workers.

The Conference should discuss ways and means of fostering equality in employment and training and should give special attention to women in the workplace. We hope also that enough time will be devoted to discussing safety in the use of chemicals in the workplace and to the formulation of standards that adequately guarantee the health and safety of workers and the disposal of waste that is dangerous for the environment.

Over the past year my country, Yemen, has ratified 13 Conventions. With the ILO it has co-operated in the fields of human resources development, trade union activities, co-operatives (where the Yemen has embarked upon a unique experiment of its own), vocational training, labour legislation, the use of manpower and modern social insurance schemes. Our links with the Organisation have been improving continuously. Last October we presented the Organisation with eight reports showing that we are complying with international labour standards. The Government is also at present revising our labour legislation, and specifically Labour Code No. 5, to bring it in line with changes in international labour legislation. My country also recently approved the changes in the structure of the ILO because we truly believe that this will lead to improvements in future years.

As for the protection of the environment, my Government has set up a Council for the protection of the environment that co-ordinates the work of the relevant ministries and services. We have accordingly introduced appropriate legislation and laid down conditions for setting up certain factories. We are continuing to work with the Organisation on a project to enhance safety and health at the workplace.

The General Confederation of Trade Unions of my country and the General Federation of Chambers of Commerce and Industry, along with other trade union and people's organisations and institutions, are represented in the General People's Congress, which is the political framework for the people's participation in democracy, development and Yemeni unity and the expression of our people's commitment to recovery and overall development. This commitment was voiced at the Fourth General Conference in 1988, whose decisions reflect the ability of the People's Congress to achieve sustainable development, to respond to the preoccupations of the masses and to

expand its ties with Arab and international trade unions and political organisations.

To show that man is the focal point of our Organisation, two reports have been presented by the Director-General on the situation of the workers of the occupied Arab territories and on the application of the Declaration concerning action against apartheid in South Africa and Namibia. The report of the Director-General on the situation of Arab workers in Palestine and in the other occupied Arab territories, which is based on international standards and principles such as the Constitution of the ILO and the Declaration of Philadelphia, cites countless instances of serious violations of human rights in Palestine and the other occupied Arab territories that have been and are still being committed every day by the Israeli occupation authorities.

The report shows clearly that the continuation of the occupation is having very adverse effects on work, on industrial relations and on economic and social life in the occupied Arab territories. Every day women, children and elderly people are killed, children have their limbs amputated, thousands of citizens are arrested and many others exiled, houses are destroyed and schools, health institutions and trade unions are closed down. And there are other blatant violations of human rights, too. The entire Palestinian people has taken the initiative to undertake an "intifadah" in order to express its refusal of the Israeli occupation and its determination to gain its legitimate rights. It has restated its nationhood by declaring the State of Palestine based on natural, historic and legitimate grounds. The International Labour Organisation and the International Labour Conference and the international community as a whole must assume their responsibilities in the events currently taking place in Palestine and the occupied Arab territories, because the protection of human rights is the responsibility of all. We urge that the necessary steps be taken to protect the rights of the workers and employers in Palestine and that a committee be set up to discuss the issue of Arab workers and employers in Palestine and the other occupied Arab territories and to condemn the repressive practices of the Israeli authorities.

I have to mention here my concern at the flagrant violation of the fundamental rights of the peoples of southern Africa by the South African authorities through the policy of apartheid which is considered a crime against humanity and a violation of the objectives and principles of the United Nations and its specialised agencies. It is impossible to reform the apartheid regime. It must be eliminated as an institutionalised and permanent violation of human rights. Since 1986 the state of emergency has been applied in full and the activities of all social and trade union associations have accordingly been restricted. In other words, there is no freedom of association. According to South African sources the state of emergency will continue for years. We would like to stress our solidarity with the peoples of southern Africa and look forward to the day when they will join the international community in exercising their legitimate rights to freedom and self-determination.

I wish the Conference every success in its work. Thank you and may God's peace be upon you.

Original – Portuguese: Mr. REAL MAZULA (Minister of Labour, Mozambique) – Mr. President, I

should like to begin by congratulating you on your election as President of the 76th Session of the International Labour Conference. I am quite certain that under your competent direction it will be successful.

I should also like to greet the new Director-General of the ILO, Mr. Hansenne, and wish him every success in his new post as successor to Mr. Francis Blanchard, to whom the ILO and its Members owe their gratitude for his dedicated work during his mandate.

Part I of the Director-General's Report focuses this year on a typical and complex subject – recovery and employment.

To quote the Director-General, "We live in a time of paradox". On the one hand, there are predictions of the return to an era of economic prosperity, whereas, on the other, many Third World regions are growing poorer and falling farther into debt.

Internationally, growth in the North does not necessarily imply growth in the South. Nationally, increased GDP does not automatically lift the poor out of their poverty nor provide jobs for the unemployed.

There are no universally valid economic models with automatic solutions for the economic problems of all countries. It is true that the efforts of the international community to develop and implement realistic development policies give hope for the creation of a strategy to improve the human condition. Man is both the subject and the object of economic development, hence the close relationship between the economic and social facets of development.

I should like to make my contribution to our deliberations here based on the premises contained in the Director-General's Report.

As stated in the Director-General's Report, "While growth rates in the OECD countries have recovered from the recession of the 1980s and Eastern European and many Asian economies have maintained respectable growth rates, economic conditions in sub-Saharan Africa and Latin America have remained depressed throughout most of the decade".

The economy of Mozambique declined markedly during the first half of the 1980s. This was the consequence of a series of adverse external factors, of internal economic distortions and of insecurity produced by armed bandits in various regions of the country.

Between 1980 and 1986 total production fell by nearly 30 per cent, relative to 1980, and exports fell by 75 per cent, while imports declined by 1 per cent in 1985. There was some improvement in 1986. However, serious external imbalances made worse by ever-higher interest rates caused a rapid increase in the external debt. Growing scarcities led to the use of barter inflation and a parallel market for goods and foreign currency. Efforts were made to respond to growing internal and external imbalances with corrective policies during 1984 to 1986.

In January 1987 the Government of Mozambique launched a global economic rehabilitation programme to deal with the structural problems and economic distortions. From 1987 to 1988 the core of the programme was a series of measures designed to bring about the gradual liberalisation of prices and restoration of market mechanisms. At the same time, monetary and fiscal measures were adopted to reduce the external debt burden and resume debt repayments at sustainable levels.

The general objectives of the economic rehabilitation programme have basically remained unchanged from its introduction in January 1987. These objectives are as follows: to reverse the decline in production and guarantee a minimum level of income and consumption for the entire population and in particular for the rural areas; to substantially reduce internal imbalances and strengthen convertible currency reserves; to establish conditions for return to higher levels of economic growth; to unify the official and parallel market; to re-establish healthy financial relations with creditors and trade partners.

My country's Government will continue to apply its stated policies in order to achieve these objectives and to bring about adequate institutional reforms in the period 1989-91.

We are aware that, in addition to our national efforts, the success of the programme will also depend on continued support from the international community through the provision of financial assistance on concessional terms and effective assistance to lessen external debt service.

The Government is also concerned to define and implement measures stemming from the unequal impact of the structural adjustment burden on the population. Such measures should alleviate the weight of this economic burden on the poorest.

The adjustment strategy of Mozambique has come up against certain constraints, stemming from the emergency situation of which we are all surely aware. For this reason, the Government has had to guarantee that the basic needs of the population affected by a state of insecurity can be met. It must ensure that the country's needs are matched at the very time when essential goods are in short supply. It must promote rural production by sending goods to the rural areas as an incentive. This assumes the integration and compatibility of the short-term emergency programme with the medium-term economic rehabilitation programme.

As I mentioned above, the development of Mozambique has come up against various obstacles. Further obstacles could cause serious problems in the long term. Firstly, there is a shortage of skilled labour in key economic sectors. Secondly, the 2.6 annual population growth rate represents an increasing burden for the nation's social services principally because of the lack of resources. Thirdly, there is the impact of the lack of security and urban migration. Fourthly, the rebuilding of existing infrastructures may meet the country's needs in the short term, but the gradual growth of the agricultural sector will eventually exceed their capacity for adjustment.

Despite all these difficulties, there are some positive socio-economic finds resulting from the rehabilitation programme. Its initial impact reversed the marked trend towards lower per capita income seen prior to 1987. The greatest benefits have been felt in rural areas. However, in the short term the programme had some negative effects on the well-being of some sectors of the population, particularly in urban areas where employment and real wages dropped in 1987 and 1988. An increase in wage rates compensated only in part for the big jump in prices that resulted from measures designed to stimulate agricultural recovery and adjust exchange rates. These difficulties and particularly urban unemployment, worsened with the repatriation of Mozambiquean mineworkers from South Africa and with the influx

of people uprooted from the areas of greatest insecurity; yet unemployment levels in 1988 remained unchanged relative to the previous year.

In 1988 the Government took significant steps to study the situation of the sectors of the population most effected by the adjustment programme, war and repatriation. These sectors have a very low standard of living, therefore a commission was established with the participation of United National agencies, to try to alleviate the impact of the economic rehabilitation programme and other factors on the poorest sectors of the population. The commission's recommendations will be useful in making decisions to aid these citizens. These and other measures are designed to integrate the economic and social aspects that the programme must consider if it is to be fully successful.

In my country both the Government and the workers' organisations are determined to meet this challenge and succeed in our development programmes. To this end we count on the experience and support of all the members of the international community as well as the customary assistance from the International Labour Organisation.

In relation to co-operation between the ILO and the Mozambique, I am pleased to mention the joint action taken in 1988. As mentioned in Part II of the Director-General's Report a project was instituted in the south of Mozambique for the reintegration of migrant workers repatriated from South Africa with joint financing by UNDP and the Norwegian Government. A project is also underway to set up a national social security system. There were meetings such as that of SALC and seminars with ILO participation and sponsorship, to mention only the most important projects and events.

I am quite certain that this co-operation will be strengthened and extended to such other fields of labour as the ILO may wish to explore in Mozambique.

I hope that by the conclusion of this session of the Conference, all of us will have benefited from the useful experiences that are always acquired here to enable us to respond ever more effectively to the challenges of the labour world.

The PRESIDENT – Before I ask Mr. Beyreuther, Secretary of State for Labour and Wages of the German Democratic Republic to take the floor, may I, on behalf of the 76th Session of the International Labour Conference, extend a warm welcome to Mr. Beyreuther. We all recall the successful manner in which he conducted the 75th Session of the International Labour Conference, which was quite a success, and I personally feel honoured to have succeeded him.

Original – German: Mr. BEYREUTHER (Secretary of State for Labour and Wages, German Democratic Republic) – First of all, I should like to thank you very much indeed for the kind words you addressed to me with reference to my presidency of the 75th Session of the International Labour Conference last year. On my own behalf, and also on behalf of the Government of the German Democratic Republic, I should like to congratulate you most cordially, Mr. President, upon your election as President of this 76th Session of the Conference. It is a particular pleasure for me since you are the representative of a country that is highly valued internationally and also

a country with which the German Democratic Republic enjoys amicable relations.

This year the International Labour Organisation is celebrating its 70th anniversary. Certainly, there were many reasons that led up to its creation; but we believe that the most important aspect of its creation was that it took up the cause of the working masses' fight against war and exploitation, and set out to attain social progress.

With the shift in the balance of power after the Second World War, when the Organisation became a United Nations specialised agency, foundations were laid for a new phase in the ILO's development. Increasing emphasis was laid on securing the political, economic and social rights of workers, with all that that involved, and the Organisation attempted to make a greater contribution to resolving global problems.

My delegation welcomes the fact that the Director-General's Report this year discusses the extremely topical issue of economic recovery and employment. We consider this to be a logical follow-up to the discussions at the 75th Session of the International Labour Conference on human rights.

This discussion promoted awareness in our Organisation of the unity, the indivisibility and complementarity of human rights, as they were enshrined in the Declaration of Human Rights in 1948, and also as reaffirmed in the concluding document of the follow-up meeting of the Conference on Security and Co-operation in Europe in Vienna. At the same time, it emerged from our talks that the right to work is a prerequisite for the attainment of other economic, social, cultural, civil and political human rights.

The Director-General's Report depicts a dramatic employment situation in vast areas of the world. The only conclusion that the ILO can draw from this is that it must step up its activities to overcome mass unemployment and underemployment.

We think that the measures provided for in the draft programme and budget for 1990-91 constitute steps in the right direction. We believe that we shall be better able to put these measures into practice if we also follow the new international trend away from confrontation towards co-operation in our own Organisation. Discriminatory practices, as they still exist today – above all in the Employers' group – are an obstacle in this respect. There can only be co-operation and trust if the partners' interests are taken into account.

In order to overcome such a vast problem as mass unemployment and underemployment, effective measures must first and foremost be taken by the countries concerned.

Experiences in the German Democratic Republic – which is celebrating its 40th anniversary this year – have shown that economic growth is a prerequisite for full employment and social progress. Admittedly, this does not happen by itself. Conscious efforts must be made to bring about unity in economic and social development. The point of departure of any economic endeavour must be to determine the ideals that are to be put into effect.

Our goal is not only to attain the greatest possible economic efficacy. We are far more concerned about creating an economy with a social dimension – an economy that serves the interests and the welfare of man. In the German Democratic Republic, full employment and social security are an integral part of

socialism. One of our greatest achievements for decades now has been to provide our people with a steady job; and we are not prepared to change our approach in the future, even in the face of greater automation and rapid structural change.

One of the most important lessons we have learnt is that it is impossible to attain full employment if the State does not steer and plan the major processes in the national economy. No enterprise alone, however impressive its performance may be, is in a position to secure full employment on a national scale. This can only be achieved through long-term measures adopted by the State; and this also applies to other social objectives. For instance, in the German Democratic Republic, we would never have been able to embark upon such a comprehensive housing programme over the past 20 years, in order to solve housing problems as a social issue by 1990, if we had left this task to market forces.

What is really important is that workers should be largely involved in state plans and measures, on a democratic basis. We have observed that any social improvement triggers off new initiatives and releases new creative forces which, in their own turn, further stimulate economic recovery.

We are fully aware that, in order to attain unity in the economic and social policies of my country, new conditions have to be created. Today, the situation is different from that which existed ten or twenty years ago. In the decade that now lies ahead, there will be yet further requirements. This applies not only to the productivity of the economy – the material basis of this policy – but also to the human and spiritual aspect of society, especially as regards the education system.

If you look very carefully at developments in the German Democratic Republic, you will see that continuity and innovation are its hallmarks. Our policy is to maintain factors that have proved their worth and to draw the relevant timely conclusions from new requirements as they occur. This is the essence of our policy. In this way, we can guarantee that economic growth always leads to social progress.

In this context, I should like to stress that we shall have even more to do in the field of environmental protection in the nineties. My country has already invested many billions towards this in the past. We are aware that expenditure to protect the environment will inevitably grow in the future and therefore we attach particular importance to the adoption of a resolution concerning environmental protection and employment at this year's session of the Conference.

The Government of the German Democratic Republic shares the concern about the negative impact of the foreign debt of the developing countries on economic growth, employment and their ability to overcome underdevelopment, as reflected in the Director-General's Report.

As we know, the High-Level Meeting on Employment and Structural Adjustment highlighted the fact that the majority of developing countries were in an even worse situation at the end of the 1980s than at the beginning of this decade. The foreign debt in developing countries has become one of the most serious problems in international relations.

Given this situation the German Democratic Republic supports all steps taken to reach a fair settlement of the developing countries' debt problems. It agrees with demands voiced at the international level

that disadvantageous trade, monetary and financial conditions should be eradicated, since these are the main reasons for the foreign debt situation. Guided as it is by these thoughts, my delegation believes that the resolution before the Conference concerning development, foreign debt and the social objectives of the International Labour Organisation has come at the right moment.

The regional conflicts throughout the world are a serious scourge for the peoples in the regions concerned and their repercussions are becoming increasingly unbearable. The reports submitted by the Director-General on apartheid and on the situation of workers in the occupied Arab territories have brought this fact forcefully home, and again the ILO must therefore do all within its power to bring about a political settlement to these conflicts. As in the past, the German Democratic Republic will support the broad democratic anti-apartheid movement including the ANC, in its struggle for a democratic, united and non-racist South Africa. We shall continue to express our solidarity with the people of Namibia. We believe that only if United Nations Security Council resolution 435 and related agreements are strictly applied, above all by South Africa, will the Namibian people be able to accede to independence and decide its own future in full sovereignty.

In the same way, I should like to assure the nations of the Middle East, and in particular the Palestinian people and their sole legitimate representative, the PLO, of the continuing solidarity of my country. My delegation supports the Arab draft resolution.

If there is to be any solution to the global problems confronting mankind – underdevelopment, poverty, the foreign debt or the destruction of the environment – there must be an immediate end to the arms race and a cut in military expenditure.

It is against all reason to go on spending gigantic sums on arms day by day and to reduce social development.

The Government of the German Democratic Republic therefore urges that there be no slackening in the disarmament process started by the INF treaty. The German Democratic Republic is making its own contribution to that end; it has unilaterally decided that, by the end of 1990, the National People's Army will be reduced by 10,000 men and that military expenditure will be cut by 10 per cent.

We believe that nations can be successful only if they redirect the immense resources used for arms production for social purposes.

The International Labour Organisation could render a great service by doing all within its power to promote this process.

Original – Spanish: Mr. MARIUS (*representative of the Latin American Central of Workers*) – I should like to begin by congratulating you, Mr. President, on your election. I should also like to congratulate and wish every success to Mr. Michel Hansenne, the new Director-General of the International Labour Office.

We should first like to comment on the Director-General's Report. This is an important legacy that Mr. Francis Blanchard has left to us as the culmination of his difficult and important work at the forefront of the ILO.

In his Report, Mr. Blanchard highlights, in a global view of humanity, the striking imbalance between

the growth of the world economy last year and the senseless aggression to which the Third World has been subjected, especially its workers and underprivileged groups.

We are experiencing an international economic situation that reveals the stark reality of a basically unjust and unacceptable relationship between the sustained growth of the so-called developed countries and the steady anguishing growth of underdevelopment, poverty, marginality and hardship among the peoples of the Third World.

While the economies of the technologically advanced countries are being consolidated, in Latin America per capita GNP fell by 8 per cent during the last five years. In 1988 alone, consumer prices rose by 473 per cent. In some countries the figure was as high as 7,000 per cent. Half of the economically active population were subjected to the criminal system referred to by experts as the informal economy. For these people there is no fixed employment, no social security, no protective standards or conventions and, more serious still, no hope for a better future.

While we listen to resounding speeches on peace, mankind is investing 2,880 million dollars every day in weapons. In Latin America 1,917 children die every day of malnutrition, and this is certain to increase in coming years.

We are also compelled to go back to the thorny problem of the external debt that Latin American workers can no longer assimilate. That debt, valued in figures that surpass our imagination, can only be paid for through production. Today that would mean that each of us would have to labour for nearly five years without pay, working free of charge, not for the benefit of Latin America, but for transnational banks to palce new investments in the developed countries.

To reiterate our statement to the Latin American Economic Conference which took place in Quito in 1984, there is no longer any point in discussing whether or not the external debt should be paid. It cannot and should not be paid. Over and above the fact that it is illegitimate and often used to sustain totalitarian regimes or to swell personal accounts in United States or European banks, payment of the external debt would condemn all of Latin America to absolute destitution and deprive it of any hope, which is the most cruel and brutal form of subversion.

This topic is mandatory for any international conference. It is included in any reference to the economy and is a focal point for the international media, and yet, very few dare to mention the counterpart social debt which, like some inevitable accounting balance, has historically been contracted towards the Latin American workers and peoples.

According to the United Nations Development Programme (UNDP), 165 million people in Latin America lived below the poverty line in 1988. For 1990 this figure is expected to be 240 million – that is 60 per cent of the Latin American population.

UNDP also reports that 40 per cent of families have members who suffer from malnutrition, 68 per cent of housing is inadequate, and 44 per cent of the Latin American population is unemployed. We are pleased that an ILO body, the Regional Employment Programme for Latin America and the Caribbean (PREALC) has courageously and competently undertaken to deal with the difficult and painful problem of the social debt. This debt, which historically

has been assumed by the working class of Latin America, is basically structural and the consequence of a distribution system designed and operated to serve a development model representing interests contrary to those of the great majority of our region.

The most serious situation at present is the consequence of the application of adjustment policies that lower living standards. The cost of these policies has fallen mainly on the least privileged members of society who are suffering from a steady and increasingly rapid deterioration in their already precarious living and working conditions.

With respect to Conventions and Recommendations discussed and adopted here in this room, and endorsed for the most part by member States, there is a major contradiction between formal acceptance and the lack of political will for effective implementation which forces worker organisations to make enormous efforts to secure their observance. Moreover, such Recommendations and Conventions today have been confronted, neutralised and even violated by adjustment policies introduced to enable payment of the external debt imposed by another United Nations agency, the International Monetary Fund (IMF).

We recall that a few years ago the ILO Director-General made known his concerns to the IMF regarding the consequences of applying the so-called "recipes". In today's Latin American context these concerns have taken shape and the consequences have exceeded expectations. What is still more serious, the situation shows clear signs of growing worse.

We believe that the time has come for the ILO to clearly and emphatically denounce to the IMF the violation of ILO agreements and Conventions resulting from the application of IMF policies and recommendations.

In past decades, when we analysed the factors causing institutional collapse in connection with the application of the national security doctrine – the last vestiges of which will be eliminated in the next few months by the heroic political will of the people and workers of Chile represented here by my delegation, which has received by international support – we observed that the most determining of all factors was the serious economic and social deterioration suffered by the overwhelming majority of people as a result of inept policies that were incapable of alleviating their anguish and meeting their expectations. We are duty-bound today to denounce the adjustment policies which are generally and indiscriminately applied to all Latin American situations and which obviously undermine the stability of the democracies to which we aspire. These policies also infringe on basic human rights and on the freedom of workers, which are a *sine qua non* condition for the application of the Conventions and Recommendations advocated by this Organisation. Lastly, these policies lead directly to subversion and violence.

This subversion is brought about by those who promote development models designed and implemented to enrich an already wealthy minority and to subject the great majority to conditions of poverty and oppression. It is induced by those who believe that they exercise democracy by merely carrying out simple electoral exercises without responding to the concerns and needs of the workers and populations.

This subversion is provoked by certain international organisations which promote, condition and impose policies which are in contradiction with our

people's aspirations to peace, freedom and work. This violence is expressed in the murder and disappearance of trade union and popular leaders in Colombia, in the denial of workers' fundamental right to organise and act freely in Nicaragua, in the denunciation of the legitimate aspiration of the workers and people of Panama to democracy and freedom, in the imposition of conditions on the aspirations of our indigenous brothers to full respect of their cultural heritage and their inalienable right to live and express themselves as an organised people, in the denial to our workers and peoples of the rights to which we are entitled to as human beings and the right to create a better future for our children.

With the legitimate concern of workers and fathers, we observe that more and more is invested daily in powdered milk with the result that children drink less and less fresh milk.

In five of our countries over 1 per cent of the population is part of the armed forces, in other countries close to 2.5 per cent and in one above 3 per cent. In some cases more than 40 per cent of the national budget is devoted to so-called defence expenditure while the portion pertaining to education, health and housing does not reach 10 per cent.

From whom do we need to defend ourselves when those who govern us do nothing but make speeches promising dialogue and peace? Are we condemned to continue accepting a submissive role as arms buyers to sustain economies in which the weapons industry is an undeniable factor of international domination and power?

With a mere 10 per cent reduction in defence expenditure and arms purchase, Latin America would save 13,500 million dollars per annum which could be set aside for the urgently needed solution of serious food problems.

The Latin Americans have realised, through painful experience, that whoever uses arms against the people, whatever the ideology put forward as an excuse, loses the moral right to speak of liberation, peace and justice.

It is in this context that we condemn the painful events which have occurred in the People's Republic of China and the use of repressive methods which deny any possibility for dialogue and for the creation of development based on peace and justice.

We are preparing to initiate the Fourth United Nations Development Decade in 1990 and in this respect there is one matter of serious concern to us: what is to be understood by development and who is to benefit from it?

For the first time in the history of mankind, under the heading of extending and giving an international dimension to the economy and the markets, so-called economic alternatives have been imposed, based on a single development model. Their consequences, well known to Latin Americans in their most brutal form, are opposed to the most heartfelt and dire needs for the subsistence of our workers and peoples.

The dreadful crisis which we are experiencing is predominantly a crisis of civilisation, of values, a crisis which tackles the very essence of a human being.

The creation of employment, the overcoming of painful economic and social injustices should not only call for the responsible use of our creativity materially speaking, but also we should assume it as a way of giving dignity to workers; of creating conditions which fully respect man's right to live as a human

being ; of seeking new forms of solidarity and participation for those who share the common task of generating goods and services and transforming nature, which should be to the exclusive benefit of man as a whole and for all men.

If we accept that development is the new name for peace, we must be fully aware of and shoulder our responsibilities in rethinking and recreating an international order based on justice, which is the only way to attain peace and achieve the full liberation of mankind.

(The Conference adjourned at 1 p.m.)

Twelfth sitting

Tuesday, 13 June 1989, 3 p.m.

President: Mr. Delpino

COMPOSITION OF THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE

Original – Spanish: The PRESIDENT (Mr. DELPINO) – I give the floor to the Clerk of the Conference who has some announcements to make.

The CLERK OF THE CONFERENCE – The Workers' Electoral College of this 76th Session of the International Labour Conference met on 13 June 1989, and in accordance with article 54, paragraph 5, of the Standing Orders of the Conference, confirmed the following appointments made by the Workers' group of the Governing Body:

Regular member: Mr. Gopal (India) to replace Mr. Mukherjee (India).

Deputy members: Mr. David (Malaysia) to replace Mr. Sudono (Indonesia); Mr. Bonmati Portillo (Spain) to replace Mr. Maier (Austria).

This communication is signed Gerd Muhr, Chairman of the Workers' Electoral College, and Amal Mukherjee, Chief of the Workers' Relations Branch.

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION (cont.)

Original – Spanish: We shall now continue the discussion of the reports of the Governing Body and of the Director-General.

Original – Japanese: Mr. MARUYAMA (Workers' delegate, Japan) – Mr. President, on behalf of the workers of Japan, allow me to express my congratulations to you on your election. I am convinced that under your able leadership this session of the Conference will be a great success.

This year the ILO is celebrating its 70th anniversary. At the last session of its Governing Body, Mr. Michel Hansenne was elected as the Organisation's new Director-General, succeeding Mr. Francis Blanchard, who had worked with dedication for 15 years at the head of the ILO.

Workers in Japan have a profound respect for Mr. Francis Blanchard, former Director-General of the ILO, an international organisation established for the protection and promotion of workers' interests. Over the difficult years experienced by the ILO, Mr. Blanchard showed great capacity for strong leadership, taking initiatives in various ILO activities, and he has succeeded in leaving a legacy of enormous achievements.

May I also present my congratulations to the newly elected Director-General, Mr. Michel Hansenne, and express the hope that he, like his predecessor, will show great leadership skills and pave the way for a bright future for the ILO based on the principle of tripartism.

Workers today are faced with the challenge of major changes world-wide, both in industrialised and developing countries, irrespective of social and economic systems – be they capitalist or socialist. These changes have occurred firstly because economic recovery has been limited to certain parts of the world, namely industrialised and newly industrialised countries; secondly, because the process of economic and industrial restructuring is taking place on a global basis; thirdly, because of the development of new technology; and fourthly, because of a quantitative and qualitative change in consumption.

What concerns us in this process is that changes in work and employment patterns often have a negative impact on workers which takes the form of unemployment, job transitions and impaired working conditions. In most of the developing countries, in particular, economic recovery is failing to progress and the gap with respect to the industrialised countries is being further widened. As a consequence, workers in those countries continue to suffer from unemployment and poverty.

The ILO, in its 70 years of existence, has been most sensitive as an international organisation to these changes in the world of work and devoted itself to standard-setting activities for the defence of human rights and the protection of the rights of workers at the international level. It is high time for the ILO to prove its traditional ability once more.

In this context, I think that the theme chosen for the Report of the Director-General submitted to this session of the Conference namely "recovery and employment", is most timely and deserving of support.

The ILO has always availed itself of every opportunity to address the problems of employment, a goal which it again took up at the High-Level Meeting on Employment and Structural Adjustment held in November 1987. I should like to pay tribute to this milestone initiative which was taken with a view to finding solutions to employment problems in the context of international economic relations. Today, employment problems in the world are not confined to any cyclical changes in economic activities. They can no longer be approached as merely domestic problems. Overcoming the imbalance of the world economy and preparing adequate infrastructures for growth, which are conditions necessary for the creation of

employment and the elimination of poverty, are today's most urgent tasks.

By taking an interest in a new world economic order and by trying to solve employment problems in co-operation with other international organisations, particularly those specialising in the economic and social fields, the ILO proves that it has chosen the most fitting approach for today.

With respect to the conclusions adopted at the High-Level Meeting on Employment and Structural Adjustment, and in support for the practical proposal presented in the Director-General's Report to this session of the Conference, I should like to put forward my opinions on the following points.

Firstly, I believe that in order to solve protracted unemployment and precarious employment throughout the world, steady well-balanced growth is a basic requirement. To achieve this goal, I believe that co-operation among countries is of the utmost importance, especially economic co-operation with developing countries whose economic activities are still embryonic. The world economy nowadays has become interdependent in all fields, particularly finance, trade, science and technology. Recovery in some industrialised countries does not necessarily ensure continuous growth of their economies unless it is accompanied by recovery in other countries, including the developing ones.

We should therefore strive for further co-operation and co-ordination among countries all over the world with a view to reducing the economic gap between North and South and to solving the accumulated debt and trade deficit problems and promoting further development.

Secondly, the most adequate means of overcoming the debt crisis, which hampers recovery and structural adjustment in the developing countries, is to create an economic system under which industries are encouraged to develop. As a result, living conditions could be improved and stable, continuous employment could be guaranteed. This would lead to still more employment, a higher GNP, improved living conditions and more investment.

However, the main thrust of current policies is to encourage a capital outflow from debtor countries and to saddle them with overly restrictive economic policies leading to new debts which have to be repaid. This approach, far from being conducive to radical solutions, stands to further undermine the basic conditions necessary for employment creation and investment for production.

In order to promote development in the developing countries, credit from industrialised countries is indispensable. What is important is that official development assistance (ODA) should not be used purely in servicing debt. Rather, these resources should be invested in production with a view to increasing employment. ODA offered by Japan in the 1989 fiscal year amounts to 1,300 billion yen, that is about 10 billion dollars. Trade unions in Japan are requesting the Japanese Government to increase the percentage of their untied ODA loans and to place more emphasis on investment for social objectives.

Thirdly, I should like to address the problem of the quality of employment. In OECD countries alone, apart from the 13 million unemployed, several million workers are given working opportunities which can hardly be called decent jobs. In developing countries far more deplorable conditions of employment,

if any, prevail. We should demand that both employers and governments should provide employment opportunities of good quality so that decent levels of income can be continuously ensured and workers' basic rights in accordance with international standards can be guaranteed.

Furthermore, a positive labour policy should be established to provide workers with the qualifications necessary for employment. We are asking for basic education and vocational training of good quality, increased training and retraining opportunities, an improvement in the quality of this training and also equality between men and women.

In conclusion, with respect to the need for truly effective strategy for recovery and increased employment opportunities, I should like to add the two following points.

Firstly, a democratic system is a prerequisite for a well-balanced recovery of the economy and for social welfare. Democracy means that freedom of association should be guaranteed and that tripartism, including of course trade union organisations, should function in all countries. Trade unions should participate in and control the process of establishing and implementing strategies for recovery.

In practice, however, cases of infringement of basic labour rights are increasing alarmingly in the process of structural adjustment in many countries. Even in so-called industrialised countries the situation has worsened. Basic labour rights are not fully guaranteed, and a growing number of complaints have been lodged recently with the Committee on Freedom of Association. I deeply deplore this situation.

May I urge, on this occasion, all ILO member States to commit themselves to the principle of tripartism, which has strengthened over the years, and to ratify as early as possible and implement without discrimination the ILO Conventions adopted in the last 70 years of its history.

Secondly, the achievement of disarmament and détente on a global level are essential objectives to which we deeply aspire. The escalation of the arms race endangers world peace and impoverishes economic potential. I therefore hope that the Soviet Union and the United States will continue with their peace efforts.

The 76th Session of the International Labour Conference is an important landmark in the Organisation's 70 years of history and new leaps and challenges must be met at this juncture. Along with all the workers of the world, I do hope that the ILO will continue to exert efforts towards durable international peace and prosperity.

Original – French: Mr. SA N'DOUDJINANG (Workers' delegate, Chad) – It is the first time under the Third Republic of Chad that the Workers' representative of Chad in taking the floor in his personal capacity and on behalf of the workers of Chad to congratulate the President on his brilliant election to the presidency of this session and on the excellent manner in which he is conducting our work. Our congratulations also go to all of the officers of the Conference.

I would also like to offer my warm congratulations to Mr. Michel Hansenne on his election to the post of Director-General of our Organisation.

My congratulations go also to the Governing Body for their efficient assistance to the general running of

our Organisation and, in particular, for the excellent organisation of this session.

Before dealing with some aspects of the problems before us I wish to inform you of an important event that has taken place in my country. I refer to the creation of a single central trade union organisation, the National Union of Trade Unions in Chad, the UNST, on whose behalf I have the pleasure of addressing you.

The workers of Chad, aware of their role in active working life, have pooled their resources to better defend their rights and also to better contribute to the development of our nation. They thus freely decided, at the Constituent Congress held in N'Djamena, our capital, on 15, 16 and 17 November, on the setting up of this central trade union organisation.

The UNST is an independent organisation. It is a member of the OUSA at Pan-African level and the OTAC at regional level. It works with all international trade union organisations with similar principles. As regards our co-operation with the Government, the UNST is among other objectives in favour of full and responsible participation aimed at making suggestions, formulating recommendations and obtaining trade union representation in joint economic and social bodies.

Since its inception, the UNST, which exercises its activities independently and in full compliance with international Conventions, in particular Conventions Nos. 87 and 98, has sent the constituent documents of its congress to the regional office of the ILO at Yaoundé and to the workers' expert in Geneva in order to obtain rapid assistance in the area of workers' education. Our letters have, however, remained unanswered for the last six months, at a time when the ILO is the most important social partner of our central trade union organisation and especially since the workers of Chad have not benefited from the assistance of this Organisation in these areas for the past ten years.

I would like to point out that, before the events which occurred in my country, the ILO financed major projects in favour of Chadian workers, in particular the Koukou Angarana market garden project, the vocational training centre and the accountancy training centre of the Consular Chamber in N'Djamena. All of these activities were co-ordinated by an ILO expert who had his office in the Chadian capital.

The development of such a project is one of the objectives of the UNST's programme of action. However, because of our limited means, it is difficult for us to reach these objectives.

That is why we would like to express our full gratitude to our fellow international trade unions which have spontaneously given us their support, no matter how modest, to relaunch the activities of our young central organisation. I would like to take this opportunity to launch an urgent appeal to other organisations for their support.

The trade union situation in Chad is significant in view of the painful events in my country which have shaken its social and economic foundations.

The result of this is that not all the companies previously operating in Chad have resumed their activities. A number of workers are unemployed because of the closing-down of the majority of these enterprises. To encourage creditors to bridge this gap through new investment, the Government of Chad

has revised the National Investment Code to provide incentives in this area.

Allow me, one again to congratulate Mr. Michel Hansenne, the Director-General of the ILO, for the excellent quality and clarity of his report.

The agenda adopted by this meeting includes a number of very important items, in particular those dealing with economic recovery and employment, the Report on the Application of Conventions and Recommendations and the Special Report on Apartheid in South Africa and Namibia.

The 76th Session of the International Labour Conference is taking place at a time when the whole world is undergoing a serious crisis, the end of which is not yet in sight.

In Africa, the countries south of the Sahara are feeling the effects of this crisis more severely than the northern industrialised countries. In view of this situation, these countries are obliged to accept the economic recovery plan advocated by the IMF and the World Bank. This subversive plan of the World Bank and the IMF has led to the closing of state-run enterprises and to privatisation resulting in large-scale dismissal of workers.

In a number of African countries, agreements between employers and workers are revised taking into consideration the requirements of the World Bank and the IMF. In other countries this procedure is simply ignored.

The situation cannot improve unless a solution is found to the problems of worsening trade terms and the public debt burden. On behalf of the UNST, I would like to express our gratitude to Mr. François Mitterrand, the President of the Republic of France, who during the Meeting of the Heads of States in Dakar announced the cancellation of the debt of the poorest African countries vis-à-vis France. I would be happy if other countries could follow this example.

In the face of this difficult economic situation, African trade union organisations should be more concerned to define a global strategy with trade union organisations in the industrialised countries.

According to the UNST, the strategy involves the settlement of individual or collective disputes with employers, the development of national and international policies for full employment and pressure on industrialised governments for the development of a global economic policy to support developing countries. This is necessary since in seeking a solution to the external debt problem of developing countries, one is also seeking a solution to the social and labour problems of the industrialised countries.

Since its creation in November 1988, the UNST has fought for the revision of collective agreements, the revision of the Labour Code and the social welfare system, the repeal of a number of laws which do not comply with the spirit of Conventions Nos. 87 and 98 of the ILO ratified by Chad in 1960. It has also urged revision of Decree No. 001 of 8 January 1976 which bans public officials and assimilated employees from exercising trade union rights, Decree No. 30 of 26 November 1975 suspending all strikes throughout the country and the amendment of article 36 of the Labour Code prohibiting trade unions from exercising political activities.

All of these anti-union measures were taken by the military government in order to silence the unions.

The Government of the Third Republic has taken all necessary measures to cancel or amend these texts, and the new labour legislation will no doubt contain provisions in line with the spirit of the above-mentioned Conventions.

Furthermore, the National Union of Trade Unions in Chad is negotiating with the Government for the ratification of the Workers' Representatives Convention, 1971 (No. 135); the Paid Educational Leave Convention, 1974 (No. 140); Rural Workers' Organisations Convention, 1975 (No. 141).

The economy of my country will be severely affected by the efforts undertaken to develop the pastoral, agricultural and forestry sectors. The ratification, in particular, of Convention No. 141 will have a major impact on the economic and social policy of my country, since this standard is of tremendous importance for special public works programmes which have multisectoral and interdisciplinary objectives.

Furthermore, the activities of the ILO in the field of special public works programmes, manpower planning and employment, information systems on the labour market and appropriate technology, rural development and the situation of women workers and refugees have also been of tremendous interest to us.

The UNST very much appreciates these special programmes of the International Labour Organisation in the field of institutional support, the development and maintenance of infrastructures, participation of the population, technical co-operation projects related to vocational training, and the co-operative programme aimed at developing co-operative policies and strategies.

We also appreciate the programme of action for the informal sector which is aimed at encouraging employment and stimulating economic growth.

As far as co-operatives are concerned, we feel that they are an efficient and effective means for workers – both male and female – in our developing countries to achieve development, to further their own efforts and to improve their living and working conditions. My country's Government attaches great importance to the setting up of consumer and producer co-operatives.

The UNST launches an appeal to the ILO at this juncture therefore in support of the development of groups and co-operatives in Chad, within the framework of the special public works programmes.

I would like to conclude my remarks by emphasising the support of the UNST for the Director-General's Programme of Action against Apartheid in South Africa and Namibia.

In addition to expressing the hope that the work of the 76th Session of our Conference will be a success, I reiterate my congratulations and the support of the workers of Chad for the Officers of the Conference, for the ILO and for its Director-General, Mr. Michel Hansenne.

Original – French: Mr. VAN DEN BRANDE (*Minister of Employment and Labour, Belgium*) – Allow me to congratulate Mr. Nkomo on his election as president of this 76th Session of the International Labour Conference. Although this Conference has a lengthy agenda, I am certain that his experience and wisdom will enable us to achieve good results.

This year, the Governing Body has appointed a new Director-General. He was my predecessor at the

Department of Employment and Labour in Belgium, where he performed an excellent job. My Government is very moved by the ILO's confidence in our country's candidate, and I would like you to know how proud I am myself.

We would like to convey to Michel Hansenne our best wishes for success in his new mission.

I would also like to pay a warm tribute to Mr. Francis Blanchard, the former Director-General, who for 15 years has led the ILO with exceptional wisdom and determination.

While maintaining stability, Mr. Blanchard succeeded in overcoming many obstacles to the implementation of the Organisation's major projects or to its policy. He endeavoured, in a spirit of tolerance, of openmindedness and cordiality, to see to it that everyone felt at home in the ILO and that the ILO lived in each of our hearts.

It was with great deal of interest that I read the Report of the Director-General, which this year deals with recovery and employment.

I am very glad to see that the Report stresses the importance of tripartite dialogue and the fact that this dialogue can still be enhanced and developed in various directions which, though they may not be new, are not necessarily those traditionally taken by the social partners.

I think that Belgium's experience in tripartite dialogue is perhaps an interesting illustration of this procedure. I am referring, in particular, to the fact that such concertation has taken account of the issue of employment and the training efforts undertaken by enterprises in Belgium for the benefit of the unemployed.

However, it is admittedly not always easy to expand social dialogue into areas uncharted by traditional collective bargaining. The economic and social situation at the beginning of the 1980s compelled the Belgian Government to explore new alternatives. A new approach was called for. The Government's determination to guide concertation, without stifling it, was decisive. Concertation, as we have discovered over and over again, constitutes a flexible and realistic approach, enabling it to achieve specific goals. The Government left it to the employers and to the trade unions to decide how to attain them. This made the dialogue more effective, while the social partners became convinced of the crucial nature of the objectives.

The current economic and social situation impels us to continue in this direction, not only for new reasons which have arisen – which I will mention in a little while – but also because of the need for dialogue and negotiation, which are the indispensable instruments of a sound employment market policy.

The definition of an employment policy in the present context is based on an analysis of the employment market. Its aspects are characteristic for Belgium but may be valid for other countries as well.

On the one hand, we see a positive trend in employment. Historically speaking, this trend is not exceptional, but, if we compare it to the scores for the 1980s, there has undoubtedly been an improvement in the situation on the employment market. While unemployment rates remain very high they are nevertheless diminishing, to the extent that some regions and certain categories of workers are approaching full employment. Obviously, this is the most encouraging aspect of the current stage.

But, on the other hand, we must always continue to stress the high rate of unemployment and particularly the large proportion of those who are currently or who are likely to become long-term unemployed. This group is made up mainly of young people who have failed in school, older workers with obsolete skills, women and immigrant workers.

It is very difficult for them to break out of the unemployment pattern; they are not the ones chosen to fill the vacancies created by economic growth, for reasons for which we are now better able to understand. A large proportion of the jobs eliminated during the economic crisis were once offered first to the persons who are now in the disadvantaged category.

What conclusions can we draw from this diagnosis with a view to defining a new employment policy?

It must first be admitted that in previous years, in the industrialised countries where unemployment had grown into an obsession of policy-makers, the measures adopted to promote employment were essentially quantitative.

This means that, even if there was a desire to implement measures designed to better serve the beneficiaries of employment policy schemes, the urgency of the situation required quantitative results aimed at curbing unemployment growth which otherwise seemed inevitable.

As long as jobs were being eliminated in vast numbers, no major problems arose out of this drifting approach characteristic of the implementation of employment promotion programmes. Today, however, with resumed growth in employment coupled with a high unemployment rate, great care must be taken to offset the detrimental effects of this approach.

In the current employment market situation, there is little point in providing a job under an employment promotion scheme to a person whose profile will enable him to find a job quickly and easily in the private sector, since in some regions, in certain categories of skill, there are even shortages of manpower. By adopting this erroneous approach, the public authorities would be attracting labour to their own advantage, without economic justification.

The question which therefore arises is to define an employment policy which is appropriate in this new context, that is, one which is targeted at high-risk groups and therefore narrowly applied, but which can be expected to produce sufficient quantitative results in a situation where unemployment is still very high.

I do not wish to insist here on an employment policy targeted at high-risk groups. Enough publicity has been given to this issue. However, the recent experience of the policy carried out in Belgium is worth developing in the light of this concern to curb the attraction of labour mentioned above. I consider this policy to be extremely important and support it wholeheartedly.

If the Belgian Government intervened in collective bargaining, it was to urge the social partners to take employment problems into account. The Government called upon collective bargaining to mobilise resources for those persons who usually and of necessity were excluded from such bargaining, that is the unemployed.

During the last round of collective bargaining for the period 1989-1990, an agreement was concluded providing for particular efforts to be made for the benefit of young persons and job seekers for whom it

was difficult to find jobs in order to offer them employment and training opportunities. It was agreed that if these measures failed to gain support at the sectoral and enterprise level, 0.18 per cent of the wage bill would have to be paid into a fund earmarked for assistance towards employment promotion schemes.

Although this approach has not yet reached the extent required by the unemployment rate, it has opened up a unique approach enabling the Government and the social partners to shoulder their responsibilities by offering job opportunities to workers threatened with long-term unemployment. On the one hand, this approach enhances the role of the social partners in employment promotion while on the other, it confirms the subsidiary role of the Government.

In this process, care should be taken to avoid any competition between employment promotion schemes in the public sector and the sustained demand for labour in the private sector.

This is not the only approach taken by my department and by the Government. However, it should gradually gain a foothold as a compromise solution in this contradictory situation of an employment market in which high unemployment is accompanied by an upswing of employment growth.

This approach would effectively back up other employment promotion measures in which an attempt is being made to set objectives which would benefit high-risk groups.

Admittedly, these concerns are specific to the industrialised countries. However, we would not be true to the objectives of the International Labour Organisation if we failed to provide active support to the economic and social development of the least developed countries.

The social aspect should never be disregarded when considering economic problems. In his Report, the Director-General reminds us that "economic and social issues are inextricably intertwined: just as social programmes and policies have economic implications, so all economic decisions necessarily have social consequences, and these should be taken into account from the outset".

The Director-General goes on to say that "the protection of fundamental rights of workers also contributes to economic development".

I should also like to express my firm support for the protection of fundamental social rights.

The Ministers of Labour of the European Community, who met in Council yesterday in Luxembourg, discussed these fundamental social rights. Nearly all of them, myself included, are of the view that the European Community should be able to vote on a set of fundamental social rights to be applicable in all of its twelve member States. The differences in working conditions among the States of the European Community cannot have a detrimental effect on the economic and social situation of the member States which are socially more advanced.

Fundamental social rights have never been called into question in Belgium in the debate on flexibility. Increased flexibility in the regulations governing the employment market and an improvement in flexibility have been and are considered as essential prerequisites for employment growth.

Flexibility within enterprises and the observance of fundamental rights is essential. However, while a

great deal of attention has rightly been given to forms of flexibility for the benefit of the enterprise, other forms should also be developed which better meet the aspirations and interests of workers as members of family units and as citizens.

Given the diversity of family situations and the changing needs of each individual in the course of his or her life, a variety of solutions are called for.

To conclude, flexibility for the benefit of the family and the citizen is a subject likely to gain currency in coming years. This is why I shall attach a great deal of importance to any studies and proposals which the ILO, the quality of whose research I respect, might carry out in this field.

I should like to conclude by affirming my belief in the virtues of social peace and concertation between the social partners. These are elements which favour social and economic development both at the national and at the international level.

Original – Spanish: Mrs. FORERO DE SAADE (*Government delegate, Colombia*) – I am happy on behalf of the Government of Colombia, which I have the honour to represent here, to congratulate the President of the Conference, Mr. Nkomo, Minister of Labour in Zimbabwe, and the other Officers on their election.

I also take this opportunity of transmitting on behalf of my delegation congratulations to Mr. Hansenne on his election as Director-General of the ILO and to Mr. Blanchard on his services to the Organisation.

The Government of Colombia is once more present in this historic Organisation, the ILO, with the best intentions and with the conviction that in this universal forum wise new formulas will be found for the effective development of the world of labour.

Our country, like many others at the same economic and social stage, is, despite the obvious difficulties caused by the increasing internationalisation of economies and the extraordinary advances of science and technology, trying to achieve a model for social progress which will enable us to bring about balanced development and equality of opportunity in a climate of peace and progress.

Workers, employers and governments cannot continue to concentrate only on the desire to reconcile domestic differences over wages, the prices of particular products or an improved arrangement of the units of production if at the same time there are external economic factors hanging over us which disfigure social realities and invalidate all efforts to achieve acceptable levels of development.

If as a consequence of increasing foreign debt our countries become net exporters of capital by repaying and servicing their debt, while deficits in internal resources have become chronic, how can we finance more jobs in the future?

How can we reconcile policies which are being promoted throughout the world in the field of education and labour in order to close the gap between the classical education which we are offering to our children and the demands of the powerful technological development?

How can we ensure that the education and training of the present generation in our countries will keep pace to some extent with the world of technology offered us by the transnational companies if for our part we are unprepared or unaware of it? Such tech-

nology certainly generates more employment in the more industrialised countries and causes more unemployment in the poorer ones.

How can we assure that our future labour force, which we are supposed to be shaping, can contribute towards development, if it is made up of almost illiterate children which now appear in the statistics for truancy?

In short, will the labour force for which we are legislating continue to lag behind, in a state of underdevelopment, or, on the contrary, find new ways of progress for our countries and for mankind in general?

An attempt to find ways to adapt to and assimilate modern technology and to identify a system of rational research would be the best contribution a body such as the ILO could make to support our attempts at modernisation.

The present Government of Colombia has drawn up and implemented three priority plans to relate government policy with social development: the plan to overcome poverty, the rehabilitation plan and the plan of rural development. These plans set out to eradicate extreme poverty and strengthen democracy.

Furthermore, the economic social policy, as a component of the macroeconomic policy, is designed to promote savings, raise investment and economic efficiency and increase income derived from labour.

Specific policies have been adopted in an attempt to break down obstacles to the creation of employment in the informal sector, to contribute to the organisation of an independent labour force and to link it to social security systems. It is vital, in order to create jobs and raise income, that there should be a wide range of macroeconomic policies and sectoral policies designed to guide production with an eye to the labour force available and the development of productivity.

President Barco has undertaken to overcome unemployment. The target set was to reduce unemployment to 10 per cent in 1990, a level we reached two years before this date. During this Government's term of office, 420,000 new jobs have been created. Figures on unemployment at the first quarter of 1989 showed that unemployment in this period reached its lowest point in the last five years in Colombia.

Similarly, the quality of employment has improved. We now have less casual or temporary workers; in other words, we have great stability in employment. At the same time, the low productivity jobs in the informal sector have considerably declined. There is more employment in the big cities; alongside this trend, there is less unemployment in regional capital cities and small towns.

Colombia has embarked on a process of modernisation of its institutions, by a gradual transition from a representative democracy to a participative democracy. This is a major step forward which, because of its complexity, requires constant analysing and monitoring and frequent adjustments of a political nature; indeed, as part of our concept of decentralisation and local autonomy, we are trying to bring the State nearer to the citizen so that the citizen can take part more actively in transforming his country.

But if the State is being basically transformed in an attempt to achieve equality, justice and common progress, the labour sector cannot lag behind, keeping its institutions which have been outdated years ago

by the emergence of such phenomena as: the new division of labour, industrialisation and urbanisation, new technologies and scientific change, the internationalisation of the economy and politics, the rise of new vulnerable groups amongst the population and new social forces which call for attention from the Government as regards employment and social security.

These attempts to rejuvenate the labour institutions of my country, on the basis of democratic tripartism, are certainly ambitious and based on modern criteria in the world of labour and the pertinent recommendations of the ILO.

Colombia realises that the working man, the producer of wealth and progress, is an irreplaceable ally in attaining development. We have borne witness to this belief by incorporating various ILO Conventions into our legislation and regulating labour activity by proper machinery, to give greater dignity to workers through programmes of technical co-operation and vocational training. At the same time, we have implemented social policies to benefit workers and their families.

Today, representatives of the trade unions have a seat – and right to vote – on the boards and governing bodies of numerous public organisations. This enables them to have a say in social security programmes, contribute towards the organisational development of the various entities make proposals and ensure respect for labour achievements. The workers therefore have a democratic control over the administration of their enterprises and the quality of services.

We have launched various initiatives of considerable social significance, covering such fields as: pensions, the physically handicapped, adoptive mothers, donations of shoes and clothes for poor workers. At the same time, domestic workers, members of religious communities and self-employed workers may benefit from social security. These vulnerable sectors, which have always been on the fringe of society, are now in a much better situation.

We have also made advances in the field of labour medicine, which incorporates occupational safety and health. Through labour legislation, we have initiated special programmes, so that enterprises prevent accidents and adapt their workplaces to occupational health criteria.

Freedom of association has been protected and guaranteed by our Government. Indeed, under the administration of President Barco, new workers' federations have emerged: the Central Union of Workers (CUT) and the Confederation of Democratic Workers (CTDC). These are important trade union organisations which cover a large number of Colombian workers.

Furthermore, the legal personality of 653 bodies has been recognised by the Government and there have been statutory reforms in grassroots workers' organisations and pensioners' associations.

2,185 labour agreements have been concluded, of which 1,638 are collective agreements and 547 ordinary agreements. In the period under discussion, there have been only five strikes for reasons other than those connected to labour. These figures are of great significance in analysing the climate of labour harmony which the country has been experiencing.

With the full participation of workers' representatives and making optimum use of budget resources,

the Government has substantially increased social security benefits for workers and their dependants and for new groups of the population and new geographical areas; in addition, the services provided have become more effective.

The Government of President Barco has created a government body for the defence, protection and promotion of human rights. This body is responsible for co-ordinating state action to re-establish the full exercise of human rights in Colombia. This body has been in existence since November 1987 and sets out to ensure full respect for human rights, on the premise that they should be enjoined by all citizens and social groups.

This body has consolidated its structure and is working with two programmes for promotion and education at a national level. It is preparing projects to assist the families of victims of violation of human rights, co-ordinate institutional information and organise strict intervention in cases of infringements of human rights.

The work of this body has been directed basically to promoting an awareness of the fact that a constitutional state must watch over and ensure respect for human rights.

The state of violence prevailing in our country makes it very difficult to fulfil the objectives of this body; and indeed its field of action is reduced to the most direct expressions of breaches of human rights concerning persons, such as the right to personal integrity.

I wish to end this brief intervention by making an appeal to all peoples and governments of the world to uphold the principles of democracy, public freedoms and human rights, because without these there can be no common progress.

Original – French: Mr. BOULIN (representative of the Trade Unions International of Public and Allied Employees) – Allow me to say that I take great pleasure in congratulating Mr. Nkomo on behalf of our Organisation and its 39 million members, on his election as President of the 76th Session of the International Labour Conference.

The great States, those who have left their stamp on their epoch, have always had powerful administrations. It is for this reason that trade union organisations of civil servants and officials feel a duty to defend and advance public services. They also feel that one factor in an effective civil service is the respect which officials enjoy because of their particular duties and in their freedom to defend their rights.

Most countries throughout the world are still in the process of development. Civil services which are already inadequate to allow a real economic takeoff and the establishment of true independence are threatened by the unacceptable weight of foreign debt. One essential reason for this indebtedness lies in the inequitable terms of trade between creditor and debtor countries. The IMF directives, those of the World Bank, are veritable orders given to governments, with which they must comply to receive credits. These always lead, first and foremost, to a cut in public services, which are nevertheless vital.

Our international union which from the outset has advocated a global renegotiation of the foreign debt question, is pleased to see the progress now being made in this respect.

Throughout the world, civil services are also the first to be affected by expenditure on arms. Any additional military expenditure automatically leads to a cut in public services, hence to stagnation and a worsening in the living standards of the general population.

The role of the public service in bringing about equality and caring for the poor and needy is irreplaceable. There are many areas for which a competent civil service should be responsible and which should not depend upon charity. These include: the provision of cheap housing; the right to education from pre-school age; the right to health-care when it is needed, which is not dependent upon a person's contributory service; opportunities for an individual to realise his intellectual and social aspirations. These services alone give true meaning to the concept of equality and go beyond mere condescension to solidarity.

To hold that those who strive for better public services, which are better adapted and respond more closely to the needs of citizens, are fanatical champions of a centralised state or enemies of private initiative, is to mix unruly liberalism with freedom.

It is precisely those who believe in this form of liberalism who restrict the State's role so that it only has to maintain law and order; those who abuse the notion of essential services to forbid freedom of association, before suddenly deciding that they are not so essential after all and handing them over to private enterprise and the law of profit.

Although our international union defends civil services on the basis of equality and social progress, we believe that a good civil service cannot be a cheap one, especially as regards the employment conditions of officials.

This year, the trade union movement throughout the world is celebrating the 100th anniversary of the commemoration of 1 May as the workers' day in their struggle for their rights and their dignity. Without painting too black a picture, we are forced to observe that the rights of public servants and civil servants, both as regards their trade union rights and their liberties as citizens, are often lagging far behind – both in law and practice.

We consider that despite their specific status, which calls for guarantees of independence from parties and governments, officials must enjoy rights as employees. This implies freedom of association and the right to bargain collectively.

Freedom of association and the right to organise are still far too often banned or curbed for public servants. Although the Labour Relations (Public Service) Convention, 1978 (No. 151) was adopted 11 years after Conventions No. 87 and 98, it has only been ratified by a handful of countries. The principle of state sovereignty is not challenged when state employees have the right to bargain collectively on their conditions of employment and put forward their views, even if they resort to strikes. However, we have once more to regret that many countries remain adamant in their views on this question; this is particularly the case amongst the richest countries of the world, which are inflexible both in their attitude towards their own civil servants and at international meetings such as meetings or joint committees organised by the ILO.

If public servants are mature employees, they must also have the rights of citizens. This implies that they

must enjoy freedom of speech, the right to join trade unions and to engage in political action outside their jobs. To impose a ban on employees because they are civil servants is inadmissible and tantamount to placing a ban on grounds of sex, religion or membership of an ethnic group, as listed in the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

Only if there is freedom to bargain collectively, can there be a healthy climate in industrial relations, both in the public service as elsewhere.

To that end, wages, conditions of employment and social rights must be negotiable between governments and officials' unions before financial Bills go before Parliament. Failing this, the situation is distorted. It cannot be argued that officials should not have this right because of the respect of democratic procedures in adopting the budget or budgetary control in Parliament, because corrective procedures already exist everywhere.

Negotiations are not conceivable without reciprocal commitments by officials' unions and governments; in other words, governments must keep their word and no agreement reached can unilaterally be challenged later.

In its efforts to achieve satisfactory practice and legislation in the public service, our international federation wishes to congratulate the ILO for the active part it has played, especially in the meetings and joint committees in our sector. We hope that this concern with the public service will lead to permanent structural changes, more especially within the ILO itself.

We are stepping up co-operation with the ILO and we hope that this trend will be continued and intensified.

We think that the same should apply to all international trade union organisations dealing with the public service, whatever their ideological principles. We are collectively responsible to our civil servants. At the present time and in the new climate of international relations, new doors are opening for us and we should act together to cope with the problems confronting civil servants. We have the opportunity of surmounting the divisions undermining the workers' movement; we should take it.

Original – Spanish: Mr. RODRIGUEZ CAMPOS (Minister of Labour and Social Promotion, Peru) – My first words will be to greet ministers and delegates attending this assembly of the ILO on behalf of the Government and people of Peru.

My congratulations to Mr. Nkomo on his election as President of this session. I am convinced that under his skilful direction we will reach agreements which will contribute to the good works of our Organisation.

This year we are commemorating the 70th anniversary of the foundation of the ILO, at a moment in history when governments had to build the foundations of peace and new international relations after the First World War. The treaties which were then signed recognised the contributions and the sacrifices of the workers during the war and the work which had to be done to construct a future society in which universal peace would be based on social justice. The signatory countries of the treaties yearned to put behind them a lengthy period during which labour was considered a commodity, to ensure the development of labour law and administration, to guarantee the

rights of workers to a dignified and just life. To guarantee the accomplishment of this commitment they created the International Labour Organisation.

Since 1919, many of the efforts made towards world peace have failed. Various international organisations that harmonised nations and strove for progress have disappeared, but the ILO has survived all the ups and downs of world politics. From the ruins of the Second World War in the 1940s it emerged rejuvenated, vigorous, with broader social principles and took up again its indefatigable standard-setting work and its work of technical co-operation.

On this important occasion, I should like to greet and congratulate the new Director-General, the technical and administrative officials of the ILO, who from the seat of the Office and in various parts of the world, are working for peace based on social justice.

The title and the contents of the Director-General's Report this year go beyond the specific treatment of labour matters, to present us with a picture of the general economic situation which is affecting peace and human development and, in particular, labour relations and working conditions. He is not content with a simple diagnosis, but instead makes concrete proposals for development strategies, thus reflecting the optimism of an organisation which has experienced many ups and downs and which is aware of the capacity of recovery inherent in all peoples.

The Director-General saw the end of 1988 as the beginning of a process of recovery for the world economy after such a lengthy crisis. He does however admit that the paradoxical situation of this process of recovery is by no means uniform nor uniform in its trends.

While certain countries have stabilised their economies and marched boldly ahead, many others are hampered by the obstacles which are imposed upon them by an unjust economic international order. This is the case more specifically of Latin America, the part of the world to which my country belongs.

Latin America is indeed one of the areas where the effects of the international crisis have been most acute. It has demonstrated the vulnerability of a model of dependent economic growth adapted to an uneven distribution of wealth and carried out to a great extent thanks to foreign investment and which therefore has been unable to solve the grave social problems which affect the area.

The policies of stabilisation undertaken by the financial bodies did not help to overcome the crisis – indeed they made it worse by increasing unemployment and underemployment, by leading to a decrease in real wages, by increasing the marginalisation of vast sectors of the population, and by the promotion of violence and terrorism.

In July 1985, when it took office, the present Peruvian Government encountered these brutal realities. A country weighed down with all sorts of complex structural problems and by a slump which it had to cope with using the very limited resources derived from an economy in crisis and of which a high proportion had to be set aside to cover the external debts. In the social sphere, these were extremely high levels of unemployment and underemployment; a wage level reduced by 40 per cent and the presence of subversion within the country.

In the speeches made by our delegation in the previous three sessions of the International Labour Conference, we have reported on this situation and on

the emergency measures which the Government has been obliged to take to cope with it. We have emphasised the decision to exercise the Government's sovereign right to decide the fate of the country.

The Government recognised that it had a debt towards foreign banks, and that it also had a social debt towards the national population, affected by the age-long backwardness of the country and the effects of the crisis.

The Peruvian delegation which attended the 1986 Session of the International Labour Conference expressed our Government's concern about foreign debt and participated, with other countries from the same region, in a major debate on this issue.

By cutting down foreign debt servicing, our Government was able to reduce inflation, boost agriculture, increase consumption, revive the economy, develop emergency programmes in favour of the most poverty-stricken sectors.

Unfortunately, we were unable to gain the understanding of our creditors and once our foreign exchange reserves were exhausted, our country had to face up to a new outbreak of inflation, made much worse by the cost of combating terrorist groups active in the drug trade.

After a difficult year in 1988, we are taking the first steps to reviving our economy by means of a gradual, not a traumatic process.

It is important to emphasise that all the efforts made by the Government have been made without any breach of democratic principles, to the defence of which APRA, the governing party, has dedicated the 65 years of its existence. Now we are coming up to elections for the municipal councils, regional authorities and a few months later, for the Government itself.

The search for solutions to the economic crisis and the unfavourable conditions in the Third World is not within the exclusive realm of economic bodies. We support and call for the presence and participation of the International Labour Organisation in the debate on a new international economic order; in the dialogue between North and South; in the redirection of the behaviour of financial bodies; in specific debates on foreign debt.

The problems of foreign debt, of commercial protectionism in the industrialised countries, of terms of trade, are not exclusively economic and financial, but are irrevocably linked to social matters. There cannot be two types of policies as in the past: one economic and the other social, because this dichotomy resulted in my country, as in many other developing countries, in high levels of growth in the gross domestic product and, at the same time, in an increase in inequality of the distribution of wealth. It led to an increasingly lower use of the labour force, an increase in social marginality, all because of the importance given to economic surplus.

In the specific field of labour problems we are concerned about the present and future position in occupational relations in the modern sector of the economy, and the destiny of the so-called urban informal sector.

The economic crisis which has been so long and traumatic has tested the essence of the right to work and the right to social security; it is calling for answers to the serious problems generated by growing unemployment and underemployment, without prejudicing the rights which have already been acquired

by the workers and in full respect of the political constitution and the law.

We disagree with those who think that labour and social policy are a determining factor in the economic crisis and who seek to reduce their benefits and bring back working conditions that are completely outdated.

In Peru, the political Constitution approved in 1979, that is during the period of crisis, includes institutions dealing with labour law and social security, and the present Government has passed a new law dealing with labour stability.

In view of the need to distribute income to marginal workers in the cities and the countryside, and to provide work for the unemployed, the Government has launched new emergency programmes to take on new workers. The fact that they are of a temporary nature does not destroy the principle of continuity in work as laid down in the Constitution.

The technicians of the Ministry of Labour have just finished drawing up a first draft of the general labour law which I spoke of in my speech last year. This unites the very incoherent and complicated Peruvian labour legislation and sets forth clearly all the labour rights contained in the Constitution.

In the informal urban sector the Government is carrying out programmes and projects to increase income, grant loans, and increase educational training for incorporation into the modern sector.

In agriculture, the Government is working hard to grant loans with low rates of interest and sometimes no interest at all, for irrigation projects to increase cultivable areas and for the defence of peasants against terrorist activities based on drug trafficking, which are destroying the infrastructure of the towns and the countryside.

To contribute to alleviating the problem of young people entering the labour market for the first time, the Ministry of Labour and Social Promotion has prepared a draft, which it hopes to give effect to with international help, to create employment and to provide professional training for young people.

Another consequence of the crisis, which for 16 years has been confronting my country, is the reduction of the real wages of workers. In view of this situation the Government policy is to avoid a state of affairs in which earnings fall below the 1985 level – the year in which it took office. With this intention, it has enacted various wage increases in favour of those workers whose wages are not regulated by collective bargaining, and also as regards minimum wages. The full respect of democracy in the country guarantees the right of workers to collective bargaining, and the rights of association and freedom to strike, and hence they are able to get together with the employers to determine wage increases and possible benefits.

The Government has always tried to ensure dialogue and concertation in all aspects of national life. It has done this especially in the field of labour. The Ministry of Labour has been very active in this respect trying to find solutions which would make it possible to meet workers' demands.

The Director-General in his Report considers the perspectives for the United Nations Fourth Development Decade. We think that the world has accumulated so many problems, there is so deep a gulf between the highly developed countries and the rest of humanity, there are growing indications of shortages of food, housing, education, of so many million hu-

man beings living in a state of absolute poverty, that it is not possible to make forecasts in the same way as in the last few decades. We think that nothing good can be expected of the next decade if we do not immediately lay the foundations of a new, fairer, international economic and social order, with pragmatic real and immediate action. We cannot limit ourselves, as in the past, to hoping for greater welfare in the future, at the end of the decade, as if progress would happen automatically. The experiences of the United Nations show that the behaviour of the nations and the organisations cannot be passive. We must take immediate steps, the most urgent of which is to find a solution to the urgent problem of foreign debt, which cannot be merely a technical solution, but an essentially political one. We have to find ways and means of giving fluidity to international trade and to improving terms of trade.

Such close interdependence as exists in the modern world prevents the highly industrialised countries from concentrating themselves exclusively on the solution of their own problems for the worsening social, economic and political problems facing most of mankind are also facing them.

The conquest of the next ten years cannot only be economic or material ones, but must also guarantee the basic freedoms of human beings and the integration of our peoples in continent-wide economic zones to overcome underdevelopment. We need to overcome poverty, hunger, housing shortages, underemployment; we need to increase wages, but at the same time we have to ensure that there is a free world in which all sectors can participate in this great battle for a life where human rights are respected, where democracy will reign supreme, where the dreadful problems of poverty will be solved. We are certain that the International Labour Organisation will continue in its traditional line, faithful to the principle that there will be no peace in the world without social justice or complete freedom.

Mr. HALMOS (*Secretary of State, President of the State Office for Labour and Wages, Hungary*) – First of all, I should like to congratulate the President on his election and to wish him every success in his highly responsible task of guiding this session of the Conference.

May I also extend greetings to the other Officers of our Conference, particularly to Mr. Michel Hansenne, who is performing for the first time the important function of Secretary-General. I trust that he and the other Officers will be able to contribute effectively to the successful outcome of our deliberations.

At the same time I take this opportunity to express my sincere appreciation to Mr. Blanchard for the excellent work he has accomplished as Director-General during the last 15 years in the best interest of the International Labour Organisation and for better understanding among the member States.

Our Conference is meeting at a time when responsible politicians of the world speak of the end of the cold war, of détente, and of possibilities for full-scale co-operation among nations and peoples. Unfortunately this does not yet mean that hotbeds of crisis no longer exist in the world, but it does mean that they can be slowly but gradually stilled through improved relations between the leading powers, growing will-

ingness to negotiate on the part of political entities, and a larger role for the United Nations.

The launching of programmes for political and economic renewal in several Eastern European countries, including Hungary, is an important factor of change taking place in the world.

Political and economic reforms are already under-way in my country. The Hungarian Government considers it most important both to spur the economy, and to continue with profound economic restructuring. We want to create the conditions necessary for democratic elections and a multi-party system, while at the same time enjoying social peace and tranquillity. These are also essential conditions for solving labour problems. The Government must devise ways of releasing the country from the debt trap.

The focus of the Director-General's Report this year is clearly important and timely. The Report reviews the questions of structural adjustment and economic growth and analyses their effects on employment. It does not define the International Labour Organisation's tasks in the current world economy, but its discussion of theoretical interrelationships provides the ILO experts with a foundation on which to build elaborate programmes conducive, as the Report states, to growth – creating jobs and the elimination of poverty.

The International Labour Organisation, which is celebrating this year the 70th anniversary of its establishment, has from the outset taken the lead in pursuit of such noble goals.

Hungary attaches paramount importance to those ILO programmes which seek to ensure respect for basic human rights, to guarantee the freedom to organise, to secure employment free from discrimination, and to create the relevant guarantees. No less important are the Organisation's programmes which promote an effective struggle against unemployment and equal employment and training opportunities.

During the past 70 years, the International Labour Organisation has done a great deal to ensure that people everywhere should lead better lives in greater freedom. It is not the fault of our Organisation if this goal has not yet been fully achieved.

At the same time, over these 70 years, there has been no organisation or institution other than the ILO with such a vast body of experience in labour matters. Its wealth of knowledge is available to member States, and the extent to which they draw upon it depends on them alone.

The ILO's 70 years of history bear testimony to the fact that the Organisation has always been able to renew itself while upholding the lofty objectives set at its inception. This ability is still a hallmark of our Organisation, whose goals can safely be said to be invariably worthy of adoption by the world.

In the light of the foregoing, the Hungarian Government is constantly seeking to increase its co-operation with the ILO. We are searching for various ways of making good use of the knowledge and experience accumulated in the Organisation in order to meet the labour-related tasks facing us. We shall persist in this effort, in which the ILO has always proved to be a good partner. In our work with the Organisation and outside of it, we devote particular attention to co-operation in Europe, with a view to building relations both bilaterally and multilaterally. We think that it is crucial for the future of Europe to realise the

importance of our joining together to solve our common problems.

With respect to the reforms in Eastern European countries, I agree with the emphasis placed by the Director-General's Report on the necessity of occupational retraining for re-entry into the working life. We have come to the same conclusion in Hungary. Therefore, relying also on international assistance, we shall gradually set up retraining centres in those parts of the country where they are most needed. A large role in directing those centres is reserved for local units, on both the management and labour sides, and the State. This is another way of facilitating rapid and stable employment after retraining.

People should be retrained for jobs in areas where there is a particular need, secure relatively long-lasting employment, and obtain the professional skills to work with new technologies. In this respect we are guided by the important principle that there should be no obstacle to restructuring in so far as professional skills are concerned.

In addition to retraining, we employ such other means as interest free loans for small businesses and public works opportunities.

In line with what is stated in the Director-General's Report, Hungary allows wide scope for co-operation, with respect to both wage and employment policies, among representative organisations of the State, management and labour. Discussions and agreements among equal partners may greatly facilitate the complicated process of economic restructuring. It is for these reasons that we set up a tripartite National Council for Reconciliation of Interests. The dialogue, which has long been missing, has begun among representatives of the organisations concerned. The first experiences have been positive.

The evolution of pluralism, which has also embraced the trade union movement, is another important factor of the political situation in Hungary today. Several trade unions have been formed which intend to function independently of the earlier ones.

The exercise of the right to strike is the last, but most important means of defending workers' interests. In Hungary, there was no legislation either prohibiting or spelling out workers' right to strike. This situation changed when Parliament passed the Strike Law last April. The adoption of that legislation was preceded by a broad social debate, leading to numerous modifications in the draft. It appears to us that the result constitutes a solution to this important human rights question that is in keeping with the interests of both workers and society as a whole.

I do not wish to dwell on the other agenda items of our Conference since the members of our delegation will do so in committee meetings. Nevertheless I deem it necessary to make two remarks. First, we attach great importance to the proposal submitted on environmental protection and employment. Investment projects with due regard for the environment serve not only the vital interests of society but also promote the creation of new jobs.

I consider it a great honour that the Governing Body has elected Hungary as a participant in the Tripartite Meeting of Experts on Employment and Training Implications of Environmental Policies in Europe. We fully agree with the aim of the meeting, namely to analyse the situation of the continent as a whole, because environmental problems have grown

across national frontiers and acquired international scope.

My second remark concerns the work of the Committee on the Application of Standards. The Hungarian Government is concerned about the persistence of the policy of apartheid and about the fact that there has been no decrease in the number and gravity of human rights violations and infringements of the freedom of association. We are confident that the Committee's debate and resolutions will produce results in these important fields.

Mr. MAWANDE (*Government delegate, Zimbabwe*) – On behalf of the Zimbabwe delegation, may I congratulate the President of his unanimous election to preside over this Conference. His election clearly demonstrates the high esteem placed in him by the distinguished delegates present here, and I am confident that under his able guidance the deliberations of this Conference will be fruitful. My delegation wishes to assure him of its maximum co-operation during his exercise of the functions of President of this Conference.

I would also like to congratulate Mr. Michel Hansenne on being appointed to the esteemed post of Director-General of the International Labour Office and wish him well in this challenging task.

Allow me to take this opportunity to express Zimbabwe's profound gratitude and appreciation for the outstanding support we received from the member States when we hosted two of the ILO's special conferences in 1988: the one on action against apartheid and the Seventh African Regional Conference. I should also like to extend our sincere thanks to the ILO Governing Body for honouring Zimbabwe by sending its distinguished representatives to these two conferences.

I should like to compliment the Director-General of the ILO for providing us with another thought-provoking and important Report which has clearly given us insights into the situation of the world economy and how this affects employment creation possibilities. The Report goes on to indicate possibilities for economic recovery and employment alternatives.

I believe it to be proper that at this time of worldwide economic distress we should focus our attention on this topical issue of economic recovery, which is central to the re-establishment of an acceptable quality of life for us all.

It is obvious that the international economic system is now very much in disarray, with international co-operation also at its lowest. Indeed, developing countries are finding it increasingly difficult to pursue viable economic policies that could eliminate poverty and enhance human capabilities for effective participation in development. While it is true that no country has been left unscathed by the present malaise in the world economy, it cannot be denied that the developing countries have been hardest hit. We believe that increased attention and emphasis should be given to strengthening co-operation amongst nations. Developed countries do need to listen more often and also more carefully to the views of the developing countries, which have been doing a great deal to help themselves.

To aggravate the situation, debt-related problems, protectionist policies and falling foreign exchange earnings have reduced the ability of the developing countries to import much-needed inputs to spur

economic growth. Consequently, the developing nations have been compelled to adopt structural adjustment programmes that have focused almost exclusively on short-term solutions. This preoccupation with palliatives has consequently tended to divert attention away from pressing issues of a more fundamental nature.

Many countries realise the need for full employment, because provision of employment is a fundamental condition for implementing a whole range of social, economic and human rights. Full employment creates the material basis for the exercise of economic and social rights and for the enhancement of freedom, social protection and a dignified life. However, most unfortunately, full employment has ceased to be a major goal in many countries as they attempt to grapple with acute economic problems. Instead, massive unemployment now threatens to undo the steady progress we have been making towards promoting democracy, peace and stability throughout the world.

It is in the light of such a formidable challenge that the Director-General's Report has suggested the adoption of a strategy based on the conviction that it is possible to combine structural adjustment with the resumption of equitable growth, and this would lead to increased employment and the alleviation of poverty. The central feature of the proposed strategy is the need to adopt measures which will facilitate the revival of production so that structural adjustment may occur in a framework of growth rather than that of stagnation and contraction. The key features which need attention include the review of both micro- and macro-economic policies, as well as trade and resource allocation and utilisation.

The plight of vulnerable groups needs special attention. Particular mention has been made of the role women play in contributing to the development of our economies. It is now generally acknowledged that women participate actively in the labour market and contribute much more in production, especially in food production, than they have been given credit for all along. We in Zimbabwe are determined to continue improving the working conditions of all workers, not only in terms of remuneration but also in other areas such as social security, housing, health care and education.

It is in line with this awareness that we welcome the discussion on night work. Women are becoming more and more involved in night work and, although their numbers are still small, they are employed in factories and service industries such as hotels, hospitals, schools, public transport and even national security activities that require continuous operation. To alleviate their plight, certain incentives such as shorter working hours, extra leave days, night work allowances and guaranteed rotation of night duties need to be seriously considered. However, the incentives should not induce the workers to opt for continuous night work, which can have adverse effects on the health of the worker.

Allow me to turn to the issue of occupational safety and health. Matters of occupational safety are of concern to us all. Thus, the Government of Zimbabwe is fully committed to its policy of ensuring that safe and healthy workplaces are created and maintained. Indeed, we deeply appreciate the Governing Body's decision to include the item "Safety in the use of chemicals at work" on our agenda.

Zimbabwe is increasingly concerned about the risks involved in the use of chemicals and their products. Estimates of the volume of chemicals used have indicated that new chemicals in excess of one tonne placed on the market each year range from 200 to over 1,000 – most of which, until recently, had not been tested for possible deleterious effects.

The magnitude of exposure of the working populations to chemicals is not known with any certainty. In the field of agriculture alone, where a variety of chemicals are used, most of the workers are among the least protected. Reports of thousands of workers having been poisoned by chemicals in developing countries have been published in the past by the ILO.

Just as the scale of use of chemicals in the developing countries is increasing, so is the apparent trend in occupational diseases and illnesses. Most of the chemical hazards experienced in developing countries are those associated with formulation/mixing or blending processes and with production of the basic organic and inorganic chemicals.

Much of the developing world is now setting up systems for notification and testing of new chemicals. But these efforts are hampered by increasing costs and sophistication of testing methods, which means that many years often elapse before such tests can be extended to the majority of chemical substances in current use.

A particularly controversial issue is that of the export of hazardous substances from the developed to the developing countries, taking advantage of lower occupational protection standards. The effects of harmful chemical substances are exacerbated by poor economic and social standards. It is therefore of paramount importance that in transferring new technology to developing countries, the necessary safety and health measures should be incorporated. Developing countries should not be used as a dumping ground for chemicals that are banned or restricted for safety and health reasons in the developed countries. We hope that the tripartite spirit will prevail when we discuss this important issue, so that a sound and balanced solution may be found.

Special mention must be made of our long-suffering brothers and sisters in Namibia and South Africa. Empty promises of reform have done nothing to improve the working and living conditions of the majority of the population in those two countries. In particular, it is our contention that apartheid is the root cause of conflict and suffering in South Africa. It is saddening to observe that certain quarters are all too often willing to embrace cheap South African propaganda that apartheid can be abolished through reform. To us, these gimmicks and delaying tactics are transparent, and we continue to advocate full freedom and equal rights for all the citizens of South Africa. There will be no peace and stability in South Africa until the abominable system of apartheid is completely uprooted lock, stock, and barrel.

In Namibia, the occupying South African authorities have unleashed both their lethal administrative machinery and their war machine against an unarmed population in an attempt to derail the peace process. Since the beginning of the implementation of the United Nations Plan for Namibia, contained in Security Council resolution 435, on April 1 this year, numerous attempts have been made by the apartheid regime and its surrogates to frustrate the aspirations of the people of Namibia. These intimidating tactics

and other devious means can only be stopped by collective vigilance on the part of the international community. We urge all the member States of the ILO to intensify their efforts in support of the rights of the people of Namibia to self-determination and genuine independence.

The Palestinian people face extreme difficulties and their living conditions have been deteriorating as a result of the Israeli occupation. Every day we learn of brutalities and atrocities perpetrated by the occupation forces against innocent and unarmed civilians, including women and children. We would like to see a just solution to this protracted problem, a solution that takes care of the legitimate rights and aspirations of the Palestinian people. The present situation continues to pose a serious threat to stability in the region and to international peace and security.

We also note with appreciation that Africa is the major beneficiary of the ILO's technical assistance. This indicates the seriousness with which the ILO views the immense problems faced by the African countries. It is our hope that more assistance will be made available to enable the continent to take bold initiatives aimed at promoting rapid economic development.

In conclusion, let me once again say that today no country can pursue its economic and social policies in isolation from the development of the world at large. International collaboration and solidarity are vital.

Original – Portuguese: Mr. GANANCIO (Workers' delegate, Mozambique) – On behalf of the workers of Mozambique I would like first of all to extend our warm congratulations to Mr. Nkomo, on his unanimous election to the presidency of this 76th Session of the International Labour Conference. We would also like to congratulate the ILO's Director-General on his Report to this Conference.

This 76th Session is being held at a time in which mankind and our world as a whole are going through a crucial moment of contrast between the capacity to eliminate the evils that have afflicted humanity for thousands of years and the use of the same capacity to make these evils even worse. There are now signs which give reasons for concern about the disappearance of life itself as we know it. It is a situation which affects mankind as a whole, materially, morally, psychologically, culturally and socially, even though the greater part of mankind is not fully aware of it because access to elementary knowledge is still being denied to the vast majority of the world's population.

While it is true that reason is asserting itself, it is also true that the forces of criminal and dissolute egoism are continuing to worsen the living conditions of the overwhelming majority of humanity. Famine, poverty and unemployment, together with monsters it generates – criminality and disease – are getting worse as well.

Therefore, it is not that we are from a region which has been hit especially hard by the effects to which we have just referred – if we were the only region suffering from these effects, it would be a good thing, because that would definitely mean we are approaching the end of this disastrous state of affairs.

We are all aware that there is only one cause of these evils, and we must vigorously combat it.

In fact, it is our conviction that as long as the immense productive capacity existing in the world today

is not directed in favour of development and the production of useful commodities and meeting the basic needs of human life, we cannot eliminate unemployment, poverty, famine, ignorance, criminality and moral and psychological degradation which affect the greater part of humanity.

We see the present time as a decisive turning point: the time has come to ensure universal and complete disarmament. In reality, this step will mean a total and radical change of political, economic, social and cultural relations amongst peoples and countries and at the same time it will open the way for a proper solution of all the other problems which are on the agenda of this Conference.

When the law of brute forces is applied, it is in its essence anti-democratic and a crime on the part of the State.

A direct consequence of the application of the law of force is a continuous worsening of inequality in development between different parts of the world, its most dangerous expression being foreign debt. This state of affairs is not advantageous for the people, nor for the workers of any country.

It is true we are not competent in this Conference to solve this problem, but we are also aware that this victory will be won only by joining forces together in all fields.

We would like to reiterate what we said at the last session, namely that "the decisions and positions adopted by the ILO are of great importance to the labour world and may also influence decisions taken in other bodies with responsibilities in various complex areas of competence. For that reason decisions and positions in relation to the problems affecting us must not be removed from our own specific role, since we represent the world of labour, that is, a fundamental and active force in society." In this context, we are of the opinion that it would be important for this session to take a position, even if it is not in the form of resolutions or specific notions, but at least in a final resolution on the following: (a) to consider universal and complete disarmament as an indispensable condition in order to modify international relations from a situation of confrontation to one of co-operation, also as a fundamental prerequisite for placing all the existing productive capacity at the service of the vital interests of humanity, resulting in the elimination of unemployment, famine, poverty, disease and other evils resulting from social conditions; (b) the need to urgently set up a new international economic order which has as its first priority the elimination of existing injustices in international economic relations and the gradual creation of better conditions conducive to the elimination of inequality between the levels of development of different countries, thus creating full employment, bearing in mind that the level of production is linked to purchasing power and is indispensable for a sound economy and full employment with adequate wages; (c) considering that the foreign debt and the conditions for its repayment are in fact impeding the development of the debtor countries and in view of the dangerous friction and its effects on political and economic relations, we demand that effective action be taken as a matter of urgency in view of the gravity of this problem; (d) taking into account the fact that apartheid in South Africa is a challenge to the international community and continues to destabilise southern Africa, causing the death of innocent and peaceful people

and inflicting psychological trauma on millions of children, with grave consequences for the future generation, leading to the destruction of economic and social infrastructure, and thus causing poverty, famine and unemployment, we demand the application of global and mandatory sanctions for connivance with the crimes of the regime and, in fact, any attitude which prolongs the existence of apartheid.

In conclusion, we would like to reaffirm, as we have done at the previous session, our conviction that at this 76th Session, which coincides with the 70th anniversary of the ILO and the 100th anniversary of May Day, we shall, with dignity, fulfil our obligations because it is in this way that the world of labour can carry out its mission: to produce for the well-being of all mankind.

Mr. ATASAYAR (*Employers' delegate, Turkey*) – I have great pleasure in extending to the President, on behalf of the delegation of Turkish employers and on my own behalf, sincere congratulations on his election as President of this session of the International Labour Conference.

I also wish to take this opportunity to congratulate Mr. Hansenne on his election as Director-General of the International Labour Office and wish him every success in performing his functions.

The importance of labour relations will no doubt increase in the world over the next few years. This will call for more activity on the part of the ILO. I hope that in this process, the new Director-General will enhance the efficiency of this Organisation by observing the balance between the level of economic development and social rights that should constitute the basis of industrial relations.

I have carefully examined Mr. Blanchard's report. As usual it is an invaluable document analysing the economic and social consequences of the prevailing circumstances, and especially of the paradox which we witness in many fields. As a basic reference document, this report encompasses many fundamental views and objectives that are relevant to each country.

In particular, the growing economic differences between the developed and developing countries give rise to many social problems including unemployment. In fact, unemployment is the basic problem of labour life. The fact that the solution to this problem lies in increasing investment expenditures is as undeniable as ever. In this context, we are convinced that the ILO may provide an effective contribution towards increasing the transfer of capital between the developed and developing countries. It hardly needs to be mentioned that, in influencing and motivating the international capital flows, social environment and working conditions are as important as economic potential. Therefore, in our opinion, the ILO may successfully disseminate information pertaining to these aspects of the problem and can even use them as encouraging factors.

We can only agree with the view that economic growth is the precondition for creating employment and fighting poverty. In this context, the responsibility of developed countries towards developing ones is unavoidable and undeniable. The idea that this responsibility should be embodied in a world-wide plan is a most valid argument. We hope that it quickly passes from conception to implementation.

I would like to take this occasion to dwell briefly on the situation in Turkey regarding the topics covered by the Director-General's Report.

First of all, I am glad to point out that at present Turkish political life has been progressing in a positive direction. It has been endowed with all the institutions of a Western democracy. The general and municipal elections which were held in due time and in orderly fashion are clear evidence of this.

It is hard to claim, however, that we have overcome all our economic problems. The intensive development efforts of the last three years and the effects of successive elections have made our problems all the more difficult to tackle. At present, the high rate of inflation remains the most important economic issue. It limits new investment, erodes working capital and slows down the pace of development. It can also be blamed as the main factor in the deterioration of labour relations.

Turkey has recently embarked upon a programme of privatisation. Some public enterprises are currently being either transferred to the private sector or sold to foreign investors in accordance with this programme. As employers, we fully support the idea of and the programme for privatisation. We believe that this will revitalise the economy and create new investment potential.

As employers, we adhere to the philosophy of a free market economy and fully support the policies based on it. In this respect, I would like to point out that special care is being accorded to the observance of the rules governing a free market.

As to our social problems, the law governing industrial relations in Turkey not only reflect the characteristics and past experiences of our country but also carry instructive properties.

It should be borne in mind that a stable and peaceful working life can be achieved only if the social partners acquire the essence of social rights and respect them mutually. Laws should contribute and lead to the enhancement of such an understanding.

The basic idea upon which the right of association is based stems from the objective of creating powerful unions. It is believed that powerful unions will be more effective in the design and implementation of social policies. I would like to assure you that this idea is also shared by the Turkish employers.

In the calendar year 1988, 2,454 collective labour agreements were signed. All these agreements are the product of the free will of the social partners. All together, they covered 629,303 workers. Also in 1988, 156 strikes were carried out by unions on 266 jobsites and 1,892,655 workdays were lost.

I would like to draw your attention to the fact that with this score Turkey is by no means ranked in a negligible position among OECD countries. On the other hand, it goes without saying that developing economies are much more vulnerable to such losses.

I must concede, however, that the strikes undertaken last year in Turkey were basically caused by economic headaches. In fact, the high rate of inflation and related difficulties not only increased wage claims on the part of labour but also seriously eroded the resources of employers.

It is our belief that the tripartite dialogue and co-operation which constitute the very basis of working life should be strictly adhered to and put into practice. Otherwise, I feel that a *soi-disant* co-operation will do more harm than good to the system. It is in

the best interest of the society at large to take a tripartite approach, bringing government, labour and employers together to discuss a wide range of issues, from the preparation of draft legislation to the evaluation of its implementation. Government adherence to this idea will no doubt strengthen working life.

Before I end my speech, I take pleasure in expressing my support for the idea that the resources which are saved as a result of disarmament can best be used to solve social problems. I also share the view that funds used for the protection of the environment and the development of regional infrastructure will be conducive to social progress.

Hoping that the resolutions adopted at the 76th Session of the International Labour Conference will open up new horizons for labour life in the world, I express on behalf of the Turkish Employers' delegation my best wishes for a very successful session.

Original – Russian: Mr. KOVALESKI (Workers' delegate, Ukrainian SSR) – I would like first of all to congratulate the President on his election to his high office and wish him success in leading the Conference.

Since this 76th Session of the International Labour Conference is taking place in connection with the 70th anniversary of the founding of the ILO, I would like to touch upon the long and fruitful activity of this Organisation in developing and strengthening international co-operation in the social and labour fields. I would like to express the hope that this session of the International Labour Conference will take place in a spirit of mutual understanding and constructive dialogue, leading to positive decisions which will further the interests of working people throughout the world.

The anniversary of the ILO gives us an opportunity to recall another noteworthy page in the history of the world's labour movement. A hundred years ago, the first international socialist congress designated the 1st of May as a day of international solidarity among workers, in memory of the victims of the demonstrations in Chicago. This mass support by workers in defence of their basic rights was the first instance of unified efforts by workers of various countries in the fight for social progress. These efforts were further developed by the International Labour Organisation, which proclaimed its aim to be the strengthening of social justice by protecting the basic rights of the working people.

In our day and age, in spite of all differences and contradictions, the world economy is quickly becoming a single entity in which all governments have to participate. The International Labour Organisation is called upon to play an ever more important role in developing broad co-operation among nations and creating a new, truly equitable world economic order. For this reason, it is particularly important to use the ILO's influence and capabilities to concentrate national, regional and global efforts on creating a new machinery for the functioning of world economic relations and new structures for the international division of labour. This task is not easy and can be achieved only by considering the interests of all parties.

From this point of view, the Director-General's Report, *Recovery and employment*, represents a good basis for a constructive exchange of views and a

definition of the future course of the Organisation's activities. The report presents a well-balanced and well-argued analysis of the negative tendencies in world economic development in the 1980s and correctly indicates the need to minimise their negative effects of the situation of the workers.

We can only support the thesis of the Report that the basic means of bringing about social progress and, therefore, economic growth is through structural changes in the economy. There is no denying that. However, it is also important to point out that structural changes in the economies of developing countries, many of which are caught in the vice of external debt, often lead to worsening conditions for workers. In our opinion, the external indebtedness of developing countries is one of the key problems of development as a whole, representing a threat to social stability everywhere. It must therefore be solved through a joint effort by the whole international community, including the leading international economic and financial organisations.

The International Labour Organisation must give greater attention to questions of the environment, an integral component of world economic development. As a result of the introduction of new technology and a consumerist attitude to nature, many regions of the world are subject to the threat of catastrophes with consequences which can cross national boundaries. The protection of the environment has become vital for mankind as a whole.

I believe that all who represent the interests of working people in the ILO will support its participation in developing new, environment-friendly, energy-saving plants and alternative sources of energy and in studying the viability of social, economic and technological projects on a human scale.

In the course of the radical economic reforms being carried out in our country, a social reorientation of the economy is taking place, with changes in social relations to be seen in the sphere of production, which give priority to the human factor both in the Ukrainian SSR and in the USSR as a whole. This is confirmed by the quantity of consumer goods produced by industry, the increased tempo of building houses and hospitals, children's pre-school premises and other socially useful projects.

As of this year, practically all enterprises in the USSR are operating on the basis of profit-and-loss accounting, self-financing and self-management. There are new economic mechanisms for the relationship between central organs and labour collectives based on the principle of self-management through labour collectives' councils. This has enabled trade union committees to concentrate wholly on social problems and the protection of workers' rights and interests, since questions of production – including the introduction of new technology – are decided by the workers themselves through these new social mechanisms.

The basic reorientation of the economy required an improvement in methods of managing socialist property at all levels, bearing in mind the variety of forms it takes and its capacity for efficient use. A large step in this direction was the extension of the rights of co-operatives and enterprises, in accordance with the new USSR legislation on government enterprises and co-operation, which has stimulated the introduction of progressive forms of labour organisation, making use of collectives, family members and

other forms of organising contract work in rented accommodation. Trade unions are co-operating in every possible way in these developments, which not only increase the efficiency and vigour of an enterprise, but make the relations between people more human.

Out of the many functions carried out nowadays by trade unions in the field of labour, particular attention is now being given to those matters which most closely affect the standards and quality of life of workers. Trade unions, for instance, actively participate in developing plans for the economic and social development at the level of the enterprise, the plant or the region and introducing progressive systems of remuneration with new salary scales.

Among the issues that are a first priority for trade unions is the housing problem. We have participated in developing a comprehensive programme, called "Housing 2000", which provides for the construction of 338 million square metres of housing; this will give every family its own apartment or house.

The introduction of reforms in the economy and the introduction of new progressive technological methods have placed at the forefront of our concerns the problem of defending the rights of workers in connection with job reductions, job placement and the provision of maximum opportunity for freely chosen occupation. Almost 500,000 people have been released from their jobs in the last two years and been retrained and relocated with the assistance of the trade unions. Those taking on new professions continue to receive an average wage during the training period and work is provided at the same enterprise if possible. The majority of redundant workers are directed to the trade and service sectors. On the initiative of the Republic's trade union council, the Council of Ministers of the Republic, with our co-operation, has now begun to develop an all-Republic programme for long-term employment. Bearing in mind the fact that this problem is very acute in many countries, we would welcome the ILO taking further measures to carry out permanent consultations, seminars and new, more detailed studies in this field. This would be useful for everyone.

The Report touches only lightly on the question of the transition from the economy of the arms race to an economy of disarmament, in other words the economic aspect of disarmament. In our opinion, the attempt should have been made to determine the role the ILO can play in this very important question, given the realities of the new technology.

In the Ukrainian SSR, as in the USSR as a whole, the trade unions have, through their active participation, accumulated considerable experience in matters of reconversion and in developing reconversion programmes. There is no doubt that the industrialised countries of the West, with their constantly diversified production, have a great capacity for reconversion. In this connection, the ILO should devote greater attention to the various social aspects of disarmament, which promises to create the conditions favouring a more stable economic development and more intensive scientific and technical progress, thereby stimulating the solution of the numerous social and economic problems besetting every country.

These were a few of the observations which I wished to make regarding the Report of the Director-General.

Original – French: Mr. FREY – (representative of the International Confederation of Executive Staff) – It is a great pleasure to congratulate the President, on his brilliant election, as well as the members of the Office. I do so on behalf of the Management Committee, as well as the member organisations of the International Confederation of Executive Staff, the CIC, which I have the honour of representing here. His competence and his experience in dealing with our concerns guarantee the success of this 76th session of International Labour Conference.

Very briefly, I would like to point out that the CIC includes national executive staff considerations from the main European and Latin American countries, as well as the international federations of executive staff in the main economic sectors of these countries: mainly the chemical sector, the metal industry, mining, energy, transport, etc.

This year, the ILO is celebrating its 70th anniversary and this gives us great pleasure. Never have the social and economic positions of the CIC coincided so fully with the analysis in the of the Director-General's Report, *Recovery and employment*.

World-wide economic disruption has led to a situation where hundreds of millions of human beings live below the poverty line. Despite high growth rates in most industrialised countries, unemployment, underemployment and poverty have increased constantly in the South and at times also in the North.

The problem of debt more than cancels out the effects of growth, and social progress has slowed in a number of developing countries.

For this reason, we considered as fruitful the tripartite consultation, held in November 1987, enabling the ILO to organise the High-Level Meeting on Employment and Structural Adjustment. The follow-up to this should make structural adjustment compatible with social progress in the course of the next decade. By putting an end to the global wasting of human and material energy, it should be possible to reintroduce dignified working conditions for all. The executive of the CIC supports this proposal and some members forced into early retirement are prepared to make their grey matter and experience available when it is needed.

It is both wise and necessary to recall, as the Director-General has done in his foreword to the draft Programme and Budget for 1990-91, that the activities of the ILO are constantly inspired by the defence of human rights and the implementation of international labour standards. Indeed, there can be no concessions in the field of freedom of association, forced labour or apartheid.

The CIC supports the four priority questions adopted by the Director-General for the next two-year period.

Co-ordinated monetary and financial policies, whilst reducing the major imbalances in the world economy, should stimulate employment and reduce poverty as described above.

As for the policy of equal opportunities and pay for both men and women, it is in line with the resolution adopted by the Conference in 1987 aimed at fully integrating women in development and technical co-operation.

Finally, the third topic dealing with environmental problems and technological change refers to the concept of sustained development that is favourable to the environment, as defined by the Brundtland Re-

port entitled "Our common future". This is of direct concern to executive staff. Whether it is question of the use of chemical substances, of their transport, the handling of toxic wastes, questions of biotechnology, the occupational health and safety problems that they create for the staff and the dangers to the environment, all these are areas which fall within the responsibility of the executive staff. If they have the means required, training, decision-making power, they will not shun their responsibility. Therefore, we cannot but strongly support the early organising of a European tripartite meeting on the effects of technological development on work and training, which is a follow-up to the Fourth European Regional Conference.

The executive staff in our sectors are concerned by the effects of technological and economic change on their employment conditions and their social status.

To guide these changes the number of executive staff members has consistently increased, but their representation as a specific social and professional group has not yet been fully recognised in a number of countries, and even in the ILO.

Freedom of association and the exercise of trade union rights, job security, working conditions and working hours, occupational safety and health, pay and social security are concerns which executive staff certainly share with other workers.

In view of their tasks and responsibilities, however, they also have their own specific concerns.

Executive staff, the linchpins of research and development, are those who stimulate innovation and creativity. They are responsible for providing employment today and for reducing poverty tomorrow. The status of salaried inventor should be redefined in order to better motivate research workers without whom there would be insufficient innovation to ensure the survival of enterprises in the face of ruthless international competition.

With their advanced technological know-how, executive staff more than other employees should increase their knowledge through continuous training, a crucial investment.

International mobility, a new dimension to the labour market, involves mutual recognition of diplomas with regard to the initial training of executive staff.

In view of the length of their initial training, executive staff should have the possibility of choosing the time when they end their professional activities, hence the need to introduce the so-called "à la carte retirement".

Furthermore, the collective rights of executive staff call for fuller information and participation in the various decision-making centres of the enterprise.

Protection of the environment has also become an area which is the responsibility of executive staff. In a nutshell, the working and employment conditions of executive staff have changed. However, the last tripartite meeting organised by the Consultative Commission on Employees and Non-Manual Workers on this subject was held in 1977.

This situation leads us to ask the Direction-General of the ILO to include in his programme and budget proposals for 1992-93, in programme 100.4 relating to non-manual workers, a meeting to update their social status.

There is an urgent need for this now.

Night work, which is the fifth item on the agenda of the Conference, cannot be fully eliminated in view

of the present stage of technology, and one should try to compensate the effects this has on workers' health by adjusting the time schedules and developing careers accordingly.

By way of example, I would like to mention some of the proposals that come from my organisation: a reduction in weekly working hours from 33 hours to 30 hours through the adoption of a fifth continuous shift; one day of rest to compensate for each three-month period of continuous service during the year; early retirement at the age of 55, with full benefits, after 20 years of shift work, whether continuous or semi-continuous, whether this be consecutive or not.

Although equality of opportunity between men and women cannot be questioned, we feel it is premature to change or eliminate the waivers for women's night work. Their family burdens alongside their professional responsibilities make night work even more harmful to the health and social lives of women workers.

As far as the CIC is concerned, safety in the use of chemical substances at work is an urgent international problem. Recent major accidents are still fresh in our memories, but no one is aware of the accidents and occupational diseases caused by chemical substances affecting hundreds of thousands of individual every year.

The Conference must adopt a Convention, supplemented by a Recommendation, covering the use and handling of chemical substances at work, including related occupational hazards. This is all the more desirable as the ILO does not have an instrument in this area.

The risks are numerous: health impairment, fires and explosions can all be traced to chemical products, either singly or combined.

Identification, classification, labelling, safety files, are necessary steps in a process aimed at improving safety in the use of chemical substances. The standardisation of pictograms and conventional colour labels should be of great assistance.

I would like to stress the need to educate and inform workers of the hazards they are exposed to and the precautions they should take.

It is up to the executive staff to provide this training. Workers should also be made aware of the dangers of some chemical products to the environment, and new chemical processes should not be made operational unless there is a guarantee that they are not harmful to the environment.

As we have just described, the concerns of executive staff are numerous, but the stimulation of employment is the main concern as it lays the foundation for social peace.

Although growth is necessary for employment, one should also invest in man by providing education and vocational training if one does not want unavoidable bottlenecks to reduce or cancel the effects of the former.

Finally we are convinced that the increased participation of employers and workers, including executive staff, in tripartism with a broadening of dialogue to include incentives such as wage policy and training and information should contribute to more equitable world growth at the end of the twentieth century.

Original - French: Mr. HINNEKENS (representative of the International Federation of Trade Unions of Transport Workers) - On behalf of the International

Federation of Trade Unions of Transport Workers, affiliated to the World Confederation of Labour, I would like to congratulate the President on his election and express all my gratitude for this opportunity of addressing the Assembly. I would also like to congratulate Mr. Hansenne on his appointment by the Governing Body to the post of Director-General. We hope that his work will be fruitful in the struggle for peace and social justice.

We would also like to express the approval and great esteem we feel for all the action undertaken by the ILO to promote justice and social and economic welfare for all the peoples of the world.

Our organisation pursues the same objectives and we can assure you of our wish to collaborate actively in meetings and to give our support to the action you undertake.

We appreciate the Report by the Director-General which we have perused with great interest.

We particularly appreciated that in his Report Mr. Blanchard boldly tackled the problem of economic recovery and the creation of employment to reduce, as far as possible, unemployment, which is the cause of poverty and despair.

The Report shows that a prerequisite for any progress is, first and foremost, growth, but especially the kind of growth which creates employment and alleviates poverty.

The major industrialised countries, where the upturn is already quite marked, bear a heavy responsibility with regard to the Third World countries.

But dazzled by a visible economic upturn they must not fail to pay adequate attention to the fact that many parts of the world are stagnating or even slipping backwards.

These parts of the world desperately need the solidarity of richer countries.

Should the present economic recovery persist everybody everywhere must be able to enjoy its fruits.

Recently, with assistance from the ILO, my organisation held a seminar on the theme of "the role of transport in the development of Third World countries", which considered transport as a factor in development.

Development comes before recovery, of course, but in this particular case the two reinforce each other.

It became apparent at that seminar that the position in the developing countries is critical, indeed desperate for some of them. Existing infrastructure, already inadequate, has suffered considerably because of the slump which has lasted for almost 20 years and because maintenance has been inadequate or non-existent.

The fact is that transport is a factor of basic importance for the development of far-flung countries and regions.

In the development of a country the existence of an efficient transport network is of a basic importance.

Generally speaking, prosperity and transport go hand in hand, in that transport supports the national economy.

Transport helps to ensure the exchange of imported and exported produce, so the flow of currency back and forth is a factor in economic independence.

The economic slump has not spared transport, either. The evil social consequences of the crisis have

sometimes been made worse by variations in the objectives pursued by governments, such as deregulation and privatisation.

We strongly urge that in all projects for assistance and recovery devised by inter-governmental organisations or any other body, this aspect of recovery should be given due consideration.

We warmly support the appeal of Mr. Blanchard for real action which is also a major symbolic act, namely that the member States of the United Nations and specialised agencies should jointly finance with money taken from armament budgets a series of regional and subregional operations to create or renovate the necessary infrastructures to facilitate economic recovery and to create employment.

With regard to alcohol and drugs, the ILO's Workers' Education Branch, among other initiatives, has undertaken extensive inquiries to identify the workers' educational needs as regards the abuse of alcohol and drugs.

Some transport workers are badly hit by these evils. Distance, absence from the family and boredom all lead to behaviour which may rapidly become a real illness calling for delicate medical and social action, especially for the benefit of travelling personnel.

We have always highly appreciated the support given and the services rendered to the workers by the ILO workers' education service. We support and intensively participate in the efforts made by this service on behalf of the workers in general and transport workers in particular.

As regards the application of Conventions and Recommendations, the report by the Committee of Experts on the Application of Conventions and Recommendations is an important, informative and instructive document.

But it also proves the need to maintain this instrument and to improve its procedures so that the report may be a support for those who are trying to improve conditions of life and work for all workers. The increase in the number of complaints dealt with in the report and the gravity of the breaches observed clearly shows the need for this action by the ILO.

The fact that the present procedure for monitoring the application of standards is in some ways defective is no reason to abandon it. Quite the contrary, we must try to improve the procedures concerned.

We have observed that in a great many countries the situation remains disturbing as regards the application of Conventions.

The paucity of ratifications in the transport industry in general, and in particular the Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153), clearly shows that their practical application in many countries remains uncertain. Indeed, a few years ago, despite repeated interventions by the trade union organisations in Europe, we saw the implementation of a set of regulations, valid for the 12 countries of the European Economic Community, which were far less advanced than Convention No. 153.

This being the case, can we take the governments which indulge in such practices seriously?

As regards the programme and the budget of the ILO, we have carefully studied the proposals for the programme and budget presented by the Director-General.

We have repeatedly called for a meeting of experts on civil aviation and I am happy to observe today that the new programme provides for a meeting sometime in 1990.

Similarly, as regards the maritime industries, the programme aims to promote social and economic progress in these industries – maritime transport, fishing, the port industry and water transport. We think that stress should be placed first and foremost on the training of port personnel and the consequences of technical developments for the conditions of employment in ports.

This subject is particularly topical in view of the labour cutbacks which have taken place in ports throughout the world.

As regards apartheid, the Special Report of the Director-General on the application of the Declaration concerning action against Apartheid shows once more the extensive efforts made to rapidly eliminate this kind of discrimination, amongst all the other types of intolerable discrimination, which we condemn.

At the same time as this struggle is going on, we think it is necessary to reach a positive and pragmatic solution to the unjust conditions experienced by various classes of workers and Black workers in particular. We support any type of combat which calls for equality between Black and White workers.

We think that practical action such as that specified in the code of conduct of these community enterprises in the European Economic Community having branches in South Africa, are steps in the right direction, which considerably improve the conditions of wage, social welfare benefits and certain material conditions of Black workers.

This policy can, in connection with other policies, have a multiplying effect.

Governments could be asked to exert greater pressure on undertaking with branches in South Africa to induce them to improve the conditions of employment of the Black worker.

In the limited time we have available we cannot take up all the interesting issues dealt with by the Director-General in his Report.

I hope that the debates of this Conference will mark a step forward towards the fulfilment of the noble mission which is that of the ILO, to create a society of justice, social progress and freedom.

My federation will pursue its work for social progress and for the creation of a world in which all workers, and transport workers in particular, can find fulfilment, in a spiritual and not just in a material sense, in accordance with the wishes and aspirations of each individual.

(The Conference adjourned at 6.00 p.m.)

CORRIGENDUM

Provisional Record No. 5

On page 5/8, the name of Mr. Abdoon (*Sudan*) should be added to the list of Workers' members of the Selection Committee.

CONTENTS

	Page
<i>Eleventh sitting:</i>	
Fourth report of the Selection Committee:	
Submission and adoption	1
Speaker: Mr. Hammond (<i>Chairman</i>).	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	1
Speakers: Mr. Castro, Mr. El-Hak, Mrs. Werneck, Mr. Rosas Landa, Mr. McGuire, Mr. Shirai, Mr. Bista, Mr. Buchanan, Mr. Luqman, Mr. Real Mazula, Mr. Beyreuther, Mr. Marius.	
<i>Twelfth sitting:</i>	
Composition of the Governing Body of the International Labour Office	21
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	21
Speakers: Mr. Maruyama, Mr. Sa N'Doudjinang, Mr. van den Brande, Mrs. Forero de Saade, Mr. Boulin, Mr. Rodriguez Campos, Mr. Halmos, Mr. Mawande, Mr. Ganancio, Mr. Atasayar, Mr. Kovalevski, Mr. Frey, Mr. Hinnekens.	
<i>Corrigendum</i>	40



Provisional Record

Seventy-sixth Session, Geneva, 1989

Communication to the Conference

Report of the Appeals Board set up by the International Labour Conference's decision of 8 June 1959

1. By a letter of 9 June 1989, Mr. Juan Ramón Aragón, Employers' delegate, Nicaragua, objected to the fact that, as a result of a decision of the Conference of 8 June 1989 concerning the composition of its Committees, the position of titular member on the Committee on the Application of Standards which he had requested had not been assigned to him.

2. The President of the Conference referred this objection to the Appeals Board set up by the Conference on 8 June 1959 for the appointment of Conference committees. The Appeals Board, appointed by the Governing Body of the International Labour Office at its 242nd Session (February-March 1989), and selected from among the persons designated for that purpose by the Conference, was composed of Mr. G. Abi-Saab, Mr. L. Cottafavi and Mr. P. Gottret (replacing Mr. P. Laroque). It met at the International Labour Office on 12 and 13 June 1989, under the chairmanship of Mr. Cottafavi, to examine the above-mentioned objection in accordance with the terms of reference assigned to it by the Conference decision of 8 June 1959.

3. In discharging its responsibility, the Board considered, as all its predecessors had done, that it was essential, firstly, to guarantee the right of all parties concerned to appear before the Board and, secondly, to follow an expedition procedure so as to enable its decisions to become effective at as early a stage of the Conference as possible. In order to safeguard the right to a hearing, the President of the Conference invited the appellant to submit in writing to the Office of the Clerk of the Conference, for the attention of the Board, his observations on the facts and arguments submitted in support of his appeal. On communicating these observations to the Chairman of the Employers' group, the Board invited the latter similarly to submit a brief comment on the appeal, which was in fact made against his group. After taking note of the written communications submitted by each party, the Board then heard the appellant and the Chairman of the Employers' group on 12 June 1989. The Board wishes to thank both the appellant and the Chairman of the Employers' group for their prompt and full replies to these invitations. Thanks to their co-operation, the Board is of the opinion that the right of the parties to be heard on an equal footing has been fully safeguarded and that its task has been carried out in the shortest possible time.

STATEMENTS OF THE APPELLANT

4. The Employers' delegate of Nicaragua, Mr. Juan Ramón Aragón, duly accredited to the 76th Session of the Conference by his Government, had requested that he be assigned a position as titular member on the Committee on the Application of Standards.

5. In his letter, the appellant deplored the fact that the Employers' group, basing itself on mistaken arguments concerning his own representativity and applying the principle of group autonomy in an arbitrary and unilateral manner, had deliberately refused to allow him to take part in the work of the Conference committees as a titular member, thus depriving him of his rights as a delegate. He pointed out that, in accordance with article 26 of the Standing Orders of the Conference, it was the Credentials Committee that was competent to pronounce upon the representative character of a delegate. According to the same article, a delegate whose credentials were challenged kept his rights until a final decision was taken on the question of his admission. He therefore requested the Appeals Board to add him to the voting section of the Committee on the Application of Standards.

6. Addressing the Board, the appellant deplored that the decision of the Employers' group had obliged his organisation to have recourse once again to its right of appeal. This decision was unacceptable, since it amounted to ignoring the fact that the economic and social realities in his country had changed considerably over the past ten years and that his own organisation was widely representative not only of the agricultural sector but also of industry and the services sector. He regretted that the efforts made by his organisation to his country at the Conference, in particular through the establishment of a system of rotation, had not so far yielded any result. While expressing the hope that an agreement on the participation of the employers' organisations of Nicaragua could be reached in future, he requested the Appeals Board to rectify the decision of the Employers' group and to assign him the position of titular member on the Committee on the Application of Standards for which he had applied.

STATEMENTS BY THE CHAIRMAN OF THE EMPLOYERS' GROUP

7. In his written statement the Chairman of the Employers' group recalled, firstly, that the great majority of the members of the Employers' group were

of the opinion that the system adopted, which empowered a board composed of persons from outside the Conference to take decisions not subject to appeal concerning the functioning of the Conference, was in contradiction with the right of all delegates to vote individually on all matters before the Conference, as laid down in article 4 of the Constitution.

8. As regards the substance of Mr. Aragón's appeal, and subject to the foregoing observation, the reason for which the Employers' group had not proposed Mr. Aragón as a titular member of the Committee on the Application of Standards was due to the fact that he did not genuinely represent the employers of Nicaragua. For the same reason, as in previous years, several Employers' delegate had challenged the credentials of the Employers' delegate of Nicaragua. In the previous year, the Credentials Committee had concluded that the Government should have nominated the Employers' delegate in agreement with the Higher Council of Private Enterprise (COSEP). The latter body, which was the most representative employers' organisation of Nicaragua, had opposed the appointment of Mr. Aragón as delegate.

9. The granting of voting rights to a certain number of Employers' representatives on Conference committees represented a delegation of power by the Employers' group, and not by an individual delegate. Persons who had thus been appointed as titular members of committees had the responsibility of representing the group in the event of a vote. The number of such representatives had necessarily to be limited in order enable the group at all times to vote at full strength, with the support of its other representatives appointed as deputies. The fact that the Conference, on the recommendation of the group, could decide which of the members of a committee were entitled to vote implied, conversely, that a certain number of members would not be granted that right.

10. The group considered that it had fully applied the principle of equality of treatment which the Conference had in mind when it adopted the "Procedure for the constitution of Conference committees". This procedure certainly did not give any delegate the right to be appointed as a voting member simply because he had expressed the wish to be granted this right. Such a right would render completely meaningless both the elections for membership of committees and the decisions of the groups as to the number of voting members to represent them in each committee.

11. The Employers' group pointed out that every member of the group had the opportunity to oppose, or propose changes to, the lists of voting and non-voting representatives on the committees, communicated to the group at a meeting held on 7 June 1989. If Mr. Aragón was not satisfied with the list proposed for membership of the Committee on the Application of Standards, he had the possibility of objecting to it or of proposing changes. However, he did not do so and the group thus did not have any possibility of considering his objection.

12. Addressing the Board, the Chairman of the Employers' group stated that the situation which had given rise to the present objection was very similar to that prevailing in 1988, and that therefore he would

not repeat in detail the arguments put forward previously. The Employers' group, while being aware of the precedents set by the Board, nevertheless felt that it had to maintain its earlier position, which was based on the lack of representativity of the delegate appointed by the Government. That delegate came from an organisation which was composed mainly of owners of small agricultural undertakings, whereas an inter-occupational employers' organisation (COSEP), which represented the employers of all economic sectors including agriculture, had been in existence for a long time in Nicaragua. This had, moreover, been recognised by the Credentials Committee, which had considered on several occasions that the Government should have appointed the Employers' delegate in agreement with COSEP. As regards the composition of Conference committees, the Employers' group considered that the designation of its representatives should not be automatic, and that a selection factor had to come into play, since the group's representatives on the various committees had to enjoy the confidence of the group as a whole. From this standpoint, the majority of the group, which considered that Mr. Aragón did not validly represent the employers of Nicaragua, had been opposed to his taking part as a titular Employers' member in the work of the Committee on the Application of Standards.

RULING OF THE APPEALS BOARD

13. From the information available to the Appeals Board it appears that Mr. Aragón's candidature for the voting section of the Committee on the Application of Standards was dismissed for the sole reason that the employers' organisation in agreement with which he was appointed as delegate was alleged not to be the most representative employers' organisation in Nicaragua. Although at the 75th Session of the Conference the Credentials Committee had again taken the view that "in the absence of agreement[on the nomination of the Employers' delegate of Nicaragua]... the Government should have appointed the Employers' delegate in agreement with COSEP, which apparently continued to be the most representative employers' organisation", the Credentials Committee had nevertheless not proposed the invalidation of the credentials of the Employers' delegate of Nicaragua, who came from the same organisation as that to which Mr. Aragón belonged.

14. It is not for the Appeals Board to pronounce upon the representative character of delegates to the Conference, a question which relates to the validity of their credentials under article 3, paragraph 5, of the Constitution and is subject to another procedure, provided for in article 3, paragraph 9, of the Constitution and article 26 of the Standing Orders. According to article 26, paragraph 8, of the Standing Orders, pending final decision of the question of his admission, any delegate to whose nomination objection has been taken shall have the same rights as other delegates. Therefore, in the absence of such a decision, the Appeals Board can only conclude that the position of the Employers' group is based on grounds which cannot legally justify it. Mr. Aragón's appeal against his exclusion from the voting section of the Committee on the Application of Standards is therefore well founded.

15. The Appeals Board accordingly decides to add Mr. Aragón to the voting section of the Committee on the Application of Standards.

16. By the terms of Part III, paragraph 3, of the Conference decision of 8 June 1959, it is incumbent upon the Conference to make the necessary arrangements to preserve the equality of voting strength of the three groups where the composition of the voting sections is altered by decision of the Appeals Board. The vote-weighting system in operation will enable this requirement to be met.

Geneva, 13 June 1989.

(Signed) L. COTTAFANI
Chairman.

G. ABI-SAAB

P. GOTTHART

No. 11 – Thursday, 15 June 1989

PRINTED IN SWITZERLAND



Provisional Record

Seventy-sixth Session, Geneva, 1989

Thirteenth sitting

Wednesday, 14 June 1989, 10 a.m.

President: Mr. Nkomo

RATIFICATION OF CONVENTIONS BY GUATEMALA

The PRESIDENT – Before we embark on our agenda for this morning, I give the floor to the Clerk of the Conference for a communication concerning the ratification of Conventions by Guatemala.

Original – French: The CLERK OF THE CONFERENCE – I have pleasure in informing this Conference that the Director-General of the ILO has registered the ratification of the following international labour Conventions by Guatemala:

Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)

Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)

Forced Labour Convention, 1930 (No. 29)

Recruiting of Indigenous Workers Convention, 1936 (No. 50)

Minimum Age (Industry) Convention (Revised), 1937 (No. 59)

Contracts of Employment (Indigeneous Workers) Convention, 1939 (No. 64)

Maternity Protection Convention (Revised), 1952 (No. 103)

Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)

Rural Workers' Organisations Convention, 1975 (No. 141)

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

The total number of acts of ratification of international labour Conventions now stands at 5,432.

FIFTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The PRESIDENT – The first item on our agenda is the fifth report of the Selection Committee. I call on Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the Committee's report to the Conference.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – Mr. PRESIDENT, I have the honour to submit to the Conference the fifth report of the Selection Committee which is to be found in *Provisional Record* No. 4D.

The report deals solely with changes in the composition of committees.

I commend the report to the Conference for adoption.

The PRESIDENT – I submit the fifth report of the Selection Committee to the Conference for discussion. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (cont.)

The PRESIDENT – The next item on our agenda is the discussion of the Reports of the Governing Body and the Director-General.

Original – Spanish: Mr. UBALDINI (*Workers' delegate, Argentina*) – On behalf of the Argentinian organised workers in the General Confederation of Labour, we would like to congratulate the President on his election. We would also like to express our approval of the treatment given to the subjects in the Report, which confirms what we have repeatedly said about the importance of this institution for the consolidation and advancement of social and labour rights.

We would like to underline what we said in our previous contribution, namely that with the revival of the institutions of the collective right to work – that is, trade unions, collective bargaining and other mechanisms to solve labour conflicts through the action of the organised workers' movement, the General Confederation of Labour, which I represent, we have been able to achieve the approval of legislation which protects these institutions and we now exercise the rights which this law guarantees.

Having achieved the approval of a Trade Union Act, Argentinian workers can now say that trade union life is completely normalised in Argentina. The trade union structure we have achieved, sanctioned under the law, has not been subject to any criticisms from any worker, whatever his ideological commitment or his political militancy, from any trade union organisation. Only praise is to be heard for this new law, from every section of the community.

In our country we are allowed to set up freely any trade unions affiliated workers may wish, whatever their form or degree of organisation. The law also establishes reasonable requirements for union personnel to have the right of concluding collective

agreements and administer social works. These requirements are all laid down in the standards of the ILO Committee on Freedom of Association, as well as earlier legal instruments.

We have achieved the approval of a law covering professional accidents and diseases, adopted from a previous text. It establishes a greater level of benefit, increases compensation, simplifies the procedures for obtaining easy access to the rights of wage-earners and provides adequate protection for younger workers. We are still struggling for the adoption of a law on working contracts because these basic rights are still subject to the law imposed during the military dictatorship.

In 1988, in this same assembly, when I also had the opportunity of putting forward our message, we gave an analysis of the social situation in Latin America, which is now growing worse. We said "In Latin American, there is a growing conflict between the privileged sectors and unemployed and marginalised people who live in poverty, without work. Our currency is unstable; we cannot get worthwhile prices for our commodities and we live with a terrifying foreign debt, the interest on which exceeds our income. The poverty in Latin America is a breeding ground for intolerance, impiety and violence. This socio-economic instability does not allow for a permanent consolidation of democracy because there is an essential element missing - social justice. As you well know, without justice there is no possibility of peace, or of an ethical dimension in man.

"Here in Argentina we fight with faith and optimism for the unity of Latin America, while respecting the natural and unavoidable characteristics of individual countries and the cultures of indigenous peoples. We are struggling so that our continent may offer hope for the future, and a place where the social well-being of all humanity is sought. We hope to form a South American union from the Rio Grande to the Antarctic, so that Latin America will overcome its dependence and contribute to all of humanity.

"The General Confederation of Labour knows that our home is Latin America. In the year 2000 there will be 535 million Latin Americans and we are prepared to offer social justice, equality of opportunity and freedom from external bonds."

Unfortunately, the persistence of disastrous living conditions among vast sectors of the population has had very serious consequences, which we deplore. We have seen how the people of Venezuela and our Argentinian people were shaken by episodes of violence caused principally by the fact that basic needs were not satisfied and above all that the poorest sectors of the populations were hungry.

The hopes for a new government in Argentina, which is committed to achieving a true revolution in production and social justice, and our faith in our people's efforts in the struggle for their rights from the basis which will help us to overcome the crisis. We have the support and backing of Mr. Carlos Menem, elected President of Argentina.

The General Confederation of Labour has denounced the situation of extreme poverty a thousand and one times. We have spoken of the possibility of a flowering of equal opportunities, but which shamefully our voice was not heard.

Our warnings, based on our analysis of living conditions in the most marginalised sectors of the popu-

lation and our daily contact with this sad reality, should not go unrecorded, because recently plans were drawn up in order to provide food and meet the needs of the neediest sectors of the population.

The General Confederation of Labour in the Republic of Argentina implemented an assistance plan in solidarity, called the "Solidarity of Argentinian workers with the Argentinian people", whereby we are contributing to support for soup kitchens run by trade union, neighbourhood and church organisations.

As Argentinian workers, we are fully conscious that our Latin American peoples can determine their future; through unity we have the necessary instruments to forge our freedom.

Only a great fatherland, as dreamt of by San Martín, O'Higgins, Bolívar, Artigas, Perón and so many others, will be able to achieve happiness for its children, offering mankind a generous land and a people standing together, imbued with the nobility which can only come from work and the dignity of free people.

The challenge lies in changing conditions in as short a time as possible; for this reason the General Confederation of Labour is continuing to make effective proposals to change the situation, for action with unity and solidarity by continental trade unions and the development of common programmes which will give effective solutions to the crisis under which our people are suffering, when the financial sectors increase their profits and others see their real income decreasing.

Because of this common goal in each of our nations, the workers' movement has to intensify its actions in order to improve the situation of the sectors with the lowest incomes. We have placed special emphasis on the establishment of a minimum living wage and participated in a tripartite body which determines such a wage for a specified period of time. We have also achieved a modification in relevant law to enable it to come into force immediately. The minimum basic income of each worker is determined by the amount fixed and our action has enabled this to be an incentive for collective agreements, obtaining an amount higher than the level of inflation, although sometimes it cannot satisfy the basic necessities of the family shopping basket.

Another fundamental instrument for improving the situation in the lowest income groups is employment policy.

We must have immediate measures to increase the number of jobs and eliminate unemployment, which has risen to alarming levels where more than 20 per cent of the active population is unemployed or underemployed.

The General Confederation of Labour has proposed that the minimum living wage should extend to retired people and pensioners as well as all the other workers, whatever their status or job. We have already realised an old hope of ours, which was to achieve basic income for all retired workers whatever system they worked under, with no differentiation between retired people who were employed and those who were self-employed.

Our struggle for dignity and economic independence continues until we achieve for everybody a new economic and social order in the world, since work dignifies all who partake of this noble activity.

Our fundamental concern is for our young people, that they should have real possibilities of fulfilling themselves through their work. We believe that we must maintain the struggle for greater dignity for women, their right to enter the labour market without discrimination. Effective policies are needed to achieve these ends.

The international community has to take note of the situation we are denouncing and adopt measures of solidarity to overcome the crisis in our nations, breaking down protectionist barriers against our products, eliminating the foreign debt and realising only investments which are productive for our economy and not speculative. As workers, we do not recognise the legitimacy of the foreign debt, which originated in manoeuvres which in most cases were engineered by speculative interests or by genuine organisations in the grip of financial circles, whose policies were a basic factor in the crisis we are now undergoing.

We repeat our denunciation and will continue doing so until the practices of unjust governments which impose a system of apartheid, whether based on colour or on religions, ethnic or social reasons are finally eliminated.

A terrible reality has been brought to the attention of the international community: countries enjoying a high standard of material development have abdicated the human condition and descended to the barbarism of genocide, which must cease wherever it is taking place. It is not only a crime against international law, but attacks the very reason for man's existence. Power politics which sacrifice populations to extend their territories, those very places which carry on the shameful trade in drugs and arms contracts, must be stopped.

Another basic problem of our age is the lack of respect for human rights, so well recognised in the United Nations Charter, the Universal Declaration of Human Rights and the Inter-American Convention on Human Rights, known as the San José de Costa Rica Pact, violations of which take place in many countries.

Despite the importance of these instruments, which we have constantly affirmed and put on record, they are not respected in countries under the yoke of dictatorships. We wish to reaffirm in this international forum our determination to continue to protect mankind from the crimes which may be committed against it and to give our full support to specific democratic and social guarantee.

We have a constant commitment to democracy. Through the sacrifice and action of our people, led by the General Confederation of Labour, on 14 May 1989 the people successfully elected a new Government. This Government will shortly assume office, carrying hopes that it will improve the lot of the masses of the dignity for all Argentinian people.

We hope that this achievement by the workers and people of Argentina will become a reality in all countries and that we shall have a democratic Government which will effectively support individual rights and guarantees and social justice.

We salute from this rostrum all those who are fighting for their dignity and for the inalienable right of peoples to self-determination. Our commitment is with our people and with all the peoples of the world who are struggling for peace, dignity, freedom and justice.

Original – French: Mr. BENLAKHDAR (*Workers' delegate, Algeria*) – On behalf of the General Union of Algerian Workers. I should like first of all to congratulate Mr. Nkomo on his election as President of the 76th Session of the Conference.

I should also like to congratulate Mr. Michel Hansenne on his election as Director-General of the International Labour Office, and at the same time pay tribute to Mr. Francis Blanchard for all his efforts in the service of social justice and progress in the world.

At the plenary of this 76th Session we shall try to give our comments and our point of view on certain subjects discussed in the Report of the Director-General.

Our attention was naturally focused on all of the questions of interest to workers in developing countries.

The central issue posed by the Report is that we must think about the conditions that have to be created, the path that has to be followed and the policy to be applied to ensure the re-establishment of growth and social progress in the so-called developing countries and in those which are also called poor, deprived and disinherited.

In fact, I am talking about the Third World. In most cases, we are talking about ex-colonies. These are countries which remain, whatever people say, the declared victims of an unjust international economic order, dominated by a very aggressive world capitalist system which is more oppressive and in which there is more exploitation than ever.

Returning to the Report, we have read that the deregulation of the world economy is a cause of unemployment, underemployment and poverty in the developing countries.

We would have hoped also to read that this deregulation is something that has never escaped the will of men, governments and the financial powers.

This deregulation, which is generally called a crisis, is in fact a normal stage, a controlled development and a well-perfected strategy of a world capitalism that is now in a phase of breakdown, change and redeployment.

We would also have liked to read that this qualitative advance – if one could call it such – of world capitalism presupposes a price to be paid, huge sacrifices to be made, tragedies to be organised.

We would like to have read that this price, these sacrifices and these tragedies are suffered – physically and in terms of human dignity, and living conditions – by the workers and the most destitute populations in the developing countries, and that the blame for this lies with those who take pleasure from an outdated view of the world and of events, from a narrow selfishness, and from actions which tend towards total irresponsibility.

Therefore, what has to be said, with courage and frankness, is that this tragedy experienced by peoples in the Third World is very often the result of actions by a minority of the well-off in the developing countries and, in all cases the result of an unfair international economic order and the often negative attitude of the governments of rich and industrialised countries.

Having said that, we agree with the Director-General's Report when it emphasises that re-establishing growth and social progress requires a considerable

effort on the part of the industrialised and developing countries.

But what has to be added is that these efforts have to be made by those who control international trade and also the international money markets.

These efforts have to be agreed to by those who are behind the foreign debt of the developing countries, especially in Africa and Latin America.

As far as the remedies are concerned, for developing countries suffering from unemployment, poverty and foreign debt, there are a number of different concepts which are used and abused enthusiastically today.

Amongst these I will cite structural adjustment, a theory, an approach and a formula which seem to be favoured in the Report submitted to us.

For our organisation, which is the representative trade union association of Algerian workers as a whole, structural adjustment, of whichever type and however much it can be improved, is still a theory which contains a number of ulterior motives which are of considerable concern to workers.

In fact, up till now and for a very long time to come, structural adjustment is the law that has been imposed by the IMF and the World Bank on the poor countries in Africa and elsewhere.

The implementation of this strategy consists in making the developing countries pay for the world economic crisis.

As the Report clearly states, structural adjustment means progressively dismantling the public sector, privatisation means cutting down the workforce, and removing subsidies means reducing social expenditure.

In other words structural adjustment, even accompanied by certain social measures, means the imposed economic integration of the developing countries into the world capitalist system, a strategy which is opposed by Algerian workers because it is a policy directed against the poorest social categories.

The Algerian workers are well aware of the fact that the economies of developing countries have to adapt to the changes taking place in all fields at a national, regional and international level.

Economic efficiency, the ideas of profitability and the releasing of creative energy and innovation, all of these have to be the basis of real social progress.

It is from this perspective, therefore, that my organisation affirmed its support for the economic reforms taking place in our country, reforms that are intended to create or reinforce the conditions to ensure economic recovery, while respecting the principles of political independence and national economic independence.

To return again to the Director-General's Report, we would agree with him that the main concern is to re-establish growth in developing countries.

We would add that this policy can be conducted and applied only if it has the national will behind it.

The success of this task presupposes that we radically redefine the conduct, the mentalities and the policies of the industrialised countries.

We invite the rich countries, therefore, to engage in a positive dialogue with the developing countries, because the wealth of some nations cannot be built on the oppression, exploitation and humiliation of peoples and workers in the poor nations.

Economic recovery and social progress are a fight, and the only ones who can win are those who are able

to maintain their dignity, their freedom and their country's independence.

This is why today, as in the past, we welcome the heroic struggle of the peoples and workers, for instance in Palestine and in the Arab occupied territories, in the western Sahara, in South Africa, in Namibia and throughout the world.

We reaffirm here our total solidarity with the peoples and workers fighting against fascist dictatorships and reactionary regimes, retrograde regimes throughout the world, imperialist, Zionist, colonialist, racist regimes; they are fighting for their own dignity and for their fundamental rights as workers and as people.

Thank you for your attention, and I wish this session of the Conference every success.

Miss AYKUT (*Minister of Labour and Social Security, Turkey*) – Mr. President, on behalf of my delegation and myself, I should like to congratulate you, as well as the other Officers of the Conference, on your well-deserved election which will enable you to guide the deliberations of the 76th Session of the International Labour Conference. I wish this session of the Conference every possible success.

I also wish to extend my congratulations to Mr. Hansenne on his election to the post of Director-General. At the same time, I should like to express my feelings of gratitude to the outgoing Director-General, Mr. Blanchard, who has directed the Office for the last 15 years with the highest competence. I extend to Mr. Blanchard my best wishes for happiness in his new life.

My delegation considers that the choice of "Recovery and employment" as the theme of this year's session of the Conference has been a most appropriate one. The Conference has thus been provided with an excellent opportunity to discuss economic and social progress in the world.

Indeed, the present decade ends in a paradoxical situation. Some countries have been able to maintain or recover their pace of economic growth. Some of them have even experienced rapid economic expansion. Others, however, have had to cope with serious problems such as sharp decreases in living standards and debt and balance-of-payments crises. Developments in opposite directions have brought about considerable imbalances in the world economy. Consequently, the growth of world trade has slowed down and social conditions in many countries have undergone a major decline as poverty and unemployment have increased. Thus the 1980s have also been a decade marked by growing international disparities.

The success of some countries in responding to economic difficulties in the 1980s must not be allowed to conceal the fact that all countries can be sooner or later become affected by negative trends in an increasingly interdependent world.

Universal economic disturbances greatly influence prospects for sustained growth in any country. To mention one example, the recourse to protectionism and the introduction of new barriers by industrialised countries runs counter to the outward-oriented growth strategy which has proved indispensable for some countries, including Turkey. These trade barriers also hamper the healthy process of liberalisation in the industrial world itself. Moreover, reduced international trade can lead to economic stagnation which could have serious implications for levels of

employment and real wages in many countries. Therefore, my Government believes in the merits of a search for common solutions.

In this respect I should like to make a few observations based on the experience of my country.

By the end of 1979 Turkey was in the midst of severe economic problems, including widespread and increasing unemployment and inflation. In early 1980, Turkey launched a structural adjustment process with a view to responding to internal and external challenges. It departed from import substitution and interventionism and reverted to an open and market-oriented economy. Consequently, there has been a significant growth in exports and in the volume of trade with other countries, and increase in the level of investments and production and a decline in unemployment. As a result of these structural transformation policies, Turkey has entered into a phase of rapid development. My Government is committed to maintaining this momentum.

I believe that the ultimate goal of development is the well-being of man. An increased level of employment is essential for the attainment of this ideal, providing high employment is not instrumental only in ensuring a sound means of subsistence, but also in safeguarding human dignity. No doubt, employment is an aspect of economic growth which requires emphasis on the development of specific policies.

In this context, regarding policies followed by my Government, I should like to say that, in recent years, greater importance has been given to the creation of a skilled labour force. New regulations and educational activities have been introduced for this purpose. Programmes have been initiated with the aim of encouraging small and medium-sized enterprises so as to generate high employment and efforts have been made for the creation of an environment favourable to self-employment. In the transfer of advanced technology, care has been given to reduce its possible adverse effects on employment. The services sector has been encouraged, taking into consideration its employment-creating potential, and the effectiveness of employment services has been improved in order to better monitor labour market conditions.

Apart from the above-mentioned general national policies, our Government has taken the necessary action for the ratification of the Human Resources Development Convention, 1975 (No. 142), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

Furthermore, I should like to state with satisfaction that the European Social Charter, the Minimum Age (Underground Work) Convention, 1965 (No. 123), and the Minimum Age (Industry) Convention (Revised), 1937 (No. 59), are under consideration for ratification.

Finally, the bill for the ratification of the amendments to the Constitution of the International Labour Organisation has been approved by the Government and submitted to the Parliament.

I believe that relevant international organisations have an important role to play in assisting countries in their efforts to ensure further economic and social progress. I also believe that, in working out recommendations and policy proposals, the international organisations should take into account national conditions. Recovery plans prepared on the basis of theoretical schemes have in many cases resulted in

social tension. Recent experience has shown that adjustment policies can be successful if they are designed and carried out in a manner consistent with the specific requirements and conditions of the country in question. Therefore, international organisations should make additional efforts to have a better understanding of national conditions and to develop plans corresponding to specific situations. The proposals of the international organisations would only serve a purpose if national economic and social conditions do not constitute a serious obstacle to their application.

Realism should be the main line of action to be followed by international organisations, not only in the economic field but also in formulating proposals with regard to labour life. In this connection, the ILO has an important role to play by setting and monitoring the implementation of standards in the world of work in addition to its technical co-operation and advisory activities.

To fulfil its role in an efficient manner, the ILO must ensure that its services are not exploited for purposes other than those covered by its mandate and that its standards remain relevant to the changing conditions so as to be widely applicable. To this effect, standards should not be only the reflection of abstract thinking and the supervisory function of the ILO should not be limited to simply applying theoretically desirable standards to cases whose origins might require deeper and more realistic assessment. In other words, standards must constitute a credible response to the emerging and changing needs of countries and supervisory activities of the ILO must be based on an understanding of the harsh realities of life. Applicability should therefore be the main criterion in developing and monitoring the implementation of labour standards. This is of the utmost importance for the credibility and consequently the authority of the monitoring system.

The ILO's action can be meaningful and positive providing it takes into account comprehensively every factor relevant to the cases with which it has to deal under its monitoring mission. No country would reasonably oppose the widest possible application of ILO standards. Development is a necessary condition to achieve such an end. In other words, action needed to guarantee the universal application of labour standards requires economic growth.

As underlined in the Director-General's Report "economic growth and social progress must advance together". Efforts to impose on countries prescriptions which cannot be translated into specific action may weaken the credibility of the international organisations and place those countries in a dilemma between the utility of international cooperation and the need to adopt measures corresponding to reality. ILO action must reconcile theory and fact.

In concluding, I should like to renew my best wishes for the success of this Session of the Conference and my hopes for the ILO's continued contributions to labour peace in the world.

Original – French: Mr. ROUTOUANG (Minister of Labour and Manpower, Chad) – After the brilliant and masterly statements made by the distinguished speakers who have preceded me, it will be difficult for me to hold the attention of the delegations present at the Conference.

We often say, however, that he who dares, conquers, so allow me, first to convey to you the warmest greetings of the delegation which it is my honour to head. On its behalf and on my own behalf, I should like to express well-deserved congratulations to the President and Vice-Presidents of the Conference on their election to the serious responsibilities of the 76th Session. I am convinced that their experience and their great personal qualities will make it possible successfully to conclude our work and that the results will be fruitful.

I should also like to take this opportunity to express the gratitude of the Government of Chad to the outgoing Director-General, Mr. Francis Blanchard, and thus to all of the administration for its total devotion to the cause of the ILO and for his personal valuable interventions on behalf of the member countries of the ILO.

Finally, I should like to express the congratulations of the delegation of Chad to the new Director-General, Mr. Michel Hansenne, on his brilliant election to the head of the International Labour Office. His election to high office in the ILO is the result of a brilliant career and the unswerving devotion which he has shown in the serving of his country as well as the ILO. While hoping that the African policy of the ILO will be continued, maintained, strengthened and developed with vigour, I would like to express to him and his whole team, my warmest wishes for success. He may rest assured of the co-operation of the Government of Chad.

Like the eminent personalities who have already spoken from this tribune, the delegation of the Republic of Chad would like to make its contribution to the discussion of the Director-General's Report. From this Report it is clear that, though the economic recovery which has been observed for a number of years is continuing at a sustained rhythm in the countries of continental Europe and, to a lesser extent, in the Eastern countries and the countries of Latin America and Asia, this is by no means the case for Africa, particularly for Africa south of the Sahara.

While industrialised countries were experiencing economic recovery, Africa, south of the Sahara was entering a period of recession which, if not the most serious, is one of the most worrying that it has ever undergone.

Indeed numerous problems common to the countries of this zone explain this situation: their indebtedness, often at a very high interest rate, which forces them to devote a large amount of their export revenue to debt servicing, without, however, amortising the capital; their economies, based on the export of agricultural raw materials and commodities, with prices fixed to suit the industrialised countries, thus producing a worsening of the terms of trade and a deficit in balance of payments.

These countries are as a result also witnessing a continuing worsening of social conditions: unemployment, underemployment and poverty are endemic, and the drop in the standard of living and per capita income has taken on worrying proportions.

Without being alarming, the situation is no better in my country. Indeed, Chad, after 20 years of war imposed from the outside, has had its whole structure shaken, both economic and social. However, since the commencement of the Third Republic on 7 June 1982, major strategies have been implemented to im-

prove the situation. Thus at the economic level we note a growth of GDP in 1988 of 4.9 per cent following two successive years of recession. Indeed, thanks to increased rainfall and with the valuable assistance of friendly countries and international organisations, food production has reached 700,000 tonnes, which is more or less the equivalent of the food needs of the country.

Cotton is the country's main export and energetic measures have been taken by the Government to cope with the drop of its price in the world market. In cattle farming, the second most important economic activity, sustained effort by the Government has made it possible after the years of drought which decimated it, to reconstitute the herd which has now reached more than 10 million head.

The infrastructure for transport and communication constitutes the second priority sector of the investment programme 1986-91. Expenditure in this sphere more than doubled between 1986 and 1987 and reached 43.9 per cent of the GDP in 1988. Major investment has thus made it possible to improve roads in 90 per cent of cases.

In the sphere of telecommunications, renovation of the land station for satellite telecommunication in N'Djamena is facilitating links with the outside. Projects for satellite links for the major cities in Chad have been studied and certain have already been adopted by the Government.

The airport in N'Djamena has been renovated and extended. Other international class airports are in the progress of being constructed with French aid in Abech and Faya-Largeau.

The economic importance of these projects will be clear to everyone since is a land-locked country.

At the economic level the return to peace and security has made it possible for an effective recovery of activity in enterprises. The new investment code with its favourable conditions for establishment in Chad has made it possible to set up new companies and to create new jobs.

In the subregion, Chad has reintegrated the customs and economic union of Central Africa and is a member of the economic community of the Central African State of the Lake Chad Basin Commission, the Niger Basin Authority as well as other economic and financial organisations at the social level.

Thanks to the technical assistance, and the enlightened advice of the International Labour Office, the Government has been able to proceed to the revision of the Labour Code and the adoption of a social security code. Let me take this opportunity to address to the ILO the thanks of the Government of Chad for its contribution in the preparation of these two instruments and for the remarkable effort exerted by the experts of the ILO to promote in Chad a dynamic and autonomous cooperative and pre-cooperative movement.

On the other hand, thanks to the mutual understanding of the two trade union federations, a single federation has been set up called the National Union of Chad Trade Unions, thus unity of workers in Chad has been brought about. The employers' organisation, the National Committee of Employers of Chad, will be definitively set up on 17 June 1989. In other words, tripartism is respected and healthy in Chad.

The public authorities are making serious effort to improve the standard of living and living conditions of the population.

You can see that Chad has made notable progress and you will easily understand also that no country in the world devoted to peace and social justice, particularly Chad, which has attained peace after so many sacrifices, would accept that these efforts should be sacrificed, or destroyed by any other power.

Unfortunately, Chad, which wants only a just and durable peace and to live in harmony with its neighbours and the rest of the countries of the world, is once again the victim of plots and aggression on the part of certain regimes with an anachronistic ideology toward countries which are brothers and neighbours. Indeed, the defection of the band of three traitors, blinded by overriding ambition, serves as a pretext for these barbarous regimes to take action and so return Chad to the chaos from which it emerged on 7 June 1982.

Chad is resolved to consolidate its unity and sovereignty, its national independence, and particularly the choices made to conduct its destiny, and it will continue to hew out its path.

Industrialised countries have a shared responsibility in the current crisis in the Third World. It is quite appropriate that we should ask for their help in dealing with this crisis. In so doing, we will be asking for relief in our servicing to make it possible for us to use part of our resources for the financing of our own development; just remuneration for our export products, the elimination of trade barriers, assistance in developing our human resources, and, finally, a new world economic order.

As at each year at this time, we call to mind the workers of South Africa, victims of racial repression. In spite of the injunctions of peace and social justice-loving countries, in spite of the often renewed appeals of the United Nations, South Africa continues its segregationist comportment.

The Government of the Republic of Chad encourages and calls upon the international community to strongly condemn South Africa by means of severe economic sanctions so as to bring them to a healthy concept of cohabitation in respect of the human person. A national committee to combat apartheid is being set up in my country.

Moreover, Chad is pleased to see that Namibia is finally beginning a process which is to lead it to total independence. We call upon the Secretary-General of the United Nations to make every effort so that this country, which is prey to the ambitions of South Africa, can freely follow its own destiny.

Original – Russian: Mr. NATCHEV (*Government delegate, Bulgaria*) – Mr. President, allow me to congratulate you and the Vice-Presidents upon being elected to these posts of responsibility at this 76th Session of the International Labour Conference, and wish you the best of success in your work.

First of all, I should like to congratulate Mr. Michel Hansenne upon his highly merited election at the 242nd Session of the Governing Body as Director-General of the International Labour Office. His participation at the International Labour Conferences from 1981 to 1988 and the substantive achievements of his country in the economic and social spheres – to which he has made his own weighty contribution – give us reason to hope that in the future

the ILO will be adhering to the humane tasks and goals set forth in its Constitution, namely, to contribute to the establishment of peace by promoting social justice, improving the working and living conditions of the workers by developing international co-operation and also to aid in establishing economic and social stability.

This 76th Session of the International Labour Conference is taking place under new conditions. A larger number of States are assimilating and putting into effect new ideas of international co-operation that are consonant with the new way of political thinking, one of the goals of which is to find ways of solving the radical problems of the present day. The positive results of the Soviet-US summits and other meetings, the adoption of a substantive and well-balanced document at the Vienna meeting of the Conference on Security and Co-operation in Europe, the establishment of official relations between the CMEA and the European Economic Community and also with individual CMEA members, the talks that have started in Vienna on reductions of conventional arms and armaments and the negotiations on confidence-building measures, all of these will help in establishing an atmosphere of trust and creating more favourable conditions for developing mutually beneficial international co-operation and give a boost to the activities of the United Nations and its agencies, including in the social and economic spheres.

As we have emphasised, the 76th Session of the Conference is carrying out its work in a changing international situation. At the same time as we are seeing, positive changes in the sphere of international politics, it should be pointed out that the most serious world economic crisis, as observed in the Director-General's Report, has gravely affected a number of the world's countries and this is of considerable concern to us since it is in an interdependent world that the ILO has to pursue its activities in fulfilling the tasks enshrined in its Constitution. In our opinion, these basic points have been reflected in the Director-General's Report devoted to the problems of economic recovery and employment.

His Report, which we are discussing at this Conference, is a substantive and informative document in which we see coverage of some of the fundamental problems of the general economic situation throughout the world and its repercussions on general employment trends. At the same time, bearing in mind the tasks which ensue from the ILO Constitution and the Declaration of Philadelphia, it also touches upon problems that can be expected in the future and that the Members of the ILO have to act upon together, deploying their efforts against a backdrop of economic recovery and employment growth. The whole complex of problems in this field is examined systematically and precisely in the Report and, it seems to us, with the aim of strengthening and activating co-operation between countries on a multilateral basis. This is due to the fact that independently of the measures taken vis-à-vis employment in an number of different countries, we see that mass unemployment is still with us and, indeed, is even growing. What the international organisations and the ILO in particular have to do is to make assessments, carry out a comparative analysis of and come up with proposals for co-ordinated action on the part of the member States with a view to defining and developing a strategy of economic recovery and employment growth, bearing

in mind the multi-faceted problems that exist in the social and economic spheres. It is no easy matter to accomplish all of this since the complexity of the situation is such that it we can only speak with certainty about a few of the most general trends that we would now like to dwell upon. First of all, there is no doubt that there is a continuing rapid reduction in the use made of unskilled labour; there is a reduction also in the proportion and numbers of semi-skilled labour; as for to skilled labour, this is becoming more and more stratified. The volume of skilled craftsmen is also continuing to drop. A large share of industrial skilled labour is now being downgraded and is losing its creativity. Complex modern highly-skilled work is still a privilege for the few. There is an acute problem of training the unemployed and also people who are in work, and here therefore particular demands are placed on the retraining system. An extremely important point will be its ability to adapt to the level of current public production, and flexibility in ensuring the workforce needed for the restructuring process. The vocational training system, is not yet able to meet the needs of all who are affected by technological restructuring and the reorganisation of production process. At the same time it has to be noted that one of the most important features of the general situation is the fact that technological restructuring is being carried out at a time when the economies of a number of countries are faced with very acute problems, such as foreign debt in the developing countries and also a reduction in solvent demand on the world markets, a reduction in growth rates in production, a weakening of the effectiveness of methods of regulating state monopolies and so on. As a result of this, there has been a reduction in employment brought about by the use of new, labour-saving technologies and exacerbated by the generally unfavourable economic situation.

Recently, the People's Republic of Bulgaria, on the basis of the results that have been attained in our economic development and careful analysis of the ground that has been covered, has been engaged upon a radical restructuring of all spheres of our nation's economic life. The essence of this new policy is to strengthen the economic interest of all of those involved in the production process in making the fullest and most effective use of the country's vast production potential that has been created over the years of building a social society. We are taking concrete steps to reorganise the management and territorial administration structures; we are eliminating outdated departmental compartmentalisation. Last year we adopted a special decree which set basic standards for organising production on the basis of individual firms, which ensures an equal development of state, co-operative and private firms and enterprises. At the same time, we are creating more favourable conditions for the activities of national and foreign enterprises inside Bulgaria, expanding international economic co-operation, creating joint ventures, and so on.

At the beginning of this year, particular attention was given also to agriculture. Measures are planned to introduce new forms of management, to strengthen the piece-work system in agricultural production and also to ensure the correct use of land to ensure better ecological conditions. Evidence of the increased attention that we are giving to protecting the environment is the coming International Economic

Forum which is to be held in Sofia this autumn and which will be looking at the most urgent problems for co-operation between European countries in this field.

Looking in general at the different processes that are taking place in our country, we should say that the accelerate modernisation of production and the introduction of new technologies, the concentration on innovation and the need to adapt to changing social and economic conditions, all of these are having a very complex and multi-faceted – sometimes even a contradictory – influence upon labour resources and the use of manpower. Here the People's Republic of Bulgaria has great respect for international experience and the achievements of other countries in the matter of vocational training and retraining of manpower, in connection with the introduction of new technologies and in line with the demands of scientific and technological progress. That is why we welcome the initiative taken by the UNDP and the ILO to implement a European regional project on vocational training systems and new technologies. We would like to take this opportunity, as the co-ordinator country, to express our thanks to the UNDP and to the ILO and all of the 21 European countries participating in this project for their constructive contributions. We think that the other European projects that we have participated in have produced positive results.

The course that we are following to speed up social and economic development in Bulgaria is closely linked to radical transformations in the social sphere. Efforts have been concentrated above all on eliminating the way we used to underestimated acute problems in the material base of social and cultural life. As a result of which only a residual share of resources was allocated to the development of these fields. The social policy which we are now following is based on the understanding that it will cover all the different groups, the relations of society as a whole and the individual, conditions of work and day-to-day life, health and leisure. At the centre of the social sphere we have to remember that there is always man himself, his living conditions, his standard of living, the way in which he can satisfy his vital requirements and also enjoy the social rights and freedoms that are guaranteed by the Constitution and the legislation of our country.

As already pointed out, at this moment in time we are seeing very clear signs of co-operation developing between countries with different social and economic systems. Over the last few years we have also seen that it is possible, where there is a political will, for nations to come together to ensure respect for and compliance with fundamental human rights and freedoms, justice and peace, in the interest of humanity. In this connection our delegation vigorously condemns the regime of apartheid in South Africa and also the situation of the population in the occupied Arab territories. The "intifadah" that has been going on for more than a year is evidence of the working situation in these territories.

The ILO and its member States must take decisive action to ensure that the rights of the Palestinian population are guaranteed in the general framework of human rights formulated in the United Nations Declaration of Human Rights, so that these people can pursue their economic and social development in accordance with their aspirations and real needs.

In conclusion, I should like to say that we hope that this International Labour Conference, which is carrying out its work during the 70th anniversary of the ILO, will provide a valuable opportunity to open up new possibilities for the Organisation to ensure effective action in favour of one of the fundamental human rights, the right to work, and to step up international co-operation in the social and economic fields so that the ILO can increase its contribution to the general well-being of mankind.

Original – German: Mr. GEPPERT (*Federal Minister for Labour and Social Affairs, Austria*) – First of all, I should like to congratulate you, Mr. President, and the Vice-Presidents, most sincerely on your election to these responsible posts.

I am sure that you will fulfil the tasks entrusted to you with a high degree of mastery to the benefit and success of the 76th Session of the International Labour Conference.

Like my predecessors – Rudolf Häuser, Gerhard Weissenberg and Alfred Dallinger – I should like, as Minister for Labour and Social Affairs of the Republic of Austria, to express how much I value the work of the International Labour Organisation and its objectives.

The recent developments in certain European countries towards greater democracy and improved protection of human rights may – and I am quite sure of this – be attributed, and in no small measure, to the strong action of the International Labour Organisation for these objectives. It is up to our Organisation and ourselves to maintain and further develop these positive developments.

Austria has basically approved the ILO draft Programme and Budget for 1990-91. Although my country's budget contribution is considerable, I fully understand the need for sufficient budget resources to implement the important programmes of the International Labour Organisation.

The Director-General, whom I should like to congratulate most heartedly on his election, has chosen recovery and employment as the theme of his report this year.

In Austria, too, we can note a perceptible economic recovery. Never before in our country have there been so many persons employed. At present, more than 2.82 million persons in Austria have a job.

This sound economic situation also has an effect on unemployment figures. However, we are still far from a situation of full employment.

At the end of May this year, less than 129,000 persons in Austria were without work. In comparison with the preceding year, that is some 8,000 fewer jobless workers. The unemployment rate at the end of May was 4.3 per cent; a year ago it was 4.7 per cent.

Economists are predicting that unemployment rates will drop to below 5 per cent in 1989 and 1990. Last year, the growth rate in my country was 4.2 per cent – a European record – and is also a reflection of Austria's economic and labour market policy.

The favourable economic situation has many positive effects: less expenditure for support of the unemployed, a higher tax revenue and more resources for social security. As a result there is a considerable lessening of the burden on our overall system of social security, which, as we are aware, is sustained by remunerated employment.

But these pleasing developments must not conceal the fact that all is not rosy in Austria. There is no perceptible drop in unemployment – rather there is a sharp increase before the pensionable age – and no reduction in long-term unemployment.

This means that, in comparison with earlier phases of a good economic situation, there are still problems in the labour market; and for certain groups of persons, these are even becoming more acute.

The problem groups in the labour market, to whom we should give priority, are mostly made up of young persons, women, the disabled, persons with educational problems and foreign workers.

In the case of a fast-growing group made up about 20,000 persons in Austria at the present time – unemployment means long-term unemployment. In spite of our efforts and the sound economic situation it is impossible to help them in an effective manner. The longer somebody is unemployed the more difficult it becomes for him or her to find work again.

Long-term unemployment has, for those affected, become a social stigma. Even if, as the example of my country shows, economic recovery over the past years has brought perceptible relief, it has not fulfilled a basic aspiration, perhaps the highest – i.e. to end mass unemployment in many countries of Europe.

According to the Kreisky Commission report on a programme of full employment in the 1990s, 20 million people in Western Europe are looking for work. It puts forward the view that the high level of unemployment is not a pure economic problem; unemployment does not arise because of reasons of *force majeure* and it is possible to eliminate it by political means. Consequently unemployment even so-called basic or natural unemployment – is totally unacceptable.

The effect of the worsening of the labour market is felt, above all, by certain groups which, as I have said before, include young people, women and the elderly. Unemployment endangers, moreover, the equal treatment of women. It is more difficult for them to find a job, they earn less than and they run a greater risk of losing their job.

As well as unemployment in the sense of the term, there is also the group of the so-called "working poor", who do have a job but are not able to live on what they earn. The figures here as we know reach millions. Many others have to accept part-time work because they cannot find any other, they cannot find full-time work. This is particularly the case for women. Others are forced to carry out several jobs at the same time because it is impossible for them to live from one of them. The work of many persons is often empty, unsatisfactory and poorly remunerated.

The most important message of the Kreisky Commission is that unemployment could, in Europe, be halved by the middle of the 1990s. However, if this is to be achieved, governments, both sides of industry – i.e. the trade unions and employers – must co-operate in order to fight unemployment.

Moreover, according to the Kreisky Commission, European governments must better co-ordinate their economic policy so that economic growth should be maintained at 3.5 to 4 per cent in the medium term. This would increase employment yearly by 1.5 per cent and cut the unemployment rate by 1 per cent.

Unemployment must be combated with a package of measures. As well as unconventional employment

initiatives, there must also be, in my opinion, a reduction in working time. We should consider all possible methods to attain this goal. For instance, not only could the normal working week be shortened but restrictions could be placed on overtime. However, experience has shown that an appeal to reduce overtime is not sufficient.

Environmental protection also provides an opportunity for increasing work. Its contribution to job creation is indeed, being, increasingly recognised. The Kreisky Commission also mentioned this recently referring to many positive examples in certain EEC countries such as Denmark, France, the Federal Republic of Germany and the Netherlands.

Let us join together and pool our economic and social resources to create jobs in those areas where they are urgently needed; whether in the environmental sphere, the social sphere, or in the services sector.

I believe that we can find a solution to the employment problem of the industrialised nations by taking common economic policy initiatives to ensure economic growth, by redistributing work to all of those who are able and willing to work and by creating jobs in socially necessary and new spheres.

The problems of the developing countries are multi-faceted. These countries need, above all, investment capital in order to build up a solid economy. Today, they are utilising this capital to a large extent for the production of export goods. They do this above all to service their foreign debt.

Ideally, we should help the developing countries so that they are in a position to continue helping themselves. They should be assisted in building up an infrastructure and establishing enterprises to produce goods for domestic requirements. Investments should also be directed towards training manpower so as to have a solid basis for long-term development. By means of state social and infrastructure programmes, labour and income could be created which would, in turn, boost demand.

Assistance programmes up to the present time have hardly improved the situation in developing countries. A striking example of this is the international debt policy. Given the lack of success achieved with development aid up to now, it is my view that there can be no solution of Third World problems using traditional concepts.

We have to consider new concepts – but also old ideas which have not so far been put into practice. For example, the former Austrian Chancellor, Doctor Kreisky, proposed a “Marshall Plan” for the developing countries.

I note with great interest the discussion on the question of night work. Whereas all regulations up now were only valid for women, the objective is to develop standards which should be valid for all workers, irrespective of their sex.

The view that night work for men has to be limited, on account of the same social and political considerations, is pertinent. A ban on night work for workers of both sexes is something worth striving for – even if is scarcely feasible at the present time. Nevertheless, we should try to limit night work to as great an extent as possible.

In no way should we accept a further development of night work on the grounds that there should be a better utilisation of machinery and an increase in productivity.

Any new regulations on night work as incorporated in international standards should have as broad a scope of application as possible. At the same time, however, individual member States of the International Labour Organisation should have the necessary flexibility to adapt them to their national legislation.

Irrespective of this, the justification of night work should be constantly assessed and possible alternatives sought. In the case of night work which is absolutely necessary, however, those workers concerned must be granted compensation to lighten their burden.

In conclusion, I should like to express the sincere wish of my Government that the International Labour Organisation should continue in the future, as always, to be the platform of international social policies.

Moreover, I should also like to express my personal will and that of the Federal Government of Austria to do everything in my power in order to fulfil our common objectives.

Mr. TIHELI (*Minister of Employment, Social Welfare and Pensions, Lesotho*) – Permit me, Sir, on behalf of my delegation and on my own behalf, to congratulate you on your unanimous election to the presidency of the 76th Session of the International Labour Conference, a session which marks the 70th anniversary of our Organisation. Your election is also a source of pride to our subregion.

May I also take this opportunity to congratulate Mr. Michel Hansenne on his assumption of the duties of Director-General in these taxing times. We wish also to thank Mr. Francis Blanchard for his long service in the ILO and to wish him a happy and fruitful retirement.

We meet here at a time when most of our countries, especially the developing ones, are experiencing worsening economic conditions which are characterised by, amongst others, external debt, unemployment, decreasing agricultural productivity and heavy reliance on external financial resources. Coupled with these problems is the introduction by international financial institutions of structural adjustment programmes. Such programmes, which are meant to help our countries gain a sound financial footing, make a mockery of our manpower needs with respect to the problems of underemployment and unemployment. It is our conviction that these programmes should be redesigned to have a more human face so that they should cease to bring destitution to the vulnerable groups.

Structural adjustment programmes with a human face can help us achieve economic growth through better management of our economy. The argument here is that development should be by the people and for the people and development programmes should thus elevate the human condition.

Economic recovery and growth have not been the same in the developed and developing countries. The recovery of our economies is a necessary condition for the creation of employment in our countries. The road to recovery is a long and difficult one. It is made more difficult in the case of Lesotho by the recent downward trend in the price of gold on international markets. This trend is having a negative effect on job security for our migrant labourers. Marginal mines

are closing down and this compounds our unemployment problem.

It is projected that about 30,000 miners stand to lose their jobs due to the falling price of gold. The evils of the migratory labour system are well known. We are making a concerted effort, and this is reflected in our current Five-Year Development Plan, to expand the productive sectors of our economy with a view to creating more employment opportunities. In addition to this effort, the Lesotho Government has embarked upon complementary programmes whereby new entrants into the labour market, the unemployed and repatriated miners will be trained and retrained in various skills in order to prepare them for employment of self-employment. We are confident that, with appropriate and effective assistance from our partners in development, we will be able to achieve our objectives.

My delegation fully commends the Director-General for the agenda which he has placed before this session of the Conference. My country attaches great importance to the revision of the Night Work (Women) Convention (Revised), 1948 (No. 89), some of whose provisions can best be described as outdated. In Lesotho, both in the public and private sectors, employed women by far outnumber men. The main reason for that is the system of migrant labour whereby most of our able-bodied men work in mines outside the country. We feel it advisable that women should play a major role in the development of their country and should not be hindered by outdated laws and conventions. It is also our hope that this revision will go a long way towards addressing the question of equality of opportunity for women.

We welcome discussions on the use of chemicals and we will continue to support the ILO's endeavours in the improvement of the working environment. It is common knowledge that, despite the ILO's efforts, the developing countries are victims of the industrialised world. They are used as dumping places for condemned and untested medicinal chemicals and for outdated and hazardous chemicals and equipment. It is our hope that the ILO's action, through its international instruments, will be geared towards curbing this trend. Multinational co-operation should not be allowed to lead to the application of inferior standards in developing countries as compared with those in force in industrialised countries.

The Director-General has ably dealt with protection of the environment, a topic on which my Government places high priority. My Government, with the assistance of the World Bank, hosted in 1987 a high-level international symposium on environmental issues. With the implementation of the Lesotho Highlands Water Project, my Government has, as a priority, come to address the sad state of affairs of our environment. Thanks to the symposium, my Government now has a plan for environmental protection, a plan which it sees as another way of creating employment.

The inalienable right of peoples to self-determination is one of the cornerstones of public international law. We should wish again to register our abhorrence of the system of apartheid, a system which has been declared a crime against humanity. As a country, we stand for equal opportunity and remuneration, for equal work and freedom of association. We are, however, encouraged by the positive trend of events in Namibia and we are looking forward to welcoming

Namibia as an independent State in the international community. It is our fervent hope and belief that the ILO and other donors will come to the aid of the employers and workers of an independent Namibia.

My delegation is appreciative of the activities of the ILO in the occupied Arab territories and feels that such activities should be sustained. We believe that Arab workers should be guaranteed their rights through a process of dialogue.

Let me express our gratitude to the Office of the Director-General that, given the austerity measures and non-payment in full of contributions by some member States, there is a zero growth in the 1990-91 budget as compared with the 1988-89 one. We take this opportunity to once more encourage those member States which have not paid in full their contributions to do so in order to sustain the technical co-operation programmes.

Finally, in my statement to the Conference last year, from this same podium, I referred to the problems in my country caused by the rivalry between our two trade union federations, which had led to the failure of the workers to agree on their delegate to the 75th Session of the Conference. I am happy to report that the two trade union federations, in co-operation with my Ministry, have been holding talks aimed at bringing about unity between them. It is my honest belief that the current negotiations will bring about reconciliation between the two federations.

Original - German: Mr. NAGY (Workers' delegate, Hungary) - I should like, first and foremost, Mr. President, on behalf of my delegation, to congratulate you on your unanimous election as President of this session of the Conference. I am convinced that under your guidance our Conference will successfully tackle the tasks before it.

Allow me to express, on behalf of the Central Council of Hungarian Trade Unions rallying over 4 million organised workers, and on my behalf, best wishes to Mr. Michel Hansenne on his election as Director-General of the International Labour Organisation. May his activities continue to promote the ILO's beneficial influence over the world of labour. I can assure him that he can count on the support of Hungary's trade unions in his endeavours in pursuit of the interests of wage and salary earners.

I consider this a good opportunity for me to participate, for the first time as a Workers' delegate, in the work of this particular session. The issues covered in the Director-General's Report to the 76th Session of the International Labour Conference strongly concern our country, including the Hungarian workers as well.

The first of these issues is the extremely heavy debt burden of some of the world's countries and also whether and how these countries will be able to meet their financial obligations, while simultaneously introducing the unavoidable structural changes in such a way that the resulting social costs may still be acceptable to society.

There are few more important questions than this today. By now, not only the debtor countries feel distressed by the over 11 hundred billion dollar debt which has accumulated in the world. This amount carries with it the possibility of an unforeseeable and incalculable financial crash, which would seriously affect the creditor countries as well as the indebted

ones. A sign of recognition of this is the attempt of the national governments concerned, the international financial organisations and other international forums to elaborate ideas for tackling the debt problem.

Hungary, too, has been caught in the debt trap for years now. Our convertible debt is considerable.

We must spend \$1.3 to \$1.5 billion for the repayment of interests alone, which would represent the export of 5 to 6 per cent of the GDP if we were to make the payment without borrowing additional net credits. However, even through the greatest possible efforts, we are unable to achieve such a surplus in the balance of payments. Therefore, the size of the debt and its burdens continue to grow inevitable. Such is the situation, and under the pressure of our external financial obligations the real remuneration of wage and salary earners has been constantly declining, workers' living conditions have been deteriorating for already a decade now and, after long decades, we are once again threatened with unemployment.

Although it was not the workers who brought about the current situation, which was caused by wrong decisions, mistakes, and deep-rooted structural economic and political reasons, it is they who have to bear the burdens. The exceedingly great size of the debt is due rather to attempts to counteract worsening exchange rates, erroneous development policy, failure to make structural changes, depreciation, and debt financing, than to the protection of living standards and employment. At the same time, for the sake of maintaining our viability, wage and salary earners and pensioners are forced to make sacrifices that gradually strain tolerance within the country and undermine our credibility abroad.

The experiences of our country also confirm the conclusions made by the Director-General's Report: debtor countries are unable to find a solution to the debt problem out of their own resources!

In saying this I do not mean to diminish the responsibility of national governments. Obviously, the main responsibility for the situation lies with the national economic policy which has led to indebtedness and, similarly, decisive steps to solve the problem must also be taken at the national level. Yet, it cannot be denied either that the process of incurring debts was encouraged by the seemingly favourable offers of credit of the international money market and the fact that creditors are interested in investing their excess capital profitably.

The spirit of the report is suggestive of the collective responsibility as well, and urges that the debt problem be tackled at the international level. In addition to this, of course, it also puts forward suggestions falling within the scope of the ILO's activities. These recommendations, I believe, will be very useful for the Hungarian trade unions in their discussions with the government and the employers, as well, as our partners very often endeavour to solve the pressing problems at the expense of social expenditure and, in a broader sense, at the expense of the workers.

In view of all of this, the current session of the International Labour Conference represents a considerable contribution to the endeavour of the Hungarian unions. We do need this help urgently, as our country is going through a historic period and turbulent social changes. And perhaps one of the most important prerequisites for these changes to continue

in the right direction, without social unrest, is the maintenance of economic stability.

We have embarked upon building a democratic law-governed State, guided by European standards. A law-governed State where creative work, freedom, justice and solidarity are prevailing values, and one which is built on the principle of self-reliance and free development of the individual. The system of political institutions which is now being formed allows a constitutional multi-party system and a coalition government.

The Hungarian trade unions support endeavours aimed at establishing a democratic law-governed State, as in our view the exercise of human and trade union rights is essential in every country, irrespective of its social system.

The Hungarian trade union movement is not unaffected by all these changes. In conditions of union pluralism, by now a reality, the trade unions grouped together in the Central Council of Hungarian Trade Unions have to compete for the confidence of their members.

These organisations are no longer the same as they used to be. They are autonomous organisations safeguarding the workers' interests, independently of the Hungarian Socialist Workers' Party of all other parties. We have started along a road which can lead to the workers taking possession of their own trade unions once again. The steps we have taken so far, the trade union elections now under way, the preparation of the new by-laws the establishment of a structure in which the autonomous will be grouped together in federations, all serve this purpose. We want to become a trade union movement which is a real organisation safeguarding the workers' interests and one which operates independently from parties guided exclusively by its members' interests; one which carries out its activities in a responsible manner and which behaves reliably to its partners too; one whose elected leaders work with the members' control; which is built from the grass-roots and whose activities, by its members determined, are pursued openly.

All of this also means that we support the development of political pluralism while, like many West European unions, we also aim to preserve trade union unity. In other words, we do not intend to dissolve or dismantle the already existing alternative unions. We consider their presence to be a reality in the social and political system. Our endeavours are aimed at ensuring that the unions grouped together in the SZOT, which are being renewed and have a large membership, provide the support and protection to their members through which they may earn the workers' confidence.

It is only through its own efforts and with the support of the world and especially of Europe, that Hungary will be able to overcome its difficult situation. This support, however, cannot be conceived without the solidarity of the trade unions of other countries. Therefore, the Hungarian trade unions intend to strengthen their ties with the trade unions of the world, primarily with those in Europe, and their international organisations. True to our traditions, the Hungarian unions would like to continue to be active participants in the united and successful intervention of the ILO Workers' group, and in promoting the prestige of our Organisation which has a rich past.

I am confident that this session will also well contribute to a better understanding among nations. In the hope of this, I plead for your understanding, support and help for the endeavours of the Hungarian trade unions.

Original - Spanish: Mr. MARTINEZ BRITO (*Government delegate, Cuba*) - Mr. President, allow me to congratulate you on your election to the presidency of this session of the Conference. We know that you are going to lead these deliberations in a very able manner.

We are particularly pleased to see that you have been elected to this high post because of the great friendship which exists between our two respective leaders, governments and peoples, and because Zimbabwe is a true example of the fight for freedom and independence in Africa, and is a significant representative of the Non-Aligned Movement.

We have examined the Report of the Director-General of the ILO, entitled *Recovery and employment*, and it serves as a basis for our discussions in this 76th Session of the annual Conference of the International Labour Organisation.

We consider realistic and objective some of the statements in the Report; for example, the evaluation of the enormous potential of resources resulting from disarmament which could be used for development and the reference to the failure of the policies in force up until now, by considering case by case the financial problems of the developing countries.

Nevertheless, the Report in itself is contradictory and it contains nothing more than good intentions and the superficial sugarcoating of a bitter pill, in an attempt to find in the "magic of the market" the universal panacea for the solution of the unknown aspects of economic development.

It is not necessary to go on at length about the situation of poverty, unemployment, indebtedness and economic, technological and social backwardness which afflict Third World countries, and especially Africa and Latin America. A lot has already been said, and many plans have already been presented, supposedly in an attempt to find solutions, but the sad reality is that the results did not concord with the supposed goals. The euphoria which was awakened by the economic growth of some countries is merely an illusion of world recovery.

However, the situation of developing countries as exporters of capital to wealthy countries is both continuing and worsening and it does not appear probable that they will accept indefinitely that the economic recovery of some countries be based on the growing crisis in their own. It is obvious that, without the solution the problems of the Third World, there can be no sustained nor stable development of the world economy. There are numerous examples of this in Latin America and one could say that they apply to almost all of the countries in the region, in which eight consecutive years of economic crisis associated with foreign debt and adjustment policies have resulted in nothing other than greater economic and social recession and even violent social outbursts.

For a number of years now Cuba has developed a widespread movement for the purpose of raising awareness, in the progressive sectors of Latin America, about the serious consequences of debt on the future of our peoples, and Cuba has drawn attention to the need that there is for unity of action in the

debtor countries in order to change the distressing present situation. We are pleased to see that the Director-General in his Report makes reference to the failure of the policies applied by considering case by case the financial problems of the developing countries.

Cuba has also stated that the resources for the development of the Third World have to come first and foremost from the huge transfers of capital which are being made to the developed capitalist world through the service of foreign debt and the brutal deterioration of terms of trade which they have imposed upon us.

Not only must the debt disappear, but also its pillars and its fundamental causes which consist of the unequal trade, protectionism, dumping and financial and monetary manipulations of which we are constant victims.

In the same way as it has been possible to find solutions for the strengthening of the struggle for world peace and for an end to military confrontation, it is now time to discover ways and means to put an end to this other confrontation, as a result of which hundreds of millions of people are living in misery and backwardness. It is absolutely imperative that the right to development becomes a reality for all peoples.

From our point of view, neither the suggestions contained in the Report nor any others, such as the Brady Plan, which is also known as the plan of the unknowns and insufficiencies, are useful in dealing with the true essence of the debt problem, and thus the Cuban analysis of the impossibility of repaying the debt, the need to cancel it and to establish a new international economic order, remains fully valid.

Other important subjects are the object of attention of this session of the International Labour Conference, and the Government delegation of Cuba is participating with great interest and constructive spirit in its analysis and discussion.

Referring to the programme and budget for the next two years, my delegation thinks that this has been elaborated on the basis of elements which are more appropriate than in previous years, but we must point out that it is still possible to make greater savings, that the activities and meetings could be more productive and less expensive and that finally we should go on improving our programmes and budgets in order to make them more effective and more appropriate to the needs of the member countries.

Different resolutions concerning aspects of special interest for our countries were presented for the consideration of this session of the Conference. Cuba values many of them very highly. However, in view of the formalities established with respect to priorities, and considering the political importance of the problems, my country would like to support first and foremost the resolution related to the protection of the rights and freedom of Arab workers and employers in Palestine and other occupied Arab territories and the resolution which refers to development, foreign debt and the social objectives of the ILO.

The Committee on Apartheid meets this year at a crucial time when this shameful regime is approaching its end, and this moment also coincides with the process which is bringing us closer to the independence of Namibia, and we see that the South African racists have had to accept their defeat thanks to the heroic struggle of the freedom-fighters of SWAPO

and the complete defeat which they suffered in the south of Angola, confronted with the Angolan army and the internationalist Cuban fighters.

The efforts and the blood which has been spilt must lead to a process of democratic election, a free process and one with all the guarantees which are necessary to ensure the true independence of Namibia. My country considers that the ILO has to make its opinion known in this respect in the conclusions of the Committee on Apartheid and that if possible a delegation from our Organisation should be able to participate as an observer in these elections.

Cuba, down there in the Caribbean, is consolidating its economic and social development. Our people is showing achievements in the fields of education, health, the economy and culture which are the results of 30 years of revolutionary efforts. We are confronting our errors, resolving then and going forward. We are trying to find all the possible potential of socialism, and we are convinced that socialism is the only way.

We are building our new society under difficult conditions, located as we are only 90 miles from the brutal empire, the empire which is still manipulating Latin America as if it were its own backyard and which is trying to transgress on the national sovereignties of many of our countries with aggressions that are sometimes disguised and sometimes overt, but always filthy, like, for example, the cases of Nicaragua and Panama.

The Cuban people has opted once and for all for socialism, for Marxism, Leninism, and in order to preserve our freedom and our socialism we are all of us, millions of Cubans, prepared to do anything; the Yankee imperialists should be aware that "socialism or death" is not only emblazoned on our coat of arms, but in our hearts, as well.

Mr. SUNMONU (*representative of the Organisation of African Trade Union Unity*) – Mr. President, please allow me to join those who spoke before me to congratulate you on your well-deserved election. Permit me also to again congratulate Mr. Michel Hansenne, the newly elected Director-General of the ILO, and to wish him, on behalf of African workers, a successful tenure of office.

The work of the ILO in the vital areas of international labour standards has been of tremendous assistance to trade unions and employers' organisations throughout the world, especially in African and other Third World countries. The recent Organisation of African Trade Union Unity/ILO Seminar on International Labour Standards held in Accra from 20 to 22 April 1989 for top trade union leaders from over 20 countries in Africa is one of the good examples of ILO's work in this field.

Many more such seminars should be organised by the ILO to improve the knowledge of workers and trade union leaders. It is in the field of workers' education that the impact of the ILO is most felt by African workers and trade unions.

We are therefore very happy with the joint educational activities carried out during the year under review between the OATUU and the Workers' Education Branch of the ILO.

The OATUU/ILO Jobs and Skills Programme for Africa (JASPA) Seminar on the "Role of African workers on employment creation" held in Harare,

Zimbabwe, in November 1988, has been so useful and successful that we would like similar seminars to be carried out in each of the five subregional zones of Africa within the next two years. It would, however, be necessary, as a result of the experience gained at the Harare seminar, to have concrete proposals for small and medium-scale enterprises in which trade union funds can be invested at future seminars.

The assistance of the ILO Women and Equality Sections and Workers' Education Department in organising with us in Accra, Ghana, in September 1988, a seminar for African working women for English-speaking African countries on development has been of great assistance to our working women. We are happy that a similar seminar for working women from French-speaking African countries will be held in Dakar in September this year.

An elaborate programme for trade union co-operatives has been worked upon for African trade unions by the Co-operative Branch of the ILO in collaboration with the Organisation of African Trade Union Unity. It is our hope that necessary funds will be secured for the effective take-off of this important project.

Our appreciation, therefore, goes to the Director-General, the Assistant Director-General for Africa and their able officers who have contributed to the success of the above-named programme. To these programmes should be added the intensive educational programme for the treasurers and finance officers of African trade unions from English and French-speaking African countries, held in Geneva in January 1988 and January 1989, respectively.

The Director-General's Report entitled *Recovery and employment* is an excellent one. Most of the observations made in the Report confirmed what the Organisation of African Trade Union Unity has been saying over the past three years; that the structural adjustment programmes forced on Third World debtor countries, including almost all the African countries, by the International Monetary Fund and the World Bank have worsened the economic, political and social conditions of African countries and peoples. They have not only made the debtor countries the exporters of capital to the developed creditor countries, but they have also destroyed the infant industries and social infrastructures like schools, hospitals, roads, housing, etc., of the debtor countries. The structural adjustment programmes have been selfishly fashioned to swell the vaults of the transnational banks at the expense of the lives of hundreds of millions of peoples of the Third World debtor countries. Recent UNESCO publications on the effect of structural adjustment on education also confirm the failure of these programmes.

The most condemnatory remarks on the failure of structural adjustment programmes in Africa came from the report of a Staff Study Mission to Great Britain, Ghana, Senegal, Côte d'Ivoire and France from 29 November to 20 December 1988, to the Committee on Foreign Affairs, United States House of Representatives, entitled "Structural Adjustment in Africa: Insights from the Experiences of Ghana and Senegal".

In its summary conclusions, the report stated, inter alia, "In rural Ghana, adjustment has benefited the minority of cocoa farmers, but these gains have mainly gone to a relatively small and privileged group. Real per capita income of the overwhelming majority

of food farmers has stagnated, with especially unfavourable consequences for women and children. Certain adjustment policies, such as dramatic devaluation and tight credit, have had a negative impact on the poor. Mainly, structural adjustment has ignored the key constraints to equitable development in the rural food economy”.

On Senegal, the report said, among other things, “In rural Senegal, adjustment policies helped alleviate poverty in the short run, but a downward trend is developing due to falling world groundnut prices and urban protests. ‘Privatisation’ has not fulfilled its promise due to precipitate and ill-phased implementation. Among urban Senegalese, poverty has clearly been aggravated by such adjustment policies as wage restraint and import liberalisation. The application of certain policies has been harsh and poorly planned”.

The United Nations Economic Commission for Africa published in April 1989 “African Alternative to Structural Adjustment Programmes: A Framework for Transformation and Recovery in Africa”, and it has ably diagnosed and suggested solutions that differ in content but are more relevant in application to the needs and interests of Africa and her peoples.

Please permit me to reiterate from this rostrum, the position of African workers that the International Monetary Fund/World Bank imposed structural adjustment programmes are incompatible with the development, social progress and peace of African countries and peoples. The solution to the current economic crises of the Third World debtor countries, including African countries, lies in: the total cancellation of the debts; a people-oriented development strategy that will lead to the progressive satisfaction of their basic needs; the development of agriculture through protection, assistance and pricing policy to ensure food self-sufficiency; equitable terms of trade; and, finally, economic integration of Africa. We reject any economic policy that leads to the economic enslavement of our continent and the impoverishment of our peoples.

This year marks the 100th anniversary of May Day and the 70th anniversary of the ILO. While we congratulate ourselves and our fellow workers throughout the world, we call for mutual understanding, co-operation and a joint struggle for a more humane, just, egalitarian and peaceful world. The common denominator of unemployment, social injustice, threat to environment and peace, make the unity of the trade union movement of the world an urgent necessity. The cold war within the trade union movement is over.

We congratulate the ILO on its 70 years of dedicated service to mankind. The constituents of the ILO should continue to work for the ideals upon which this Organisation was founded.

I cannot conclude this address without condemning the apartheid regime of South Africa for its crime against humanity. In spite of the regime’s recent declarations of its desire to abolish apartheid, its refusal to release Nelson Mandela and other detained political and trade union leaders, the maintenance of apartheid laws, the repressive trade union amendment act passed last year, its abhorrence of democracy and majority rule, its economic and political suppression of the majority black population, make it imperative for the international community to isolate the apartheid South African regime economically,

politically and socially through the only peaceful means available – that is, economic sanctions.

On behalf of all African workers, I call on the Governments of Great Britain, France, the Federal Republic of Germany, Japan, Taiwan, South Korea and Switzerland to legislate economic sanctions against the racist South African Government.

The General Council of the Organisation of African Trade Union Unity, at its 11th and 12th General Council meetings in Tripoli and Accra in April 1988 and May 1989 respectively, asked all its affiliates, subregional organisation and specialised agencies to suspend all dealings with the Hanns Seidel Foundation of the Federal Republic of Germany because of its support for apartheid, especially in Namibia. We therefore also call upon the ILO and all its regional offices to stop all dealings with the Hanns Seidel Foundation. We welcome the process to Namibian independence. However, we call for vigilance to ensure the strict implementation of the United Nations programme to ensure the independence of Namibia by 1 April 1990. Our solidarity and support also go to the oppressed Palestinian people in the occupied Arab territories. We call for an end to the daily slaughter, maiming, jailing and oppression of the defenceless Palestinian people in the occupied West Bank and Gaza Strip by the Israeli authorities. Justice demands the recognition of the rights of Palestinians to their homeland. Without justice there can be no peace.

Original – French: Mr. MULLOR GARCIA (*Apostolic Nuncio, Permanent Observer of the Holy See in Geneva*) – Mr. President, first of all I should like to express the most sincere congratulations from the delegation of the Holy See on your election to the presidency of this Conference. You bring with you a measure of the African wisdom which is dear to all of those who, like myself, have had the privilege of spending a long time on your continent.

“We live in a time of paradox.”

This incisive phrase commences the last report submitted by Mr. Francis Blanchard to the International Labour Conference after almost 40 years of service to the Organisation, the last 15 marked by exceptional devotion and intelligent service as Director-General.

This affirmation sums up today’s complex world of labour and production, of economy and finance, in an increasingly interdependent environment, and of social extremes which range from shocking personal or national wealth to the even more shocking condition of 950 million human beings who live in poverty.

The delegation of the Holy See congratulates the outgoing Director-General on his Report, which, at the same time, is a message. In greeting his successor, Mr. Michel Hansenne, whose sense of human and social responsibility is equally well known, my delegation expresses the hope that he will continue to guide the ILO in its efforts to find a response to the broad questions raised by this lucid and concrete analysis.

This Report is optimistic in intent. Far from dwelling on the darker sides of the current social situation, it suggests a series of possible solutions to the major problems of the North – the consequences of persistent unemployment – and of the South – the harmful consequences of debt which affect a number of coun-

tries in the Third World, and which are so often described from this rostrum.

To choose optimism instead of pessimism creates a favourable climate for continuing to make the ILO an instrument for concertation and social creativity. To be aware of the need to check the current trend of limited economic recovery in the North and growing impoverishment in the South shows clear-sightedness and daring, inspired by compelling moral, technical and political reasons.

We are indeed morally bound to reverse the current situation. Like individual selfishness, class and regional or national selfishness also have a limit. Nations, no more than individuals, can consider themselves rich and developed, if they are surrounded by others living in misery. Indeed, poverty eventually erodes the solidity of development based on the detriment of those who belong to a society which claims to be autonomous, rich, prosperous, solid and open to the future. This is a fact which is confirmed by history. All empires, old or modern (yes, the modern ones, as well), which are based on an unequal prosperity of their citizens – are ultimately destroyed from the inside.

We could say that the gangrene of selfishness weakens social structures by denying the worth of any member. Sooner or later, the oppressed will revolt, evidencing the moral requirement to recognise the personal value of each individual before taking stock of the contributions they may make through their work or social activity.

This is an ethical lesson which cannot be ignored in our day, as the world grows richer and more interdependent. The stock market crash of October 1987 has proved this in an outstanding fashion. Whereas the rich countries easily coped with its harmful effects, the developing countries have sunk deeper into poverty. Today, more than ever before, it is clear that at least part of the wealth of certain countries is accumulated to the detriment of other human communities, often more numerous and always more disadvantaged.

It is revealing, for example, that the growth of the GDP of sub-Saharan African countries, where I myself have lived, has fallen from 4.6 per cent in the 1960s to less than -0.5 per cent in the 1980s. Common sense, let alone morality, requires that the serious consequences of this situation, which can be traced largely to the massive indebtedness of the least developed countries, be shouldered by all.

The responsibility for this truly novel situation has to be shared by those who lent large capital sums without enough forethought, and those who accepted the same to meet short-term needs, in spite of their technical inability to envisage all of the consequences of their indebtedness.

My delegation would like to express the most sincere wish that dialogue and concertation will serve to bring about a solution to this vital problem, without any country being humiliated. We cannot wait until the idea arises of a revolt of the debtor countries which would result in world-wide economic and financial paralysis.

In this area, morality can be backed up by technical measures inspired by a confident and wise social spirit. This leads my delegation to support the Report of the outgoing Director-General when he suggests a series of measures to promote recovery and adjust-

ment so as to enter the final decade of this century with the prospect of recovery and prosperity for all.

Technical measures and morality meet, for example, in the suggestion of job creation, especially in the tertiary sector; the allocation of foreign loans to truly productive activities; the "conversion" of debts negotiated at the market rate and their reduction if necessary; the mobilisation of domestic savings in various countries, especially the developing countries; a wiser selectivity and a more careful setting of priorities for state expenditure; the adoption of macro- and micro-economic measures to encourage investments to improve productivity and income for the poor; in some countries, the setting up of machinery to curb domestic over-consumption and, in other countries, to encourage a desirable increase of consumption of the poorest groups; the encouragement of workers' savings, particularly in the form of shareholding; investment in traditional agriculture; and finally, the continuing promotion of tripartism, which does credit to the ILO, in all spheres of government action likely to affect the standard of living, such as social security, health care or education.

To reverse certain current economic and financial trends is also an act of political lucidity. The idea of universal brotherhood, shared by all of the major religions, which adds its basic force to that of human rights and rights of peoples, requires that every nation recognise the other human communities as equals in dignity and political worth. This equality cannot be ignored at the time when we are laying the foundations for turning international trade into a meeting of human beings and not an attempt to despoil the weakest, and transforming the planetary economy into a world-wide instrument of peace and the international organisations, of which the ILO is the oldest, into forms for dialogue and the pursuit of the common weal.

It was with this in mind that Pope John Paul II wrote his Encyclical *Sollicitudo rei socialis*. I should conclude by sharing with you this thought of the Pope, which, I feel, is also a tribute to the work done for multilateral diplomacy and an encouragement to all of those who contributed to it. I quote: "The existing Institutions and Organisations have worked well for the benefit of peoples. Nevertheless, humanity today is in a new and more difficult phase of its genuine development. It needs a greater degree of international ordering, at the service of the societies, economies and culture of the whole world." This doctrine was confirmed by John Paul II a few days ago on his arrival in Copenhagen where he advocated the coming of a new world. "Humanity," he said, "is between a future of hope and promise and a future of violence and poverty: it is up to each of us to contribute to the coming of this new world."

Original – French: Mr. NDOYE (*Minister for the Public Service and Labour, Senegal*) – I am very pleased Mr. President, to join those who have already spoken here in congratulating you on your brilliant election to the presidency of the 76th Session of the International Labour Conference.

I should also like to congratulate the other Officers whose contribution I trust will be considerable in the accomplishment of your high functions.

On behalf of the Government of Senegal and on behalf of my delegation, as well as on my own behalf, I should like to take this opportunity to address my

congratulations to Mr. Michel Hansenne for his election to the post of Director-General of the International Labour Office and to present him with my best wishes for success in his new functions.

I should also like to pay a highly deserved tribute to Mr. Francis Blanchard, the retiring Director-General, for the competence and devotion with which he has served the cause of our Organisation in the last 15 years.

On the occasion of the 70th anniversary of our Organisation, and at a time when the social situation in the world gives rise to the greatest concern, the Report of the Director-General takes on special significance in that it addresses a problem confronting our States with the utmost urgency, that of recovery and employment.

It is now over 40 years since the right to work was proclaimed by the Universal Declaration of Human Rights, and nevertheless, despite real efforts that have been made, the objective still seems very far away. It is a problem of our society as a whole.

The question is to know whether there is hope. This is the least that we can expect of these assemblies, which in the past have provided so many opportunities to make high quality contributions on this subject and on many others requiring solidarity in the common search for solutions. It is the least one can expect of an Organisation which says it is concerned with equality and social justice because, while the egalitarian ideal of satisfactory work for all might not be achievable, a just society nevertheless must aspire to no less than this.

If we have proclaimed that all men are born equal and are equal before the law, is it not about time that this should become a reality?

We are here in order to show that we believe this as well as we believe that development is a fundamental mission for all men and all peoples who are responsible and concerned about the destiny of their planet.

The time has perhaps come now to reflect on economic recovery and employment, at a time where we are living through many changes.

The Director-General, in his Report, reminds us very rightly that "the resumption of growth is trumpeted everywhere... and yet, what is the evidence before us? In spite of the encouraging rate of growth of the world economy, much of the Third World is sinking deeper into poverty... There is little reason to believe that this haemorrhage will end so long as the debt problem persists... Unemployment rates in many industrialised countries have been at their highest levels... and a majority of developing countries have experienced rising unemployment and underemployment as well as increased poverty."

If the question of structural adjustment and the debt has become a prime subject of international debate, it is because in our countries the threshold of poverty has reached the limit of what is bearable. Debt is one of the consequences of the impoverishment of countries which have had no opportunity to recover.

Thus, despite the subsidies, considered to be substantial, by the rich countries, economic and monetary flows between the countries of the North and the South remain to the advantage of the North. This is a paradox which can be explained by what President François Mitterrand termed "neocolonialism in trade" and which must be ended.

This is a *sine qua non* condition of any development strategies that our States adopt in order to promote the necessary structural adjustments, growth and greater social justice.

It is about time that the rich countries become aware of the need to improve the conditions in the terms of trade, an improvement which is, in fact, in the mutual interests and to the reciprocal advantage of all partners.

A just solution at the world scale is an absolute necessity because the problems posed by the debt and the terms of trade cannot be solved on a national basis, whatever the political will of a State or of a group of States.

If our countries are unable to free themselves from this vicious circle of debt in order to ensure equitable growth, it is because the indispensable resources needed for such a process are drained by the servicing of their debt. After several years of negotiations on a case by case basis, the problem of foreign debt which burdens the poor countries continues to elicit great concern. This is the reason why we have to search for a solution through a global approach, a better co-ordination of economic policies through more open markets, higher prices for commodities and a strategy at the world level to overcome the problem of external debt, in order to stimulate recovery.

In this respect recent measures taken by certain rich countries to cancel public debts held by the poorest countries in an effort to stimulate recovery need to be commended as acts of solidarity.

These measures prove that North-South dialogue is not yet dead. The countries of the South are thus still partners of those of the North in the construction of the world economy on the eve of the twenty-first century.

It is therefore clear that if we want to avoid overly simplistic adjustment models which have so far overlooked the micro-economic dimension, and therefore the specific social cost for each country, we must recognise that, on the one hand, the greater the initial debt burden, the more difficult it will be to achieve recovery. On the other hand, the lower the export perspectives, the more difficult it will be to bring about an adjustment by relaunching growth on an autonomous and durable basis.

Similarly, a long-term perspective is necessary for identifying the elements of an optimistic scenario, because we firmly believe in the possibility of an economic recovery which will allow the African countries to participate in the common effort of economic, social and cultural development for mankind at threshold of the third millennium.

Thus confidence is based on an act of faith which drives and moves the most precious and most vital characteristics of man, namely the force of the spirit and the interdependence of nations.

Our governments have in fact the will to pursue the process of unavoidable reform but nevertheless, we are launching an appeal for a negotiated refocusing of structural adjustment which will necessarily involve a reactivation of local markets and the organisation of viable economic spaces making full use of the production factors and resources available.

This approach has become indispensable in a world where the international environment is in constant change and where we hope the qualities and comparative advantages of the African economy will

be able to involve steadily and surely. But in order to do this it is essential that the objectives and methods be frequently reviewed and adopted to the imperatives of change.

At present, the future of the African economy is based on the hope of an immediate and sustained upturn in agricultural production, which will have a multiplier effect on the other sectors of the economy. However, the employment question demands that we be prudent in our approach to an agricultural development strategy based on modernisation and industrialisation.

While such growth may be favourable to development of services, the informal sector and small enterprises, its effect on job creation may be limited because until now major industrial investments have only had a relative effect on jobs.

In fact, as the Report of the Director-General confirms, in the trilogy comprising growth, employment, and satisfaction of basic needs, jobs are an essential element. The jobs for which our young people are waiting so anxiously.

Our young people, we are told, are the future of the country, the hope of a nation. I am tempted to say that the young are rather more the present of the country because it is through the force of youth that we are measuring the greatness of a nation, because a nation owes its continued existence to youth.

We may say that a nation without well-trained, well-educated, responsible and free young people is a nation without a soul. In the same way, young people without employment and without hope are tempted to lose their human dignity and, at the same time, they will doubt the virtues of society.

Unfortunately, a large number of men and women today have had to join the growing army of unemployed, who – victims of workforce reductions, closures of companies often caused by the alarming indebtedness of national or multinational companies, or victims of industrial relocation – are at the end of their hope and looking at the future in a very dispirited fashion since they are condemned to inactivity and, despite themselves, are dependent on social assistance and social security.

The social security system has also had to undergo the negative effects of the economic crisis. Its resources have fallen and payments have grown considerably, leading to a serious financial imbalance. Moreover, the economic crisis has also led to the development of the informal sector, whose unorganised nature has had disastrous effects on the social security system as well.

Therefore, we need to think about the threat facing a system which is based on solidarity. In a word, structural adjustment should, in taking account of the social dimension, be better able to understand the effects of the economic crisis on social security systems.

Social security, given its influence on the economy by the sheer size of the payment it makes, could contribute to development if it was appropriately planned.

The essential thing is to go beyond emergency assistance and to mobilise surplus labour, which is all the more precious because capital is rare. Sound solutions are suggested by our Director-General, especially in the field of public works programmes as well as the innovatory savings systems on the part of the

workers in order to contribute to the efforts to mobilise resources.

From this point of view, the industrialised countries have a responsibility not only towards themselves but also towards the developing countries because they have need of their solidarity; they need to work together with common responsibility and in a spirit of solidarity in order to solve the serious problem of the debt crisis in order to revitalise global growth and development.

But how can we speak of solidarity without thinking of our brothers and sisters in South Africa who are victims of apartheid, the racist institution which is the most odious and the barbarous that humanity has ever known? In fact, the timid reforms which were undertaken by the Pretoria Government have come to a standstill. The chances to arrive at a negotiated settlement seem to have vanished completely. Repression and oppression, suffering and the impoverishment of Black populations is increasing. The only encouraging facts in this sombre year, as this is underlined by the Director-General in his Special Report, are the hopes for a negotiated settlement in Namibia, involving the withdrawal of foreign troops from Angola and the application of resolution 435 of the Security Council of the United Nations on the independence of Namibia. In the Middle East, too, the situation is equally critical for the Palestinian people who are the victims of injustice and violence in the territories occupied by Israel. Senegal is supporting favourably the possibility of an international conference on peace in the Middle East in order to find a just, global and durable solution which respects the dignity of all peoples involved.

We are awaiting with hope that the spirit of confrontation which has marked these situations for too long is replaced by a search for common ground, which will put a rapid end to the drama, the victims of which are the Palestinian and South African peoples.

In this regard, we should consider some words from Hegel: Because men and women, unlike animals, do not limit their aspirations to mere survival, but to that of recognising each other as individuals, their own conception of life rises above life itself. This leads to a struggle for recognition.

I will conclude by insisting on the interdependence of human rights and to say that there can be no freedom or political stability in the world without economic security and without development and without social well-being.

From this viewpoint, we are launching an appeal for solidarity between States and between peoples so that in our Organisation we can create a "world social space" thanks to the virtues of dialogue and negotiation shown by tripartism.

It is because we believe in human solidarity in the service of international co-operation and development that we want to reaffirm here our will to do everything we can to further the concepts on which our Organisation is based, against the countercurrents, for the future of all the peoples of the world.

Original – German: Mr. VERZETNITSCH (*Workers' delegate, Austria*) – The 76th Session of the International Labour Conference is taking place almost 70 years after its first session, in October 1919, in Washington. I should therefore like to wish the Bureau of this year's Conference every success in

their work on this occasion. I am convinced that under your guidance, Mr. President, and under that of the Vice-Presidents, our joint efforts will bear positive fruit.

I would also extend my congratulations to the new Director-General of the International Labour Office, Mr. Michel Hansenne, and naturally also to the new Deputy Director-General, Mr. Heribert Maier. Heribert Maier comes from the Austria trade union movement and I am particularly pleased to see him being elected to his important office. It is a great distinction for him and a recognition of his years of successful work in the International Labour Organisation. His appointment is also a great honour for our country. I wish the new Directors-General of the International Labour Office the best of success in their difficult and highly responsible jobs.

At the beginning of my statement, I would like to emphasise that the trade unions have always attached great importance to the International Labour Organisation. The idea of adopting international instruments to improve working conditions might have seemed, seventy years ago, to be either too optimistic or even utopian. Meanwhile, however, 168 Conventions have been incorporated into the legislation of more than 150 member States and proved the use and necessity of such an approach.

Today it can indeed be said that the International Labour Organisation has proved its worth in a magnificent fashion. Not only has it constantly striven for improvements in working conditions throughout the world, but it has championed human rights and always pointed out that economic progress has to go hand in hand with social welfare.

At the beginning of this decade, criticism was being voiced about other international organisations and about the United Nations as a whole. We are fully aware, of course, that it is unjust to make such generalisations; for instance, multilateral co-operation in the field of labour is just as important today as, let us say, the protection of the environment. The previous speaker from Senegal made this very clear. He gave a number of examples to show exactly how important this international co-operation is. The series of successes achieved under the auspices of the United Nations recently has demonstrated yet again the necessity for a global approach to attain peace.

The Director-General chose a very topical theme for his report this year: *Recovery and employment*. In my country, as well, we are experiencing a marked economic recovery. In 1988, the economy grew at over 4 per cent. Equally strong growth rates have also been predicted for this year and next year. What is of particular importance to us as workers' representatives is that this economic recovery has a positive impact upon employment.

In Austria we succeeded, in an extremely difficult economic period between 1983 and 1989, in creating 90,000 extra jobs. Last year, we achieved our highest record in total employment terms since the Second World War, with 2.8 million salaried workers. These recent positive trends have contributed to the fact that unemployment, after a rather rapid growth in the eighties, has, for the first time, started receding.

Economists also predict that unemployment rates will be under 5 per cent in 1989 and 1990. In May of this year in Austria, they dropped to 4.3 per cent. This development demonstrates that also a small country can be successful in its employment policy if

there is strong political will and the objective of full employment is taken seriously.

Nevertheless, there is still an annual average of 150,000 unemployed in Austria and this must serve as a warning that we cannot – even in Austria with its sound economic situation – turn our sights away from labour market policy problems. All those who bear political responsibility must concentrate their efforts on the so-called problem groups in the labour market – women, the handicapped and the long-term unemployed. Unemployment, and ways to overcome it, is still the most important aspect of domestic policy – and must remain so.

The problem of mass unemployment throughout the world and in Europe has still not been solved. In Europe, at the moment, 20 million people have no jobs, i.e. 11 per cent of the whole of the working population. If you were to take together all of the unemployed and put them into one nation, they would constitute the fifth largest nation in Western Europe; and I think that this figure, demonstrates very clearly that we cannot give up the struggle.

The moderate cyclical recovery of the eighties has not changed the high unemployment levels. Only the market economic growth of last year has brought about a reduction in unemployment levels in some countries.

We need new initiatives against this unemployment which is partly structural in nature. Until there is a more uncompromising and vigorous struggle to combat the scourge of unemployment, it will remain too high.

Over the last few years some prestigious reports on global problems have appeared. The report of the Brandt Commission was concerned with the North-South problem; the Brundtland report commented on environmental problems. The recent report of the Kreisky Commission on employment issues in Europe also deserves attention, since its relevance goes beyond the confines of our continent.

Under the chairmanship of the former Austrian Chancellor, internationally renowned scientists and eminent politicians belonging to different parties, as well as employers and trade unionists, analysed the causes of unemployment and discussed proposals with a view to eliminating it.

The objective of the report is to make the politicians and the people of Europe aware, of unemployment problems and to propose solutions. The report says clearly that unemployment can be changed, that it does not simply have to be accepted. It can be eliminated by means of purposeful and firm policies.

Specific proposals for such a policy were made, covering the following six areas: protection of the environment, infrastructure improvement, technological and innovative policies, culture and education, and a policy for the information and communications sector as well as for East-West and North-South co-operation. This programme should also be supplemented by an policy concerning the labour market and working time.

The Kreisky report's relevance outside Europe is shown by two demands made concerning the future of the so-called developing countries and for our relationship with the Third World. First of all, the developing countries need more expert and economic assistance for their development, and not only on a bilateral basis. Secondly, the solution of the foreign debt problem, debt relief and reduction is a prerequisite

site for an improvement in North-South trade and in world trade as a whole.

These two main issues are certainly the points of departure for solving the most serious problems of the so-called developing countries, which are different from those of the industrialised countries. Following publication of the Brady Plan, these proposed solutions to the debt problem have finally come into their own. These two concerns of the Kreisky Commission were also clearly brought forward, I believe in the Director-General's Report.

I am firmly convinced that the work of the Kreisky Commission can also enrich the activities of the International Labour Organisation, because it, too, addressed the question of recovery and employment.

For the right to work is one of the fundamental special rights of human beings. Work has to be available to everybody. Everybody has the right to his or her share. To the advocates of a society of leisure I would like to say: "No, you are wrong, because your view of things is too one-sided and not a global one." The identity of human beings – and by that I mean the individual as well – will go on being determined by their work and this will remain so, in view of the fluctuating development of the economy.

As a trade unionist I would also like to take a position, here on international soil, as regards working time policy. Mass unemployment cannot be eradicated without a reduction in working time. We must move towards a reduction in working time and speed up the process.

The trade unions have never looked upon a reduction in working time as a panacea, but, in view of mass unemployment, to forgo using this instrument would be irresponsible.

The workers in my country this year are looking forward to the ILO discussion on night work with great interest. The fact that continuous or regular night work can lead to impaired health and impaired family and social environments is generally well known. The verdict given by the International Labour Office, based upon experience, reports and scientific studies on night work, is something that can be fully confirmed by the Austrian trade union federation.

The fundamental social political objective can only be to restrict night work as much as possible. In areas where night work is, for practical reasons, still necessary, measures must be introduced to prevent impaired health and disruption to the individual's social environment.

In Austria, altogether 9.2 per cent of men and 3.4 per cent of women work at night. Evening work is

done by 3.3 per cent of men and 2.9 of women. In absolute figures it is about 165,000 men and 36,000 women that are salaried workers, that work in the hours between 8 or 10 p.m. and 6 a.m.

At the weekend there are about 228,000 men (13.3 per cent) and 134,000 women (12.5 per cent) who work on their main job on a regular basis. The figures are particularly high in the service industries. Here we have 20.6 per cent of men, in other words every fifth man, and 16.1 per cent of women working on Saturdays and Sundays. The discussion that repeatedly flares up on the working week adapted to production capacity, we call it *kapovaz*, shows how urgent it is to take measures to protect workers that have to work at different times and ensure also that they obtain regular meals.

Equally as important as the question of night work is another important topic – the new regulations on the safe use of chemicals – being discussed here at the Conference. The protection of workers also implies constant updating of regulations to be in step with technical developments.

I hope that the International Labour Organisation will, in this field too, do justice to its high position by setting better standards.

In conclusion, this is the 70th anniversary of the International Labour Organisation so let us associate ourselves on this anniversary with the words of Mr. Francis Blanchard.

I would like to thank him for his many years of activity. He said: "We need not hesitate to celebrate the 70th anniversary of the foundation of the International Labour Organisation with great satisfaction about what has already been achieved, and also with great hope and an abundance of confidence so that this Organisation, over the coming years, can achieve even more."

Even more in improving working conditions, fostering human rights and even more, also, in supporting social well-being that must go hand in hand with economic progress.

At the end of the Vienna CSCE Conference, the outgoing United States Secretary of State, George Shultz, quoted a verse from Robert Frost that may also serve as the motto for our joint work:

The woods are lovely, dark and deep,
But we have promises to keep,
And miles to go before we sleep,
And miles to go before we sleep.

(The Conference adjourned at 1.15 p.m.)

Fourteenth sitting

Wednesday, 14 June 1989, 3 p.m.

President: Mr. Gazarin

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

Original - Arabic: The PRESIDENT (Mr. GAZARIN) - We shall now continue the discussion of the reports of the Governing Body and of the Director-General.

Mr. ZAKARIA (representative of the World Federation of Trade Unions) - This session of the International Labour Conference takes place in the year of the 70th anniversary of the ILO. The occasion provides us all with the possibility to reflect on the seven decades of the ILO and the efforts to promote international co-operation and collective action to uphold labour standards and social justice.

The Report of the Director-General on recovery and employment has made an earnest effort to analyse the social situation in the decade of the 1980s. This decade was designated as the Third United Nations Development Decade but it is already considered as a "lost decade" as regards social development, especially in the developing countries.

We do find confirmation in the report of what the Workers' side has time and again warned in the previous Conferences on the social costs of the structural adjustment policies imposed in an arbitrary and one-sided manner in many countries and heavily tilted against the working people and the trade unions.

As the report points out, unemployment rates in many industrialised countries have been at their highest levels since the last world war and a majority of developing countries have experienced rising unemployment and underemployment as well as increased poverty. The number of people living in absolute poverty has risen from about 820 million in 1980 to around 950 million in the late 1980s. Wages in most developing countries declined by 20 to 30 per cent in real terms. We must examine these facts in the background of the great potential opened up by the scientific and technological revolution and look for the real reasons why the whole decade was lost in terms of social development. We must deeply discuss why the whole decade, meant for economic and social development, has created, as the report says, "a new layer of poverty" to the "structural poverty" which previous development had failed to eradicate.

Perhaps the current corruption scandals involving high-placed persons rocking some of the world's financial capitals, linking top decision-making with the powerful groups of big business and big finance, should teach us of the unholy collusion which tilted policies in favour of maximising profits at the cost of social development and social justice.

It is now recognised that the excessive reliance on market forces and the feverish drive towards privatisation has only given away greater power to those who consider it normal to throw overboard all international labour standards and massacre all social priorities.

It is tragic that in this 70th year of the International Labour Organisation this Conference has to record, as the Report states, that "The share of income from labour in total income is today smaller than at the beginning of the decade. The decrease in real wages and the fewer well-remunerated jobs created during this recent period have meant in many countries that income from work has declined faster than per capita GDP." And it is anticipated that "growing poverty and an increasingly unequal distribution of income will pose a further challenge for policy-makers in the future".

The Report has correctly stressed that there is "a need to rebuild the human capacity for growth and to correct the social imbalances resulting from the unequal distribution of the cost of adjustment", and that "This should receive priority attention not only to compensate for the past but to give a new meaning to the future."

The World Federation of Trade Unions considers that there are alternative policies for real recovery and for full employment if the outflow of the resources engineered by policies of profiteering and speculation is eliminated. The working people of developing countries who have suffered cuts of 20 to 30 per cent in wages in real terms had to sacrifice their jobs, wages and living standards to finance the colossal costs of debt service which this year has reached a sum of \$168 billion.

These are the very issues highlighted by the growing number of strikes and other protest actions by the working people in their efforts to defend jobs, wages and working conditions. The question of trade union rights is boldly raised in these protest actions demanding the urgent attention of the ILO as well, since there are many cases of repressive actions by governments against the legitimate struggles of the working people.

That is why the defence and further expansion of trade union rights should be seen as a constituent part of the measures to promote social development, giving the working people the right to participate in economic development.

The trade unions have always stated from this rostrum that there is no real shortage of resources for economic and social development and for a stable recovery from the present crisis.

The INF Treaty stipulates the elimination of a whole class of nuclear armaments and negotiations are going on for further reductions. The Soviet Union and other members of the Warsaw Treaty have already taken unilateral measures to cut arms expenditures by 10 to 15 per cent. Important proposals are before the Vienna talks from all sides for serious troop reductions in Europe. It is therefore time to seriously implement policies of "disarmament for development", and here the ILO has the task to provide the expertise for the conversion of industries and jobs from arms production to civilian production. And it can be seen that if the developing countries did not have to make net exports of capital – and this was some \$43 billion last year – these sums could have been invested for real development creating millions of jobs.

We think that the ILO can make an important contribution to the educational and training aspects of disarmament, conversion and development, in order to create the expertise to deal with these complex problems.

We also believe that the ILO could do much more to promote international labour standards on the introduction of new technologies and to promote the idea of using these new possibilities to enhance the skills and productivity of working people rather than displace them wholesale. By whatever term it is called, either as "restructuring" or "structural adjustment", positive results can come only by involving the working people and trade unions. Perhaps the Governing Body could take steps to adopt a tripartite declaration on structural adjustment and social policy, summing up the experiences in various countries and social systems and proposing steps for action by member States.

Greater attention must be paid to the problems of the working people in rural areas where unemployment and underemployment continue to cause havoc. There should be a better exchange of successful experiences in dealing with rural employment, especially through land reforms and schemes of rural development.

Questions of protecting the environment have come to the fore in the recent period, and greater international action must be promoted in this field. It is recognised that more investment in the protection of the environment could also help create more jobs and the ILO could develop training projects to help with these tasks.

We feel that the Report has not paid sufficient attention to the roots of the present crisis of jobs, continuing underdevelopment and increasing poverty, and especially the impact of the policies of the transnational business and finance groups. As the Report to the 73rd Session has pointed out, wages are no longer the dominant element in the comparison of costs, and exchange rates have become a crucial element, as have interest rates. Trade and capital flows have parted company. Monetary transactions now far exceed trade flows. There is a need to study deeply these mechanisms and their influence on policy-making relating to jobs and living standards.

There is therefore a need to update the Tripartite Declaration on Multinational Enterprises and Social Policy, taking into account new developments. The monitoring of the implementation of the principles of this Declaration also demands much more attention.

Trade unions should be better involved in this monitoring.

The World Federation of Trade Unions strongly supports the peoples and nations struggling for their inalienable right to self-determination. The ILO is to decide this year about its principled stand on the continuing ruthless repression in Palestine and the occupied Arab territories. It is evident that there should be a stronger response by the ILO to the barbaric acts of aggression and blatant violation of trade union rights and human rights. We fully support the draft resolution tabled before this Conference in this respect.

The situation in South Africa continues to be extremely serious and the question of mandatory sanctions needs to be given urgent consideration in order to end the inhuman system of apartheid. The Pretoria regime must be prevented from its attempts to block the processes leading to the national independence of Namibia. The ILO is called upon to provide the needed assistance to the workers and trade unions in Namibia in the new situation.

Finally, may I recall that next year will mark the 100th anniversary of May Day. For us, the workers, and in fact it should be for the whole of humanity, the 1st of May represents a landmark in the drive for world peace based on justice. Let us celebrate this important occasion by insisting that all the gigantic achievements in science and technology be turned in a decisive manner to serve man, his dignity and prosperity, in a world of peace and security.

Mr. AHMED (*Workers' delegate, Pakistan*) – It is a great privilege to associate myself with the other distinguished speakers in offering sincere felicitations to the President as well as the Vice-Presidents, including you, Mr. Vice-President, representing the Employers, and Brother Delpino, my old friend, representing the Workers' group, on their well-deserved election.

I also take this opportunity to convey fraternal greetings on behalf of the Workers' delegation of Pakistan and myself to all the participants and in particular, the Workers' group of this Conference.

I feel it my great privilege to convey, on behalf of the working class of Pakistan and for myself, our deep appreciation of the great services rendered by Mr. Francis Blanchard, the outgoing Director-General, and to welcome Mr. Michel Hansenne, the new Director-General of the ILO, and assure him of our full support for the promotion of the objectives of the ILO in this important period of its history.

We also welcome the appointment of Mr. Heribert Maier, our old trade unionist colleague, as Deputy Director-General of the ILO.

We appreciate the work of the members of the Governing Body of the ILO, headed by Mr. Mensah, in particular the part played by the Workers' group under the leadership of Mr. Muhr, ably assisted by Mr. de Vries Reilingh, the then Secretary of the group, and his good successor, Mr. Laurijssen. The report of the Governing Body has been outlined in *Provisional Record No. 3*.

The Director-General of the ILO has chosen an important subject for his Report, namely, "Recovery and employment" on the eve of the 70th anniversary of the establishment of the ILO, which proclaims that labour is not a commodity, that the war against want

requires to be carried on with unrelenting vigour within each nation by concerted efforts of the representatives of workers, employers and governments through a democratic process, and proclaiming that poverty anywhere constitutes a danger to prosperity everywhere, that lasting peace can be established only if it is based upon social justice recognising the need for removal of conditions of labour involving injustices and hardship to the workers and for acknowledging the dignity of their work and for the provision of economic and social security.

This session is being held on the eve of 100 years of 1 May celebrations and the demands of the workers that were outlined and echoed in the International Labour Congress of 1889 in Paris for elimination of their sufferings and achieving a better life are still valid today.

I submit that employment is a basic right of the workers which not only enables them to contribute to the welfare of society and to that of mankind as a whole, but also provides their main source of economic and social security.

The great intellectual, Voltaire, stated many decades ago that work keeps at bay three great evils: boredom, vice, and need. The Holy Prophet Muhammed (peace be upon him) declared that work is like prayer, and a blessing for mankind. On the other hand, unemployment, when a working man and woman willing to work is unable to find work, is perhaps the saddest sight portraying inequality that exists under the sun.

In the present world, there are an estimated 950 million people in the late 1980s, a rise from 820 million in the early eighties, living in absolute poverty, according to the Director-General's Report, the majority of them are living in developing countries – in Asia, Africa and Latin America. They are mostly people who have no adequate access to freely chosen and productive employment, which results in hunger, disease, ignorance and malnutrition.

According to the Director-General's Report, the proportion below the poverty line is increasing, for example, from 33 per cent in 1980 to about 39 per cent in 1985 on one continent of the Third World alone. The Report also highlights that there has been a reduction of labour incomes, particularly of wages of the workers in most of the developing countries from 20 to 30 per cent in real terms. According to him, the developing countries will have to find new jobs, 36 million a year only for the young entrants in the labour market.

On the other hand, the Report points out that "the main factors in the economic crisis of the 1980s were universal in nature: the slow-down of the world economy as a whole, the deteriorating terms of trade of the developing countries, the general rise in interest rates, the introduction of new trade barriers and the decline in capital availability".

In such a situation, the working class believes that there is a need to work with great political will to remedy the grave situation and fight against poverty and unemployment at the national level through evolving dynamic policies of human resources development: access of the poor, including women, to meaningful education and vocational training; abolishing the privileged educational system for the rich whereby the bulk of the poor were kept without access to education and denied the principle of equal opportunity from their birth; the need to observe

austerity in all walks of life; the utilisation of national resources for productive purposes wisely; and the utilisation of manpower for higher skilled, enlightened and competent management for raising productivity, its fruits to be shared through social dialogue by the social partners, namely, the workers and employers as well as consumers at large through respect for the principle of freedom of association. There is also a need to enlarge the industrial base through acquisition of technology, as well as raise rural development through agrarian reform and granting the rural poor access to land, credit, markets and appropriate facilities for the acquisition of skills.

The Director-General's Report also highlights the need for institutional reforms such as land and tenancy reforms, the breaking up of cartels and the promotion of equal opportunity in labour market.

On one continent alone, about 2.5 per cent of landowners own 70 per cent of the land resources, yet in the world as a whole 550 million people in the rural labour force are landless, while more than 450 million have only very little and not enough to maintain themselves at a subsistence level.

It speaks for itself – the agonies of the suffering of the rural poor in the world.

It also requires international action, which should enable the developing countries to have better trade terms, relief of their heavy debt burden, paying almost 30-40 per cent of their export earnings to service the debts every year and transfers of technology to the developing countries to build their appropriate economic infrastructures for provision of basic needs of the people, as well as the conversion of heavy armaments expenditure for the provision of basic needs to the poor of the world, apart from saving the world from the nuclear holocaust and establishing a healthy environment upon our common heritage of earth.

I am stressing this because we live in an interdependent world which requires also the establishment of an international division of labour. If agricultural subsidies extended by the developed world to their own agriculture are diverted to allowing free access to the agriculture products of the Third World to their market, this alone could transfer almost US\$177 billion per annum from one continent of the North to the South, which could lead to the creation of a better climate of recovery and improve employment prospects in the Third World, because the real prices of the commodities exported by the Third World in 1980 have even fallen below the real terms of trade of the depression of 1932 due to such unfavourable trade restrictions according to an UNCTAD report.

We hope that the ILO will continue to provide more assistance to the developing countries under technical co-operation programmes to tackle these grave issues.

We are glad to inform you that the newly elected democratic Government in Pakistan, under the leadership of Mohtarma Mrs. Benazir Bhutto, Prime Minister of Pakistan, has committed itself to pursuing a labour policy in conformity with ILO Conventions, promoting social justice and democracy in our country and also tackling unemployment issues on an urgent basis. The Prime Minister also reiterated her support for the working class on the eve of Labour Day on 1 May and also to the 36th Annual Congress of the All-Pakistan Federation of Trade Unions. In a message proclaiming that the ban imposed by the previous regime on the trade unions will be lifted and

the trade unions will be able to function in full independence and autonomy in accordance with the ILO Conventions. The Prime Minister has also established a tripartite committee on labour issues to make concrete recommendations on the promotion of harmonious industrial relations and labour welfare.

In order to promote the development of human resources, the Government has expanded vocational education and training facilities for the young, including women. This is supervised by the National Tripartite Training Board, to ensure that the demand for skilled manpower is adequately met. The working class is co-operating with the Government in order to further the cause of democratic and social justice. However, there are problems, such as high unemployment among youth; the need for meaningful education and vocational training for young rural workers, including women; the need to combat the high inflation rate, which affects the poor and wage earners, reducing their real income every day; the need to bridge the irrational gap between rich and poor, to observe the principle of austerity in the utilisation of national resources for wisely chosen productive purpose; and the need for an agrarian reform to abolish the outdated feudalistic system and strengthen the participation of workers' and rural organisations in policy-making bodies in order to achieve self-reliance. The working class is endeavouring to achieve these objectives and therefore appeals to the ILO to increase its technical co-operation assistance to our country, in line with the recommendation of the ILO multidisciplinary mission to Pakistan, in order to strengthen democracy and further the cause of social justice.

We welcome the important technical items on the agenda of the Conference, including safety in the use of chemicals and night work. We hope that positive conclusions will be reached on these subjects.

The Conference Committee on the Application of Standards has before it the useful report of the Committee of Experts on the Application of Conventions and Recommendations, as well as the General Survey on social security protection in old age.

In our country, the workers are entitled to old-age benefits to which employers and the government contribute, as well as the provision of medical, maternity, sickness, accident and survivors' benefits, under different legislation, financed out of employers' contributions.

The present democratic Government has improved benefits, including full pensions for widows, and free education at all levels for one son and one daughter, this scheme being supervised by the tripartite bodies.

We take this opportunity of expressing our appreciation for the host countries welcoming migrant workers which provide old-age benefits under social security schemes, and appeal to other such countries to follow their example, since these workers contribute their labour and energy to build their societies and serve mankind.

On the eve of the 70th anniversary of the ILO, we organised and financed out of our own funds a national seminar on labour welfare and harmonious industrial relations and productivity in the light of ILO Conventions and Recommendations. This seminar was inaugurated by the speaker of our newly elected National Assembly and addressed by the Labour Minister and was given wide coverage on the national media, highlighting the important contribution of the

ILO in this important field and for mankind as a whole.

We also take this opportunity of assuring you of our full support for the heroic struggle of the people of South Africa and Namibia for their right of independence, and express our abhorrence for the atrocities being committed against the people of those countries and against the people of Palestine and the occupied Arab territories. We demand that these atrocities cease, and we fully support the right of self-determination of the Palestinian people.

May I also take the opportunity to convey our deepest appreciation for the good work being done by the ILO and in particular the Employment, Working Conditions, Workers' Education, International Labour Standards, Workers' Relations and Industrial Relations Branches, the International Labour Institute and the Turin Centre, as well as by the ILO Office in Islamabad.

We hope that the deliberations of this important session of the Conference will prove to be another milestone in the improvement of the working and living conditions of working men and women all over the world, in order to build a better tomorrow.

Original - Polish: Mr. MIODOWICZ (Workers' delegate, Poland) - It is my privilege and pleasure to congratulate the President, on behalf of my Polish trade union organisation, on his election to this post of great eminence and responsibility. We are deeply convinced that his valuable experience, acquired over many years, and his talents will greatly contribute to the success of the present session of the Conference.

In my speech at the 75th Session of the International Labour Conference last year I stated that the then Polish model of trade union pluralism required further development. It is my pleasure to inform the distinguished delegates today that this development has in fact taken place over the past year, which is a relatively short period of time. As a result, the Polish trade union delegation attending this Conference does indeed represent the present pluralistic organisational model of our national movement. It includes the representatives of the All-Poland Trade Union Alliance, "Solidarity", as well as two rural organisations, the National Union of Rural Organisations and Rural Solidarity.

The time is not yet ripe to properly assess and draw appropriate conclusions from the long-term social and political process set in motion as a result of a series of radical reforms in Poland which reached their climax during the last six months. Nevertheless, there is every reason to believe that, thanks to a number of bold moves and initiatives, a qualitatively new social and political situation has been created in Poland.

It is characterised mainly by modern democratic and pluralistic solutions. In this way the Polish nation, and all the working people of Poland, have acquired better possibilities and conditions for solving their difficult problems and bringing a more valuable contribution to the development of the whole international community, as well as to the improvement of international trade union co-operation.

We are aware that the latest transformations in Poland have met with a relatively wide response and interest throughout the world. It is not our intention to overestimate or absolutise our experiences. Our

attitude to them is full of realism and modesty. For we consider that we will be judged best by national and international practice and history.

From our trade union point of view a matter of utmost importance is how to maintain and consolidate, under the conditions of diversity, the required level of unity and harmony of action in the defence of the vital interests of the working people. This is why, as never before, so much depends on all the partners and participants in the round-table process now under way in Poland. At the same time, we are doing all in our power to ensure a better tomorrow and defend the interests of all Poles and the whole nation, as well as to increase the efficiency of its co-operation with other nations and countries. It is with realistic optimism that we envisage the prospects for common action by the trade unions nationally under conditions of co-operation, not confrontation.

The All-Poland Alliance of Trade Unions has made its own contribution to the latest transformations in our country. The facts are well known and speak for themselves. Let me emphasise, however, that in our undertakings we were guided not by the particular interests of given social groups, but by the overall interests of all working people and the whole nation.

Also, it is worth while to stress that under the present difficult economic conditions the main social and trade union forces of Poland demonstrate a high level of experience, responsibility and willingness to reach agreements and reasonable compromises. Needless to say, this coincides happily with the present worldwide process of passing from confrontation to co-operation in global relations.

The All-Poland Trade Union Alliance continues to stand resolutely and consistently for radical pluralistic transformations in our country. It is in this spirit that we contributed to the dismissal of the previous Polish Government, whose policies were incompatible, in our view, with the interests of the working people of Poland. It is precisely in this spirit that I took part in a nationally televised interview with my colleague Lech Walesa a couple of months ago. It may be considered as an essential turning point, qualitatively and psychologically, in our common endeavours to seek appropriate pluralistic solutions for Poland, including the Polish trade union movement.

And, last but not least, the All-Poland Trade Union Alliance is acting resolutely and consistently in favour of the interests and rights of all working people of Poland, particularly of workers, retired working people, women and young workers, in short all those for whom the burden of crisis is particularly heavy and painful. It is precisely for them that we resolutely demand that the ideals of social justice be implemented and the doings of those who speculate and take advantage of the present crisis be discontinued. Undoubtedly it is not an easy struggle but we will never give it up.

In terms of trade union pluralism the All-Poland Trade Union Alliance and its affiliated organisations remain a considerable social force and intend to continue to be so, taking on their shoulders new and ever more difficult tasks and duties. We declare that we are prepared to co-operate in a constructive manner with the Government and that we will never give up our trade union prerogatives if the government policies put in jeopardy the interests of the working people of Poland. This stand of ours applies also to

workers employed in various enterprises which it is intended to dissolve or wind up for economic reasons.

It is in this context that we focus our particular attention on the matter of efficiency in the field of overcoming the present economic crisis and solving the food, housing and ecological problems, as well as the slowing down of the inflation spiral. We take a resolute stand in many other matters of importance to the Polish people, such as wage and price policies, as well as in the particular case of indexation of wages, as we call it, which means in practice the demand for a proportionate increase in wages as prices systematically go up. By doing so we want to avoid further pauperisation of the poorest blue and white collar workers and retired workers as a result of inflation. Similarly, we focus our attention on the relationship between the high external debt of Poland and the prospects for economic recovery and development.

While we have recently concentrated our efforts on dealing with domestic issues, as is natural, at the same time we do not forget, even for a single moment, our international relations and obligations. On the contrary, we are doing all we can to considerably intensify our contacts with trade union organisations from other countries and increase their efficiency. We want to take this opportunity to thank most wholeheartedly the numerous trade union organisations and individual unionists from all over the world for their understanding, support and international trade union solidarity.

We attach tremendous importance to the contemporary and future role and efficiency of actions undertaken by the ILO. There is not the slightest doubt in the light of contemporary developments and forecasts for the future that the place of the ILO within the international community will continue to be ever more important and indispensable. Therefore, we consider that this Organisation, whose merit in the workers' cause is so valuable and indisputable, should seek new bold solutions able to meet the requirements and challenges on the threshold of the twenty-first century.

Such a need stems, above all, from the consequences and impact of the scientific and technological revolution, new aspects of the contemporary and future relationships between labour and capital, nationally, regionally and globally, between employers and employees as well as from the process of internationalisation and globalisation of ever more numerous aspects of social and economic life on Earth.

It is with due attention that we analysed the reports submitted for consideration by the Governing Body and the Director-General. We are of the opinion that the subject of employment and jobs was correctly selected as a main topic for debate at the present session, the more so as we are now celebrating the 20th anniversary of the adoption of the World Employment Programme.

We are pleased to express our support for the overwhelming majority of the assessments and conclusions contained in the said reports, concerning, in particular, the role of the ILO in easing various social and economic effects of the global crisis. For our part we are prepared to fruitfully co-operate with the Organisation in this field.

Let me also point out that in the light of some Polish experiences it emerges clearly that social re-

newal and economic growth are of tremendous importance for overcoming the crisis, creating new jobs and ensuring decent living standards for working people. Similarly, we fully support the global efforts now being undertaken by the ILO to reach such goals. At the same time we deem it necessary to stress the importance of new disarmament measures as well as of those aimed at conversion for creating more jobs and curbing unemployment.

The recent practical examples of conversion may be hopefully considered as "first swallows" heralding the coming of springtime in this particular sector. They inescapably bring us to the conclusion that only through radical, universal and complete disarmament, through allocating the skyrocketing military expenditure to civilian needs, it would prove to be possible to solve major and burning global problems, above all economic, social and ecological ones, in the interests of all people.

With this in mind we would like to emphasise strongly the importance of the problem of conversion in the deliberations of the present 76th Session of the Conference and we would like to encourage the ILO to undertake more resolute steps in this direction. It goes without saying that better co-operation between various trade unions would have a particularly important role to play in the domain of conversion.

We are glad to say that the ILO programme for 1990-91 proves that the Organisation attaches great importance to the protection of the environment. There exist also in this field new and unexplored possibilities for more efficient trade union co-operation globally.

Shortly, on 1 September 1989, we are sadly to commemorate the 50th anniversary of aggression by Hitlerite Germany against Poland, which began the Second World War. The whole of mankind has paid an extremely high and unnecessary price for that most tragic, so far, "mistake of history". The Polish nation and State are among those who lost and suffered most as a result of the war. Up to this day we have to recover from that heavy blow.

This coming anniversary makes us think, quite naturally, of the past, but it is much more important to direct our eyes to the present and future. It is of the utmost importance to think what should be done by the world of labour and its allies to avoid a repetition of a similar tragedy in the future. To give a positive answer to this crucial question by deeds, not words, should be considered as one of our most important tasks. I believe that we will be able to fulfil it with dignity and a sense of responsibility.

It seems that today we have much better than ever conditions for implementing the trade union mission of peace and justice. A new spirit is advancing, with numerous difficulties but step by step. This is also true of the international trade union movement at large. Now it is high time to remove from it the heavy burden of the past, to eliminate dogmatic, neo-conservative, sectarian, "cold war" prejudices, manners and approaches. A better tomorrow for the world would be unthinkable without a radical renewal of the international trade union movement as a whole. This is why we resolutely stand in favour of increasing the efficiency of international trade union co-operation, while fully respecting pluralism and the diversity of the contemporary trade union movement and seeking new ways and means of joint action between the main world trade union centres. We are

certainly prepared to bring our original Polish contribution to this noble cause.

Firmly believing in a prosperous future for the ILO, I solemnly declare that the Polish trade union delegation will do all in its power to ensure that the 76th Session of the International Labour Conference is crowned with success and will bear the best possible fruits for the benefit of all its participants.

Original - French: Mr. DIAKENGO SERAO (Government delegate, Namibia) - It is a great privilege and a very great honour for me to represent the United Nations Council for Namibia in this Conference. The Council is the legal administrative authority of Namibia until it becomes independent. On behalf of the Council, I wish to congratulate Mr. Nkomo on his well-deserved election to direct the labours of this 76th Session of the International Labour Conference. I am confident that his experience as a statesman and commitment to the cause of justice will enable this Conference to attain excellent results. I should also like to take this opportunity to congratulate the new Director-General, Mr. Michel Hansenne, on his nomination and I wish him every success in his new post.

The United Nations Council has observed with particular satisfaction that the Director-General in his Report gives particular attention to the commitment of the ILO to the total eradication of apartheid in Namibia and South Africa. However, we are sure that this aim can never be attained without appropriate action and unreserved observance by all members and their component groups of the principles involved and in a respect for justice.

As everybody knows, the international territory of Namibia is moving towards independence. The United Nations plan for the independence of Namibia took effect last April, and there is every reason to believe that the present process now to be observed in Namibia is irreversible and will culminate, at the beginning of next year, in the birth of a new nation.

These developments, of course, are a source of profound satisfaction and joy for the people of Namibia and indeed for the whole international community. Hence, the world community has many reasons for satisfaction in contemplating developments connected with the efforts made to implement United Nations Security Council resolution 435 of 1978.

The negotiations which enable us now to hope to see a free Namibia, however, are not the result of diplomatic negotiations alone. The initiatives taken at the political and diplomatic levels by the countries involved in the negotiations leading to the solution of conflicts in South-West Africa, including Namibia, which led in December 1988 to the signing of the agreements in New York, were rendered possible only thanks to the heroism of the Namibians, Angolans and the Cubans who shed their blood for this cause, thus laying a foundation for the liberation of another part of the African continent. Throughout the world, the forces of progress have constantly supported the struggles of the Namibian people, and in this way rendered possible a settlement of the Namibian question.

Although the setting up of the United Nations Transition Assistance Group (UNTAG) in Namibia is a matter for satisfaction and hope, since it marks the opening of a process of transition which will final-

ly lead to independence, the Council for Namibia is however very worried about certain topical developments within Namibia. The information we are getting from Namibia is exceedingly worrying because it does not reflect the progress made on the diplomatic level.

Reports from independent sources in Namibia reveal that the Pretoria Government, in a desperate attempt to deny the South-West Africa People's Organisation (SWAPO) its inevitable victory, is trying to accord Namibian nationality to non-Namibians. A campaign of defamation has also been launched by this Government against SWAPO, and the local population in northern Namibia is being frightened into not voting for SWAPO. The registration of several thousand Angolans belonging to the bandit group of UNITA as Namibians, ordered to vote against SWAPO, the massacre of innocent civilians by armed individuals, former members of the so-called Territorial Forces of South-West Africa, and the absorption into the police of members of the Koevoet forces – who have gained notoriety for their actions against the liberation of Namibia – all these occurrences give rise to justified doubts as to the real intentions of South Africa as regards the process of transition. We in the Council believe that such action is a gross breach by South Africa of the letter and of the spirit of the agreements it has signed.

Hence the United Nations Council for Namibia, which will represent Namibia until such a time as it becomes independent, cannot but express its indignation and disgust at the tortures and premeditated massacres that have been inflicted on the people of Namibia. The Council would be gravely remiss were it to remain silent in the face of these alarming developments. The hopes and aspirations of the Namibian people must not again be disappointed. The United Nations Council for Namibia will leave no stone unturned to ensure the full and effective application of the United Nations plan for Namibia. Moreover, it is for this reason that we are planning to set up an office in Namibia.

As you will remember, under the United Nations General Assembly resolution 2248 of 19 May 1967 the United Nations Council for Namibia is the legal administrative authority of this territory until it becomes independent. Although prevented by South Africa from establishing itself in the territory, the Council has nevertheless undertaken a whole series of actions which show its commitment to the defence and protection of the vital interests of Namibia, while providing assistance to Namibians as regards training and material assistance. It is on the basis of resolutions and decisions adopted by the General Assembly that the Council has been able to develop fruitful co-operation within the intergovernmental agencies, the United Nations specialised agencies and other bodies with a view to providing support and assistance to the people of Namibia.

Although the Council for Namibia is not a signatory of the agreements relating to Namibia which have been concluded during the past few months, and hence is not bound by them, it does take an account of developments during the move towards independence. That is why, in the light of recent events, the Council for Namibia has decided to adapt its working programme and some of its activities to the present state of affairs, on the understanding, of course, that it will always be able to reaffirm its political role and

to apply its programmes in their original form if the need should arise.

In drawing up its working programme for the current years, the Council for Namibia has endeavoured to stress two important factors: first, the need to develop programmes for urgent technical assistance to independent Namibia and to mobilise resources to ensure their realisation at the right time, so as to prepare Namibians to meet the challenges they will have to confront in the reconstruction and development of their country; and, secondly, the need to keep a close watch on events within the territory and to mobilise international public opinion to support the Secretary-General in his attempt to implement the process of transition towards independence.

Namibia will remain under the responsibility of the United Nations until it becomes truly independent. The United Nations are therefore under an obligation to offer Namibia all necessary assistance in the fields of humanitarian aid, development and other forms of material assistance, including education, so that Namibians may be equal to the task of laying a solid foundation for the future reconstruction and development of the territory. The dreadful abuses of colonisation and apartheid, especially in education and vocational training, mean that independent Namibia will inherit a generation of workers who were deprived of their inalienable right to education and training which would have enabled them to take up a technical trade, earn a decent wage and have decent housing.

Hence we must lay down guide-lines for concerted action in favour of the Namibians.

First, the international community must exert extreme vigilance in ensuring that the transition towards independence by means of free and just elections under the supervision of the United Nations, is carried out in strict accordance with Security Council Resolution 435. We must allow no exceptions to be made to this resolution, which are not strictly necessary under the basic plan relative to the settlement of the Namibian question.

Second, the international community must mobilise social, economic and humanitarian resources to provide emergency assistance to Namibians who are returning home after displacement and a life in exile. We are aware that thousands of Namibians were forced to leave their country in the past few decades and that thousands of others have been displaced because of military conflict and have suffered from insecurity. They need the firm support of the international community to put down roots again.

Third, independent Namibia will need financial and material support and assistance in vocational training for its reconstruction and long-term development. Independent Namibia will need the maximum support and co-operation from the countries of the region and from elsewhere to reduce its economic dependence on South Africa and to ensure its rapid integration into regional and international co-operation organisations.

The Council thanks the International Labour Organisation for the efforts it has made to assist the people of Namibia; of course these efforts mark merely a beginning and we hope that such assistance will increase substantially to keep pace with the increasing needs of the people. Finally, we think it would be a good idea to send an ILO supervisory mission to Namibia during the transitional period.

Original – Arabic: Mr. JILANI (*Employers' delegate, Tunisia*) – First of all I would like to associate myself with the preceding speakers and congratulate the President, on behalf of the Tunisian Employers and on my own behalf, on his election. I wish him every success in his task.

I would like to take this opportunity to express my best wishes to the outgoing Director-General and to thank him for all he has done for our Organisation throughout his long term of office.

I would also like to congratulate the new Director-General, and I wish him every success in his difficult task. I am certain that, with his experience and his knowledge of the problems of the various countries, in particular the developing countries, he will be able to give us all the support we need.

I congratulate the Director-General on the choice of topics for discussion. The report on the activities of the ILO illustrates the importance and variety of the work carried out by the Office, as well as the problems it has had to tackle in order to achieve its broad objectives.

I would like to congratulate the Bureau for Employers' Activities for their unfailing assistance to employers' associations to enable them to promote small and medium-sized enterprises, which contribute in no small way towards job creation and improvements in living conditions, and to allow them to train their own executive staff and play an increasing role in all the economic and social sectors which fall within the competence of the International Labour Organisation.

Amongst the most important issues dealt with in the Director-General's Report is economic recovery and employment. I would like to say that economic recovery is only possible through long-term economic measures designed to step up production, allow optimal use of available productive potential and introduce new projects to satisfy new needs, whilst ensuring the promotion of employment and job creation at all levels.

The economic approach adopted by the Tunisian Government is the best way of guaranteeing more employment and dealing efficiently with the problem of unemployment; it is based on integrated development, combining social and economic action, in a balanced and coherent context with sets out to achieve restructuration, while ensuring that economic measures have a human element.

In Tunisia, employment is number one priority and efforts to provide work for jobseekers and to overcome finally the problem of unemployment have borne fruit.

Tunisia has opted for an open-door economic policy, believing that it speeds up development, improves production and creates opportunities for initiatives and jobs. Since the change on 7 November 1987, this policy, under the leadership of President Ben Ali, has set out to attain three major objectives: to create a social and political climate which guarantees stability and gives confidence to investors; to recognise the capacity of the private sector which corresponds with the Government's concept of the economy; and to promulgate a body of legislation and measures to encourage investment and attract national and foreign capital.

Since the changeover on 7 November 1987, Tunisia has been pursuing a policy that consolidates the democratic process and encourages initiative, because

there can be no economic development unless there is democracy, freedom and a climate of confidence, initiative and readiness to take risks – a climate which creates conditions for investment and encourages individuals to carry out projects and develop capital.

As a result of Tunisia's economic stability, there has been an upsurge in the economic activities of small and medium-sized enterprises and the private sector has played a vital role in promoting production.

This economic recovery may also be attributed to the fact that the Government has relied more on the business sector and has gradually handed state enterprises over to it; indeed, in the past, these enterprises weighed the Government down and prevented it from carrying out its basic task which is to establish major guide-lines in economic policy and not to assume the role of producer, tradesman, exporter or industrialist.

The Tunisian Government has concentrated its efforts on encouraging businessmen to set up enterprises and promote production and productivity. Measures have been taken and laws and regulations adopted to encourage initiatives and contribute towards industrial transformation and new technologies required in the present economic climate. The Government has adopted three freedoms: freedom of financing, freedom of production prices and freedom of foreign trade.

At the national level the Government has simplified administrative procedures to eliminate red tape and decided to ease taxation, to facilitate services and formalities. The Government has adopted a law establishing value-added tax (VAT) in Tunisia in order to simplify tax collection. Its most outstanding reforms have undoubtedly been the laws adopted with regard to investment in order to improve the quality of Tunisian products – not only to cover the needs of the domestic market but also to promote Tunisian exports and help them to penetrate foreign markets. Various sectors have experienced a marked expansion and provide opportunities to carry out joint ventures. These include: the textile and leather industries, the metal trades, the food industries, the building material sector and tourism.

In the services sector, the Government is at present examining a Bill that would offer advantages and give tax relief in order to encourage the setting up of enterprises. This Bill, if it is adopted, would aim at encouraging foreign investment to promote export services and offshore industries. In spite of the fact that Tunisia has a relatively small domestic market, it is nevertheless important because of Tunisia's close relations with a number of industrialised countries and Arab or African developing countries, with whom it has concluded preferential and customs agreements. In addition, it is close to the markets of the European Community and there are many possibilities at the present within the Arab Maghreb; indeed these markets are of considerable interest and very attractive both for Europeans and non-Europeans.

Today, conditions are ripe in the private sector for national, Arab and foreign capital to be invested through joint companies and enterprises because there are many possibilities for investment, trade and benefits for all parties in Tunisia.

One of the items on the agenda concerns the revision of the Night Work (Women) Convention (Re-

vised), 1948 (No. 89), especially concerning the provisions dealing with night work by women.

It is extremely important to revise this Convention in our day and age because the Convention as it now stands is no longer adapted to our century; we must, at all costs step up production and this requires hard work – both during the night and during the day. It is therefore no longer logical to ban the night work of women; indeed, the female labour force bears considerable weight in the national economic structure. We must not prevent women from taking an active part in national economic development and, as a consequence, from creating expert jobs to avoid unemployment.

The occupied Palestinian territories are still undergoing the throes of a heroic uprising and extreme repression, which make a farce of moral rules and standards and international laws.

Millions of people throughout the world are made aware, every day, of the realities of this "intifadah" and the horrors of repression; people everywhere, through the press, hear the voice of Palestine and its message. This uprising reflects the determination of a noble people, with an ancient civilisation, to live free in the same way as other peoples, to decide upon their own destiny and to regain their territories and the homes of their children and forebearers. They are a secular people who wish to make a full contribution to human civilisation and progress so that men and women throughout the world co-operate, comprehend and respect each other, so that life is not devalued by religious discrimination and fanaticism; on the contrary, they believe that tolerance should prevail.

We should therefore like to call upon the international community to take prompt action to put an end to the repression and terrorism that a State is inflicting on unarmed civilians.

Original – Spanish: Mr. AGRAMONTE (Government delegate, Dominican Republic) – I am addressing this 76th Session of the International labour Conference firmly convinced that international collaboration and a spirit of understanding which embodies your presidency of this international gathering will be the main elements in the search for technical advice and just solutions acceptable to all of us so that all members of this community will be able to play their part without grievance and without conflict in this powerful tripartite organisation.

The delegation which I have the honour to head is genuinely representative of a very small country in the Caribbean with a big collective heart which, in this world forum, wishes to express its enthusiastic solidarity for the defence of the rights and social justice, so needed by all those to whom they are denied.

First of all, however, I wish to take the opportunity of congratulating Mr. Nkomo on his well-deserved election to the presidency of this Conference. We are fully convinced that he will conduct our debate skillfully and objectively, mindful of the individual needs of each country concerned and with a view to securing the application of all the necessary standards to ensure peaceful co-existence of the international community as represented in the International Labour Organisation. We also wish to extend a sincere and enthusiastic welcome on behalf of the Government and people of the Dominican Republic to all delegates, advisers and others present, joining with

them in their desire for the success of these deliberations and for a satisfactory solution to the discussions of the items on the agenda of this Conference.

I wish to applaud the Director-General for his wise, clear and concise Report on the activities of the ILO for the period 1988-89.

At the same time I wish to acknowledge the hard work carried out by Mr. Francis Blanchard in his years of service to the ILO, especially during his term as Director-General, and the valuable contribution he has made towards helping the Dominican Republic. We express our deepest gratitude to Mr. Francis Blanchard and congratulate him sincerely on the efforts he has made.

We cannot claim, in the time available, to give a detailed account of all the achievements we have accomplished, and of all the social problems affecting the Dominican Republic nor of the practical, equitable, legislative or administrative measures taken by the Government of the Republic to give effect to the Conventions we have ratified. I would like to point out that after more than eight years of continual economic decline and marked social demoralisation, since 16 August 1986 economic recovery and a more positive outlook in society have made possible the creation of hundreds of thousands of jobs which have improved the social and economic situation of more than half a million people and led to a return of the confidence of our citizens in the present leaders of the Dominican Republic, headed by His Excellency, the President of the Republic, Dr. Joaquín Balaguer, who have unswervingly maintained and assured the full exercise of public freedoms and human rights.

In the labour field, the constitutional Government, during the period 1988-89, has implemented significant and opportune measures with a view to harmonising national labour law and practice with the provisions of the Conventions and Recommendations adopted by the ILO and ratified by my country, especially as concerns the application of the following Conventions – the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Protection of Wages Convention, 1949 (No. 95), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Abolition of Forced Labour Convention, 1957 (No. 105).

The right to organise has been fully and strictly maintained through the granting of the right of association as proclaimed in the Constitution of the Republic and the Labour Code. Throughout the nation, many trade unions and associations have been recognised and registered, and they in turn have become affiliated to the major trade union federations within the country, and are registered validly and respected by the Government.

There is no restriction of any kind on the forming or joining by workers or employers of employers' and workers' organisations.

The Government, together with employers and workers, and in association with the Catholic Church, are seeking solutions to the serious economic and social problems affecting industrial relations in our country, accentuated by the serious economic crisis which is at present afflicting the world community.

As positive facts, resulting from this dialogue, I must mention the fixing of a national minimum wage, a general increase in the wages of workers in the private sector and the public sector and the agreement

to extend social security coverage to the members of workers' families and to introduce significant amendments to the law with a view to improving the living conditions of workers.

The Secretary of State, through his inspectorate, has found that in the country's sugar refineries wages are paid directly to the workers and entirely in cash, thus putting an end once and for all to the system of paying wages in dribs and drabs, which was neither in keeping with the law or with the international standards ratified by the country.

The Government is being careful to ensure that this practice does not occur again and that there is full compliance with section 187 of the Labour Code which says that "wages must be stipulated and paid entirely in legal tender on the date agreed to between the parties".

There is no discrimination of any kind between Dominican and foreign workers; they may join any trade union they wish. The Government does not exercise any type of interference whatsoever where trade unions are concerned, either in the Constitution or in the actual functioning of the trade unions.

In my capacity as the Senior Labour Officer of the Dominican Republic, I have deposited with the legal advisory service of the presidency of the Republic, various preliminary drafts of Bills to be studied and submitted to the National Congress. One in particular aims to eliminate once and for all the distribution of vouchers to workers as advances on their salaries. I wish to point out that this is a legal provision, but one which has been discontinued due to the force of circumstance for some time now.

Under our Constitution and our law there are proper regulations for the way in which citizens may acquire housing as well as acquire Dominican nationality.

The national authorities do not force any foreigner to do any type of work against his will.

There are approximately just over 1 million Haitian nationals residing unlawfully in the country. It appears that the natural right which guarantees human existence has made us realise that we need to be understanding and show solidarity towards our closest neighbours and share with them, as far as we can, the material wealth of our country, with the necessary prudence to prevent harm to national interests.

As regards the problems in connection with the recruitment of Haitian workers for the sugar-cane harvest and the conclusion of bilateral intergovernmental agreements between Haiti and the Dominican Republic, the Government has taken positive steps to provide adequate living and working conditions together with full guarantees of social justice. Such an agreement is highly favourable to both these neighbouring States, benefiting their respective nationals.

A committee has been set up by decree, chaired by Mgr. Hugo Eduardo Polanco Brito, Bishop of Higüey, to study the situation of Haitian workers in the Dominican Republic.

In the state sugar industry, various decisions have been taken which have brought about substantial improvements in the living and working conditions of agricultural workers. The inspectorate of the Ministry of Labour, of which I have the honour to be head, has ensured that they have been put into practice.

In addition, the Government of the Dominican Republic has requested technical advice from the

ILO for the drafting of an agreement between the two countries. Preliminary contacts have been made by a Dominican delegation led by Dr. Atilio Guzmán Fernández, the Dominican Ambassador responsible for Haitian affairs. Following his talks in Puerto Principe with the Secretary for Social Affairs, Mr. Carrier, he was able to inform the national authorities of his favourable impression of the contacts with the Haitian authorities over this matter.

I wish to inform the international community, and especially representatives of the developed countries of the world, that the problem of illegal immigration and clandestine work are not problems that are easy to solve. However well-intentioned and sincere the measures taken by States are, they cannot be as effective as they should be if they are not accompanied by collaboration and technical and economic assistance from the international community.

The Republic of Haiti and the Dominican Republic are small, underdeveloped States, situated on a single island with similar economic needs urgently requiring immediate collaboration from the international community. The economic and social problems we have to face affect not only Haiti and the Dominican Republic, but affect all the countries adjoining or near to ours, at various stages of economic development. The instinct for self-preservation leads human beings to seek a better life and that is the major problem shared throughout the world; it is a problem not only for the Dominican Republic and the Republic of Haiti, but for the whole international community. But I must stress that in my country there is no discriminatory treatment of any workers; they are all treated equally and we firmly hope that thanks to the technical assistance offered by the ILO, it will be possible to find a just and satisfactory solution to the problem of Haitian nationals employed as agricultural workers in the Dominican Republic.

We know well that the ILO was founded to meet the need of the international community for a tripartite forum where social and labour problems could be discussed and solutions sought in the short or long term. It has succeeded in alleviating and solving many international problems affecting many countries.

I express the hope, on behalf of the Government of the Dominican Republic, that you have heeded and understood my words in this great international forum.

Mr. DHAR (*Employers' delegate, India*) – Permit me to offer the felicitations of the Indian employers and my own to Mr. Nkomo on his unanimous election to the high position of the President of the Conference.

The world today is in the process of transformation. The recent thaw in geo-political relations is enabling the political leadership to focus attention on the important task of improving the lot of millions of people, who have been deprived of the fruits of development. The easing of tensions and conflicts in various parts of the world has unlocked tremendous resources, which can be utilised for accelerating the tempo of industrial development.

This pragmatic realisation reinforces the Declaration of Philadelphia that "poverty anywhere constitutes a danger to prosperity everywhere". President Kennedy said at his Inaugural Address that a rising tide lifts all boats, it is hoped that the trends, becom-

ing apparent all over the world, will help the comity of nations in mounting an attack on the problems of poverty and hunger.

The Director-General has presented a brilliant report on recovery and employment for deliberation at this Conference, and I compliment him on his sagacity, wisdom and insight.

Before I proceed with my own thoughts on the theme, may I congratulate Mr Michel Hansenne, for his assuming the stewardship of the ILO. We look forward to him providing new directions and thrust to the activities of this unique body, which has survived many political vagaries and a major World War.

The developed and developing nations are passing through a critical period. While the Third World countries are caught in a debt trap, the developed ones are beset with their own problems and inner pressures for protecting domestic industries from imports. The free flow of international trade is thus being impeded by creating tariff and non-tariff barriers. They need to be removed.

In recent years, the economies of several developing countries, primarily dependent for their survival on export earnings from commodities, have received a serious setback on account of a steep fall in prices. It has been estimated that in real terms, commodity prices today are well below the 1932 level. There are many countries in the South which have borrowed heavily from multilateral and bilateral agencies and commercial banks. According to the latest estimates, the Third World owes about US\$ 1.3 trillion to lending institutions. One can well imagine the servicing costs of this massive amount and the critical balance of payments situation, when juxtaposed with falling export earnings. These phenomena have naturally affected economic in the developing countries.

It is, therefore, not difficult to appreciate the serious situation the developing countries are facing in meeting the challenges of pervasive poverty, increasing unemployment, slower rate of economic growth and an acute resource crunch. I believe that these are the problems which each country has to grapple with in the perspective of domestic strategies and international economic imperatives.

In my view, and I am basing my observations on experience in India, the effective remedy for our economic malaise lies in improving the productivity of our resources. It is unfortunate, but true, that productivity in most of the developing countries is dismally low. Despite adopting the most modern technologies, the productivity levels have moved up only marginally. This has largely been due to a lack of positive response from the vast workforce. A recent study in India has revealed that total factor productivity from 1960-61 to 1982-83 was actually negative, a decline of 0.4 per cent per annum on average. A rise of 2 per cent per year in labour productivity is considered deceptive, because of a rise in capital intensity. As a result, incremental capital-output ratio has declined, insignificantly. There are, on the other hand, some sectors of our economy where technological obsolescence is widespread. In these areas, the high cost of modernisation acts as a deterrent in adopting the latest technologies.

It is very important to consider the ways and means of improving the efficiency of our factor endowments. I venture to suggest that mere induction of high technology may not yield desired results. The fact remains that the social and labour policies being

pursued may not be in tune with the demands of economic development. In my opinion, while laying stress on rights, the labour policies could perhaps spell out corresponding obligations too. There is a compelling need to provide a new orientation for our legislative framework. The industrial relations system should be made a forceful instrument of growth for wider spread of the gains of economic development.

In this context, one should not forget that 90 per cent of the labour force in developing countries is in the unorganised and informal sector. I appeal to this world parliament of labour that in future programmes of action stress should be placed more on formulating plans for generating employment and social protection for the informal sector. This segment of the labour force has largely remained beyond the pale of ILO Conventions and Recommendations. This was, in fact, the centrepiece of the address of our Prime Minister, Mr Rajiv Gandhi, to the Conference in June 1985.

One of the biggest drawbacks of pursuing the soft-option policy is clearly visible in the emerging wage policies in the developing countries. The wages paid to labour have, at present, no relationship with their performance. The linkage of industrial wages to the movement of the consumer price index in several countries has introduced a number of distortions that have blurred the skill differentials. The burden of wage payments in conjunction with the fringe benefits has, over the years, grown phenomenally without achieving a commensurate increase in the levels of production. There is a need for adding an element of incentive to improve the workers' productivity.

I submit that pragmatic investment policies alone hold the key to the generation of productive employment opportunities. Developed countries must ensure the concessional flow of resources to the needy and developing countries. Such a policy would be in their own interest. We fully support the Brady Plan for the voluntary reduction of Third World indebtedness. However, I hasten to add that this facility should be available to every developing nation. Its selective application would be tantamount to putting a premium on mismanagement of the economy.

With increased aid, reduced debt-servicing liability and the right priorities, the developmental activities would get stimulus. The Third World could cross the barrier created by stagnation, a high rate of inflation, low productivity and an unacceptable cost structure. Large multinational corporations can play a constructive role by using the export promotion zones, which several low income countries have created for export production. These countries still have the advantage of comparatively low wages.

It is equally obvious that we shall have to restructure economic strategies and determine priorities in order to provide jobs to the growing army of unemployed. I do not believe that the answer lies in forcing the modern manufacturing sector to create more jobs or maintain the present levels of the job market. There is a striking contradiction here. For instance, between 1973 and 1985 manufacturing production in the United States rose by almost 40 per cent. Yet, manufacturing employment during that very period went down steadily. There are now 5 million fewer people employed in blue-collar work than there were in 1975. Interestingly, in this period, the total employment grew faster than at any time in the past, from 82 million to 110 million between 1963 and 1985.

The entire growth was in non-manufacturing and especially in non-blue-collar jobs.

The message, therefore, is clear. A country, an industry or a company that puts the preservation of blue-collar manufacturing jobs ahead of international competition will soon have neither production nor jobs. The attempt to preserve such blue-collar jobs is actually a prescription for unemployment. This is the stark reality which we must face and accept.

In my view, the real fountain-head of employment generation is located in agro-based industries in rural areas, growth in handicrafts and promotion of self-employment. In the handicraft sector, too, there is the need to inject imaginative and innovative techniques so that its products suit the taste of the new and younger generations. Furthermore, the ILO should address itself to assisting the developing countries in evolving viable social protection measures for the rural workforce in order to provide positive incentives for them to stay and work in the rural areas.

Equally important is the necessity to restructure our industries. Most of the industrial units in India are carrying a heavy complement of manpower that is not needed for efficient production. In recent years, a large number of establishments have gone "sick" or are in the process of joining this category. A realistic policy would be to readjust the labour component and shut down units which cannot be revived at all. In suggesting these measures, I am not ignorant of the human dimension of the restructuring process. The answer does not lie in cosmetic surgery, but in formulating measures to take care of surplus labour or of those who lose their jobs on account of closure of "sick" establishments.

The industrial scene in India is changing fast. With the liberalisation of import policy and the relaxation of controls on the private sector, our country is poised for a quantum leap in socio-economic development. The credit for accelerated industrial activities goes, in a large measure, to Prime Minister Rajiv Gandhi. His policies of deregulation, capacity expansion, broad-banding, Jawahar Rojgar Yojna and revitalisation of Panchayat institutions have firmly set the nation on the road to mass prosperity.

A recent economic survey has brought out several positive gains – agriculture has achieved an increase of 17 per cent, the food grain output reaching a record 170 million tonnes; industry has recorded a growth of 9.8 per cent; and the overall growth in GDP has been estimated at 9 per cent. My country has done a better developmental job than many Third World countries.

There has been an emergence of a large, highly developed entrepreneurial middle class which, given proper incentives and impetus, can make the country economically prosperous in the true sense. Our problems, undoubtedly, are daunting. But our people have a strong urge to forge ahead in decades to come, so that the prosperity does not remain confined to only a select few. The message of the Philadelphia Declaration permeates our social and economic planning and the country is firmly on the road to progress.

Original – French: Mr. CAL (Workers' delegate, Italy) – On behalf of the Italian workers, I congratulate Mr. Nkomo on his election as President of this important session of the Conference and I take this

opportunity to wish every success to Mr. Hansenne who has just shouldered the delicate task of being the Director-General of the ILO.

The Director-General's Report, which this year focuses on economic recovery and employment, faithfully reflects the contradictory situation affecting our planet. While, on the one hand, there has been important growth in the world economy, on the other hand, the Third World countries are getting poorer, as evidenced by a falling per capita income, and resources are being transferred from South to North, in the form either of capital movements or of crushing interests on the debt of the developing countries.

If this problem is not attacked at its root, it may lead to a general social and economic disaster which will inevitably affect the northern countries. In this connection, it is urgent to adjust national economic policies and to change international economic relations, inter alia, by shifting the terms of trade in favour of the developing countries, by opening up markets, in brief, by changing the economic, financial and monetary structures which have ruled the world for almost 50 years.

At a time when the international strategy of the United Nations Fourth Development Decade is being devised, we should like to offer a few ideas on the elaboration of this scheme which is to usher in the third millennium.

We propose that the ILO should launch a special appeal to all the members States of the United Nations, and especially to the northern countries, to finance a common fund, using in particular the money set free by disarmament measures, such as those recently taken by the United States and the Soviet Union, whose example should induce other countries to follow suit. This fund should be used to reduce the debt of the developing countries of African and Latin America. It should serve to boost growth through investment geared to improving the living conditions in the poorer countries, to promote means of stimulating production so that structural adjustments can be made to benefit the underprivileged. All of this should be achieved in the context of development that preserves the environment rather than in a situation of stagnation or economic slump and to the detriment of the environment. This initiative might be called the "Brandt Plan" for the development of the South, in the light of the fact that it was Willy Brandt who, about ten years ago in his report, envisaged, amongst other things, a reduction in the arms budget in favour of development. Today, after 40 years of a mad race towards self-destruction, the major Powers seem to have understood that it is better for all of us – the North and South – to live in a richer and more secure world than in a poor and uncertain one. If there were a political will to do this, the creation of a structure giving effect to such a plan could be envisaged. We propose that it should be an international authority, under the direction of the United Nations Secretary-General and supported by the Directors-General of the United Nations agencies for social and economic matters, such as the ILO, with tripartite representation including workers and employers on an equal footing, UNDP, UNCTAD, FAO, etc., and a representative from each continent. We invite the new Director-General of the ILO to take the initiative in this direction.

As regards Italy, it has to be said that macro-economic indicators are not entirely negative, but while it

is true that the rate of growth is increasing, it is also true that inflation is spiralling upwards, unemployment is holding its ground and southern Italy is still awaiting development.

As to tripartite relations, they have hitherto played a part only in social and economic questions connected with the construction of an internal market within the European Economic Community in anticipation of 1992.

However, relations between the social partners have developed significantly. Employers are changing the attitude they held in the 1980s, when they tried to govern labour relations independently of trade unions, by attempting to replace collective agreements with a series of individual contracts. Their plans were thwarted by the resistance put up by workers and trade unions. Today, it is obvious that collective agreements negotiated by trade unions have taken firm hold.

The agreements signed a short time ago in the public sector – the protocol with the Institute for Industrial Reconstruction – and more recently in the most important private sector, bear witness to this change of strategy, which is bound to become more marked. The Italian trade unions in general are following ever more a strategy which could be called one of “participatory bargaining”. In other words, they are trying to follow a responsible wage policy to reduce unemployment while maintaining purchasing power, bearing in mind the general rate of growth of the country's economy and other indicators such as the economic health of the enterprise or the enterprises of a same group.

Italian trade unions are paying increasing attention to tax-free wages. In this connection, they have recently entered into bilateral negotiations with the Government, whose fiscal policy sometimes runs the risk of cancelling out wage increases negotiated with enterprises. The trade unions have, during 1988 and the beginning of 1989, taken part in decisive negotiations with the Government to obtain, through the State budget, a reduction in direct taxation and tax rebates in favour of families and, especially of retired workers.

In these last few months the trade unions and the Government have clashed over the issue of welfare. The Government has reduced the welfare benefits of workers and other citizens with respect to health. Trade unions retorted by staging a strike which led the Government to backpedal to some extent.

In the coming months, negotiations between the Government and trade unions will focus on wage and standard-setting policies concerning public service employers. The objective is to raise the level of efficiency in the administration and in public services. The trade unions are ready to discuss a new harmonisation between wages and working conditions. The Government appreciates the attitude of trade unions, but it is incapable of producing a short- and long-term plan for restructuring in order to increase mobility in the public services and to acquire independent officials capable of putting such changes into effect.

Lastly, in reference to the situation in Italy, allow me to mention the serious problem of occupational accidents which according to statistics caused the death of more than 3,000 workers in 1988 – a shocking average of eight people a day. Here is another field in which employers, trade unions and govern-

ments must work together each within the limits of their own responsibility to put an end to this frightening state of affairs in the world of labour.

As regards the ILO, and more particularly international co-operation, we are very anxious that the Turin Centre should become even more an instrument of co-operation and an integral part of the ILO with respect to its policies and its training initiatives.

Although in the last two years peace has made important strides throughout the world and detente and co-operation have gained ground in the relations among States, we are unfortunately still witnessing tragic events which upset those of us who believe in peace stemming from democracy, social justice and freedom.

We have not forgotten the terrible pictures we have seen of the events which have stained the Square of Heavenly Peace in Beijing with the blood of so many youthful students. We wish to reiterate our firm condemnation of the terrifying military intervention against unarmed students ordered by the Chinese authorities. That intervention has stifled not only the hopes of the students but also a whole people's aspirations to freedom, democracy and social justice. However, the Chinese Government must know – and recent examples of history are there to recall this fact – that it has never been possible, any where and at any time, to deny mankind's basic values and fundamental rights indefinitely.

This is equally true of South Africa, where the apartheid regime continues to deny all civic rights to the majority population, basing itself solely on the colour of the skin of its peoples.

We support the struggle of the Black people of South Africa and ask all countries of the EEC and the international community, including our own, to apply mandatory sanctions demanded by the Black Liberation movements, the democratic trade unions of South Africa and the international organisations, including the ILO.

The very detailed Report by the Director-General on the position of workers in the occupied Israeli Arab territories puts its finger on an open wound. It describes the appallingly serious situation in these territories, with the arrest of trade unionists, the expulsions, the closing down of trade union premises, the discrimination and inequality of treatment and the drop in the standard of living by 50 per cent since 9 December 1987, the start of the “intifadah” which has led to several hundred people losing their lives.

The trade unions in the Italy wish to express their vigorous condemnation of the policy of repression by the Government of Israel in the occupied Arab territories. We call on our brothers in the Israeli trade union movement to collaborate in seeking to guarantee again all trade union freedoms as well as the release of imprisoned Palestinian trade unionists.

We appeal to the wisdom of the State of Israel and the PLO to ensure reciprocal simultaneous recognition to enable them together to establish future co-operation and peace. To that end, any initiative on either side would be welcome. In particular, an international conference on peace in the Middle East must be convened as soon as possible under United Nations auspices, providing for the participation around the same table of all the parties concerned, including, of course, the PLO, the legitimate representative of the people of Palestine.

We appeal to the two parties concerned in this conflict to show good will, at this session of the Conference as well.

Most unhappily, there are too many occasions and too many countries where human rights and freedoms are trodden under foot. This situation seems to us the more intolerable in the year when the whole world is celebrating the 200th anniversary of the French Revolution, which led to the first Universal Declaration of Human Rights. No country can stand aside from this, no matter where it is or what the ideological inclinations of its authorities.

In this connection, I should like to appeal to the authorities of Chile and to ask the Director-General and the Conference to intervene to obtain the release of two important Chilean trade union leaders, Manuel Bustos and Arturo Martínez, who are exiles within their own country, while at the same time general elections are planned in an attempt at democracy which, for this reason, may be seriously reduced in significance.

Nor can we forget the sufferings of the populations and workers of Centra America as a whole. These peoples are looking for peace stemming from social justice, democracy, freedom and independence.

The international community must leave no stone unturned in giving political and economic assistance to allow the full success of the 2 Peace Plan.

Finally, allow me to observe with great satisfaction certain events which we have been witnessing in certain eastern European countries, such as Poland, the Soviet Union and Hungary. While numerous grave problems remain and the position is still stagnant in other Eastern countries, we cannot only applaud the process of democratisation in the three countries I have mentioned. This is an excellent sign for the whole of Europe, for our future and for peace and development in the world as a whole.

Original – Arabic: Mr. EL-TAYEB (Minister of Labour and Social Security, Sudan) – In the name of God, the Merciful and the Compassionate! Allow me first of all to congratulate Mr. Nkomo on his election to the presidency, for which his widely recognised experience and abilities well qualify him. This choice is certainly an honour, not only for him personally and for his country, Zimbabwe, but also for our entire African continent. We are convinced that under his wise guidance, this Conference will achieve the objectives to which we all aspire.

I should like to take this opportunity to congratulate Mr. Michel Hansenne on his election to the office of Director-General of the ILO. He is not new to the world of labour, for he maintained close links with this Organisation as Minister of Labour of his country. This is why we hope that the Organisation will benefit from his experience and dynamism at this time, as it embarks on its eighth decade. We cannot fail here to pay tribute to the considerable efforts made by his predecessor, Mr. Francis Blanchard, which culminated in a great many achievements to the benefit of this Organisation and its members in all of the regions of the world.

Through you, I should like to congratulate the three sides throughout the world and in the International Labour Office on the 70th anniversary of the inception of the ILO. Now, as it begins its eighth decade, the ILO is proud of what it has already

achieved, and many challenges lie ahead, which we hope that it will succeed in meetings, thanks to the commitment and solidarity of its members.

I shall begin my comments on the Report of the Director-General by thanking him for his judicious choice of the subject of recovery and employment, which is certainly of particular importance for all of the countries of the Third World, and especially for the least developed countries, including my own. Economic growth and progress can only be achieved if the advanced countries and the developing countries join in a genuine effort to adapt to new conditions. Such adjustments are not only necessary in national economic policies, but also in international relationships, given the close interdependence between nations. The Report of the Director-General stresses the importance of linking economic recovery to development, in order to ensure that wider sectors of society can enjoy the fruits of development. In our view, this is an essential point for the countries of the Third World in view of the poverty, hunger and disease afflicting their populations.

Like the other developing countries, my country is suffering the consequences of the economic crisis of the early 1980s, the most important effects of which were a deterioration in the terms of trade, a general increase in interest rates, the setting up of trade barriers and a decrease in the available capital. To this one must add the burden of the foreign debt borne by the developing countries which has increased over the years, curtailing the possibilities for development of debtor countries by compelling them to channel a large proportion of their resources to servicing debts, without, however, being able to repay the debt itself.

I should like to take this opportunity to pay tribute to the Government of France for its laudable initiative in cancelling the debts owed to it by 35 of the least developed countries. We hope that other creditor countries will follow this example, for it is a positive step towards the solution of a major problem which is a cause for concern in both the North and the South.

In addition to the consequences of difficult economic and social conditions, Sudan must also face a great many problems which are a drain on its resources. The civil war imposed on Sudan is one of these problems, for it has resulted in instability, preventing a return to conditions favourable to production and growth.

In this respect, I have pleasure to inform you that the way of peace is the unanimous wish of the Sudanese people. The many efforts made in the past have culminated in an agreement between all of the parties to cease fighting and embark on negotiations with a view to preparing the Constitutional Conference, which will discuss all of the controversial issues in order to reach a nation-wide agreement which will put an end to the conflict. In this connection, Sudan wishes to receive the assistance of all of its brothers and friends in the international community in order to achieve this objective.

The war has led to an exodus from the combat areas in the south towards the north, proving that Sudan is a country for everyone. As you know, this exodus has economic and social repercussions, making it necessary for the State to house the displaced persons and to provide them with essential services such as health care, education, etc., placing an additional burden on the already meagre resources of the

State. As you also know, Sudan also welcomes refugees, who currently account for about 10 per cent of its total population, and despite the assistance provided by the United Nations system, these refugees place an additional burden on its economic resources.

Natural conditions have played an important part in the deterioration of the economic situation in my country. While we were still endeavouring to mitigate the negative consequences of the drought and desertification afflicting my country, as others in the Sahel region, we were struck by the disastrous floods which occurred last year, causing enormous damage to agricultural and livestock production, not to mention the destruction of the infrastructure. In this regard, I should like to thank all of the countries which assisted Sudan in alleviating the difficulties it has had to face as a result of the problems I have outlined. We hope to receive additional support, since our needs for reform, recovery and development are considerable.

In Sudan, we have realised that reform, recovery and development can only be founded on sound planning and a clear vision of the situation with a view to achieving growth, justice and well-being for the various sectors of the population, and in particular those directly affected by the deterioration of the economy and natural disasters. In this respect, the Government, in collaboration with the social partners and political and sectoral organisations, has drawn up a four-year plan for recovery, reform and development which will come to an end in 1991. This programme should ensure the flow of staple goods and essential services by improving the performances of the production and service sectors. As regards employment, the programme has fixed indicators to achieve a more effective utilisation of human resources by drawing up policies for deploying these resources and rationalising their use in the various sectors. The programme is also designed to step up labour-intensive public works projects, not to mention the particular importance which it attaches to projects for the establishment of small-scale enterprises.

In this context, Sudan pays tribute to the ILO and to the donor Governments which finance and implement these programmes. It hopes that the technical assistance of the ILO and the funding by donor countries will be stepped up in order to afford increased opportunities for productive employment and to encourage the population to settle in rural areas through integrated rural development which takes into account the social and human dimension of economic recovery and development.

In its economic recovery and development planning, Sudan has adopted the tripartite approach taken within the ILO. This year consultations between the social partners have continued with a view to reaching appropriate and acceptable solutions as regards the minimum wage, in order to deal with the consequences of inflation and the rising cost of living. These consultations have culminated in the conclusion of a collective agreement between employers and workers, through the latter's trade union organisations. This collective agreement regulates the minimum wage and provides for a significant increase in the wage brackets above the minimum wage. The agreement was the result of negotiations which took place in a climate of industrial peace. This practice reflects a traditional approach of the Sudanese trade

union movement which was adopted by both sides of industry, with the participation of the Government which seeks to reach a permanent common understanding in the form of a collective agreement containing the main points of interest to the three sides and outlining appropriate means and measures to set out obligations and secure the rights of all of the interested parties.

It should be pointed out in this connection that the new forces represented in the federations and the trade unions have shared in the power within the Government of the National United Front, which has drawn up a programme of action centered on achieving peace and improving the well-being of the broad masses. The new forces have honoured me by asking me, together with another trade union colleague, to represent them in the Council of Ministers.

The ILO mission report this year on the situation of workers of the occupied Arab territories highlights the dramatic situation of the Arab workers in Palestine and the occupied Arab territories, and the refusal of the Israeli occupation authorities to apply the resolutions and recommendations of the ILO. As everyone knows, the practices of the Israeli occupational forces are characterised by inhuman acts of terrorism, torture, murder, the destruction of homes and expulsion. As regards labour, the report states that the practices of the Israeli occupation authorities are aimed at prohibiting Palestinian producers from exporting their produce on foreign markets and creating discrimination in vocational training, social security and public freedoms, while as regards employment, the Israeli authorities have introduced magnetic cards only for Palestinian workers in an attempt to suppress the "intifadah" by depriving those who take part in the uprising of their right to work.

In our view, this situation is due to the continuing occupation which has led to the uprising of the Palestinian people aimed at putting an end to repression, arbitrary practices and the violation of human rights. This is why we urge delegations to support the Arab resolution submitted to this Conference in order to put an end to the deterioration of the situation of the workers in Palestine and the occupied Arab territories, and to restore the legitimate rights of the Palestinian people.

Since the causes of freedom are indivisible, the cause of southern Africa continues to haunt the conscience of the world community because of the oppression inflicted by the racist regime on citizens and workers in South Africa. These are practices which embody the most horrendous forms of racism and discrimination, which we reject and which call for our solidarity in order to put an end to this regime and its practices. In this regard, we pay tribute to the efforts made by the Committee on Action against Apartheid of this Conference and trust that it will continue its work with the same enthusiasm and objectivity until the objective of the entire world to put an end to this regime has been achieved.

Along the same lines, we also reject the obstacles placed by the apartheid regime in South Africa in the way of the application of Security Council resolution 435 on the independence of Namibia. We salute the struggle of the peoples of South Africa and Namibia for the recovery of their legitimate rights and the granting of national independence.

I should like to conclude by assuring you of the support of my country's delegation in your guidance

of the work of this important conference, in the hope that it will be a total success.

INSTRUMENT FOR THE AMENDMENT OF THE CONSTITUTION
OF THE INTERNATIONAL LABOUR ORGANISATION, 1986:
RATIFICATIONS AND ACCEPTANCE

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – I would like to give the floor to the Clerk of the Conference for an announcement concerning the ratification and acceptance of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986.

Original – French: The CLERK OF THE CONFERENCE – I have pleasure in announcing that the Director-General of the International Labour Office has registered the ratification by Austria and by Zaire, as well as acceptance by the Ukrainian SSR, of the Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986.

This brings the total number of ratifications and acceptances of the Instrument to 62.

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – We shall now continue our discussion of the reports of the Governing Body and of the Director-General.

Original – Turkish: Mr. YILMAZ (*Workers' delegate, Turkey*) – I should like first of all to extend to Mr. Nkomo on behalf of the Confederation of Turkish Trade Unions, TURK-IS, and on my own behalf, our heartiest congratulations on his election to the presidency of the 76th Session of the International Labour Conference.

I would also like to take this opportunity to congratulate Mr. Michel Hansenne on his election as the new Director-General. I am convinced that, like his predecessor, Mr. Francis Blanchard, he will ensure that the ILO fulfils its highly important mandate. I wish him every success in his work, and assure him of our continuous co-operation and support.

Finally, I should also like to extend my compliments to Mr. Francis Blanchard for his thought-provoking Report submitted to the Conference.

Part I of the Director-General's Report entitled *Recovery and employment* outlines an approach to international economic problems which is likely to provide for effective implementation of structural adjustment, a resumption of growth and a greater degree of social justice.

The Report rightly stresses the fact that the social cost of partial adjustment in most developing countries has been heavy. The Director-General states "... it was precisely those segments of the population that were less well equipped to bear the cost, however, that were most severely affected". The outcome, according to the Report, is the following: an increase in open unemployment almost everywhere; a deterioration in the quality of jobs created; a reduction in labour income, particularly wages; a fall in government social spending; a situation a vast majority of Turkish people has experienced throughout the 1980s.

The Report asserts that it is possible to combine adjustment with the resumption of equitable growth. It proposes an investment strategy focusing on the revival of production and improvement of the productivity and income of the poor, which, together, will boost demand and further stimulate economic recovery while at the same time moderating the social cost of adjustment which have been borne by the poor.

The Report examines specific measures to achieve these objectives and emphasises, in particular, the importance of labour market policies shaped to guarantee for workers a minimum level of protection, that is, protection against oppression, freedom of association, prohibition of forced labour, equal treatment, etc., a share in the fruits of development, greater public accountability and participation in the course of development. In short, the Director-General's Report invites us once again to emphasise the social and human purposes of any economic policy.

In my delegation's opinion, any development policy will be meaningless if it does not have as its end purpose the well-being of the people as a whole, and, ultimately, the well-being of each individual within the national community. The question is how we should contribute to putting the human being at the centre of development. This requires sound thinking in the right direction and, foremost, full respect for fundamental rights and liberties of workers. A development effort which neglects the human factor and the rights and liberties tied to it has no chance whatsoever.

Representatives of trade unions are devoted to supporting an economic policy which gives the highest priority to full employment. Full employment may not be a realistic short-term objective. We cannot, however, turn away from our long-term objective of full employment which must remain our principle goal. Such a policy requires the all-out efforts of governments, employers and workers, through negotiations, to achieve mutually acceptable programmes, the objective of which must be job creation. In such a tripartite effort none of us must be wedded to fixed or doctrinaire ideas of economic theory. Even if it is believed that the solution of the problem is through the free forces of the market and the private sector, we must realise that this has been insufficient and inadequate in the light of the history of the last decade.

We have to overcome the existing social imbalances. This can only be achieved by seriously considering the expectations and demands of the workers. Workers' demands must be listened to. Our viewpoints are clear. We are for the establishment of full, freely chosen employment; for the improvements in the protection of workers in the workplace from hazards to health and safety; for an increasing share in the fruits of productivity to the workers who make gains possible. We favour widening scope of social security provisions for workpeople and their families. What we want is a balanced economic policy, designed to contribute to improving the conditions of the poor and oppressed wherever they are.

But, as trade unionists we want something more. We want workers to have the right to organise and to negotiate freely, without restrictions imposed by governments or employers the terms under which they work and live. I do not think there are many delegates present today who would argue against these

principles. The ILO itself is built on them. At the same time, it is no secret that there are a number of countries where the principles of freedom of association and tripartism are not recognised, where lip service only is paid to basic trade union rights and liberties.

Turkey, for instance, must show progress in this field and fast! We must do all in our power to put things right. The challenges ahead of us are not insurmountable so long as co-operation among nations and peoples is strengthened. Our commitment to the ideals of the ILO will be called into question if we fail to meet these challenges. It is my hope that we will not fail.

Before concluding, I wish to draw your attention to the most inhuman treatment in progress against the Turkish population in Bulgaria. Tens of thousands of Turks – men, women and children – are tortured, their names changed, their pensions cut, their properties seized, and they are forced to leave the lands they have been living on over many centuries. Forced migration is taking place. On behalf of Turkish workers and the Confederation of Turkish Trade Unions (TURK-IS), and on my own behalf, I strongly protest against these inhuman acts and appeal to world public opinion to do all in their power to put an end to these crimes.

I wish the Conference every success in its deliberations.

Mr. FREELAND (*Government delegate, Antigua and Barbuda*) – My delegation and I wish, like the others who spoke before me, to extend to the President and his three deputies our congratulations on their unanimous elections to the highest offices in this Conference. Under their capable leadership, we should arrive at a successful conclusion.

The tripartite delegation from Antigua and Barbuda wishes to express its profound appreciation for the sterling service rendered to the International Labour Organisation by Mr. Francis Blanchard, recently retired Director-General. The ILO benefited greatly from the rich experience that has been amassed by Mr. Blanchard over the years. So rich has been that experience, however, it is difficult for me to perceive that Mr. Blanchard's retirement means spending the rest of his day in a comfortable rocking chair in a conducive atmosphere. We wish him good health and long life. In like manner, my delegation offers sincerest congratulations to the newly elected Director-General of the ILO, Mr. Michel Hansenne. Antigua and Barbuda, which is currently serving on the Governing Body of the ILO, heartily endorses Mr. Hansenne's election and hereby offers its support to Mr. Hansenne during his five-year term as Director-General.

Part I of the Director-General's Report depicts a transition from pessimism to optimism, as the title *Recovery and employment* seems to suggest. The problem of unemployment is one that faces every member State of the ILO, and no government, be it of developing or industrialised designation, can ignore the problem. Any government that seeks to justify its position must stretch every effort to ensure that employment of appreciable magnitude guarantees the path to recovery.

The economies of many rich and poor countries alike have been shaken to the point of impending collapse, and recovery of these economies has been

the acid test by which one government seeks to overthrow another, even without any real or imagined prospect of recovery between predecessor and successor governments. We need to be wary about our being "on the threshold of a new era of prosperity", suggestive of recovery consequential upon better employment prospects, and especially so as certain regional conflicts continue to undermine world peace. But we can find hope in the Director-General's optimism that "greater efforts are being made to reduce the threat and find lasting solutions".

The Antigua and Barbuda delegation is heartened by the Director-General's commitment, as expressed in his statement that the "ILO has a central role to play in the area of employment", as well as by his observation that "Contributing at once to production, to the distribution of wealth and to the self-fulfilment of the individual, employment is the expression of an often mentioned but too often neglected fact of life – namely that "human beings are both the means and the ends of economic development".

The ILO's commitment in the area of employment has been evident by the many activities undertaken by the ILO in 1988, which have been highlighted in Part II of the Director-General's Report. Employment should not be perceived merely as the capability of a government to provide jobs for its citizens and for others, but by the ability of all parties at the workplace to work harmoniously and to be concerned each for the others. The ILO's activities, therefore, in fostering good relationships between employers and workers, in the education of workers and employers through seminars and workshops, in improving working conditions of all workers and in particular those of vulnerable groups, in emphasising equal opportunities for all regardless of sex, race or religion, in providing technical assistance by way of regional advisers and strengthening tripartism – all these will determine the kind of recovery and employment that is envisaged by the Director-General.

Antigua and Barbuda is not blessed with mineral resources. Its topography does not induce rainfall which would bolster agriculture production. But its balmy climate with sun, sea and sky has proved a haven to sunseekers from the North. While some attempt was made at manufacturing, this could not keep pace with employment demands and, with emphasis placed on service industry, leaving employment in manufacturing to be undertaken mainly by "guest workers".

As would be expected with a balmy climate, a deep-water harbour, a strategically placed international airport and a manageable land area mostly owned by the Government, tourism has become the nation's number one revenue-earner, occasioned by the construction of hotels. Almost every sector of the community has been affected by the tourist industry. The development of our human resources then must be accorded priority treatment in such areas as training, provision of health services and in cordial relationships between employers and workers.

It has been noted that one of the agenda items for the 76th and 77th Sessions of the International Labour Conference is "working conditions in hotels, restaurants and similar establishments." Through the ratification and implementation of ILO standards which relate to freedom of association and free collective bargaining, the hotels in Antigua and Barbu-

da are allowed to form themselves into an association which bargains collectively with a registered trade union, bargaining on behalf of hotel workers. The bargaining union of the workers polices the terms and conditions of employment as specified in the collective agreement.

Of special interest is the fact that in December 1983 a number of workers took strike action in the hotel industry resulting in 150 hotel workers being dismissed for failing to report for duty by a given deadline. Upon failure to resolve the dispute through the conciliatory process, the matter was referred to the Industrial Court which in May 1989 ruled that the workers were wrongfully dismissed and should be adequately compensated. The matter was referred to the ILO Committee on Freedom of Association which has been awaiting the Industrial Court's decision. The right to strike is allowed under the Antigua and Barbuda Labour Code.

The Director-General has commented repeatedly on the severe debt burden that faces developing and industrialised countries alike. We agree with the Director-General that developing countries "are devoting a large share of their export earnings to interest payments without being able to reduce the capital of the debt." We in Antigua and Barbuda subscribe to the view that national indebtedness is a necessary evil to "recovery and employment." We borrow money to invest in projects that are geared to generate employment, as for example, money used to construct hotels which generate employment directly and indirectly. The value of such assets increases over time and by the sale of some assets, funds can be channelled into repayment of the national debt. A country must decide whether to borrow, even at high interest rates, the funds necessary to generate employment or not to borrow and allow unemployment to increase with its attendant evils. As long, therefore, as my country and its people exist, so will the debt burden remain despite efforts to reduce it.

The Director-General attaches great importance to the protection of the fundamental right of workers as a contributing factor to economic development. He further emphasises that in no better way can this be achieved than by dialogue between the parties within a climate of mutual respect. Every worker in Antigua and Barbuda is guaranteed the protection of his fundamental rights through the Constitution and the Labour Code. The population has been made aware of this by the media and any departure therefrom is tested through a machinery that ensures this protection. It is this factor that is responsible for reducing the number of industrial disputes to zero within the past years. Hence employment in secure and conducive atmosphere is sure to lead to meaningful recovery.

However sound the economic base of a country may be, and however bright are its employment prospects, if the health of the country's citizens is in jeopardy that economic base and those employment prospects become worthless. The Director-General reports that the state of health of the population is itself a source of productivity. The Antigua and Barbuda Government has had that conviction for a very long time and has put its conviction into positive action, as it seeks to upgrade its lone hospital with modern service. The ten-year old medical benefits scheme and the 15-year old social security scheme buttress each other in providing medical services to

our nationals. Health centres are located within easy reach of each citizen with free service. The productivity level of each employed person is therefore bound to rise in relation to the level of each person's health.

The Antigua and Barbuda delegation heartily endorses the issues raised in the Director-General's Report and commends the Director-General for raising such pertinent issues that can be adopted as policy guide-lines of member States of the ILO.

Mr. NSIBANDZE (Government delegate, Swaziland) – It is for me a great honour and indeed a privilege to be accorded the opportunity of addressing this august assembly, and on my behalf, and on behalf of my delegation, I wish to convey to this 76th Session of the International Labour Conference warm and fraternal greetings from my Head of State, King Mswati III, the Government and the people of the Kingdom of Swaziland.

I also wish to seize this opportunity to join other distinguished delegates that have spoken before me and congratulate Mr. Nkomo on his election to the seat of President of this international Conference. I have no doubt that under his wise guidance, this Conference will make valuable contributions to the lofty ideals of the International Labour Organisation, in particular to the search for solutions to the economic and social problems confronting the international community.

May I also congratulate the new Director-General whose appointment to this important and challenging position heralds yet another important chapter in the history of the International Labour Organisation. My delegation has confidence that Mr. Hansenne will lead this body to even greater heights of achievement as he follows in the footsteps of another illustrious man, Mr. Francis Blanchard.

The Government of the Kingdom of Swaziland has studied with great interest the Director-General's Report on the activities of the International Labour Organisation during the year 1988, and on the all-pervasive subject of recovery and employment. Swaziland attaches considerable importance to the need for global recovery, the challenge of employment creation and the participation of the social partners in all the strategies and in the decision-making processes.

It is in this respect that my delegation fully endorses the concerns expressed in the Director-General's Report, hoping of course that positive action, beyond a simple declaration of intent, will be taken by the international community.

Swaziland became a member of this United Nations agency some 15 years ago and has, during this period of time, ratified 30 ILO Conventions. To implement and give positive effect to the spirit behind these Conventions, and in accordance with the principles of tripartism, Swaziland, with assistance of ILO experts, drafted and passed through Parliament legislation governing industrial relations, environmental protection, as well as the economic welfare of the social partners. It is therefore gratifying to report to this august assembly that as a consequence thereof, Swaziland enjoys a comparatively healthy industrial climate.

Our Industrial Court, formed some eight years ago, has already made a steady increase in the number of cases brought before it. This is partly due to the increasing awareness on the part of workers'

organisations of their legal rights as well as the fact that workers have gained considerable confidence in the impartiality of the Industrial Court. The operation of the Court as an instrument of industrial peace and harmony have made a significant contribution in the sensitive area of industrial relations.

It is my pleasure to report further that Swaziland has recently ratified the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), the Labour Statistics Convention, 1985 (No. 160), the Occupational Health Services Convention, 1985 (No. 161) and the Asbestos Convention 1986, (No. 162). Towards the effective implementation of these Conventions, Swaziland has once again requested the services of an ILO expert to assist in drafting the appropriate legislation.

The Conventions ratified by Swaziland revolve around the observance of human rights, a subject which was the central theme of the 75th Session of the International Labour Conference and to which my country is committed. Every conceivable effort is being undertaken to enhance the observance of human rights which is a panacea to world peace and security.

With regard to the problem of unemployment, my country has embarked on programmes designed to enhance employment opportunities as well as to improve labour relations in response to a call by his Majesty our King, who has on numerous occasions expressed concern over the daunting unemployment problem, urging the nation to find ways and means of creating job opportunities to absorb the growing numbers of unemployed citizens joining the ranks of jobseekers.

In an attempt to quantify the problem and assist in the planning process, my Government has plans aimed at obtaining accurate statistics concerning our unemployed citizens. The Departement of Labour is in the process of computerisation and in this regard assistance is sought from relevant institutions to train the department's staff in the compilation, maintenance, reproduction and assessment of information and data retrieved from the computer. This exercise is also in accordance with our overall manpower training programme. My Government will therefore be grateful for any assistance that the International Labour Organisation can provide towards the attainment of this objective.

Swaziland, like many Third World countries, has a pyramid age structure with the youth forming the base of that pyramid. About 65 per cent of the country's population is under 18 years of age and is therefore economically unproductive and dependent on the smaller percentage of wage earners. Another 20 per cent represents the old, the crippled and the unemployed, who are equally economically unproductive, thus leaving a productive labour force of some 15 per cent that are gainfully employed.

The subject of manpower training continues to enjoy priority attention. To implement effectively our development programmes, we need trained manpower on all levels, whether it be in the field of factories' inspection, the prevention of occupational hazards, the use of chemicals, etc. Every effort is being made to equip our citizens with the relevant skills to ultimately enhance their productive capacity. My Government would like to convey our sincere gratitude to the many countries and international organisations that have, in a variety of ways, contributed immense-

ly to our manpower training programme, which to us is the very basis of our socio-economic development.

On the economic front, it is both encouraging and reassuring to note that during the past year our economy has been relatively buoyant. The overall tempo of our national development has generally been satisfactory. This steady progress can be ascribed to the relationship between the social partners and the quality of our labour relations' system, as well as the general impact of our training programmes. Credit must also go to our employers, as well as to the labour force, for their collective and sustained efforts in creating a climate of industrial peace and harmony, a climate that is conducive to further investment.

For the foreseeable future, Swaziland will continue to depend on its agricultural sector which is basically the backbone of the economy, providing a livelihood to some 80 per cent of the population engaged in both subsistence as well as semi-commercial farming. In addition, the agricultural sector employs some 30 per cent of the country's labour force.

My Government hopes that this vital sector will continue to expand and create jobs for an increasing number of our unemployed citizens. On the other hand, the Government is equally committed to the promotion of the concept of self-employment and the development of local entrepreneurship.

Commercial farming in the big estates is our biggest foreign exchange earner. This sector is characterised by the varying degrees of mechanisation, high production inputs, etc. Among others, it covers the forestry, sugar-cane, citrus and cotton industries. It is also characterised by a wide range of machinery and equipment, chemicals such as fertilisers, pesticides, insecticides, herbicides, etc. These industries employ large numbers of workers who are sometimes exposed to adverse climatic and weather conditions as well as to the rigours of the transportation system used to transport the labour force and the farm produce. All these factors contribute in a variety of ways to occupational hazards.

In the industrial and commercial sectors, Swaziland has continued to achieve steady growth. The country has over a thousand registered enterprises ranging from backyard outfits, employing less than five workers to large-scale enterprises employing well over 3,000 employees. The major industries other than the agricultural industry are: the mining industry, consisting of asbestos, coal, quarry and diamonds; the processing and manufacturing industry, consisting of ginning, textiles, food canning, beverages, etc.; social services; transport; the building industry and others.

As in many developing countries in the world, our legislation does not adequately cope with the rapid growth of industrialisation and can therefore not effectively safeguard the occupational health and safety of our population. Some of our workers have received injuries of varying degrees of seriousness as a result of the nature of their work. We have had cases of skin disease due to the handling of chemicals; deafness, due to excessive noise; pneumoconiosis, due to organic and inorganic fibrogenic dust.

To safeguard the health and the lives of our workforce, every precaution is taken to ensure that those companies that deal with a wide range of chemical substances, either in transporting, handling, storage or disposal of various dangerous chemical compounds, implement protective measures in accor-

dance with the occupational safety standards and avoid such hazards as environmental pollution of either the air, the soil or the water.

Other precautionary measures include mounting intensive training programmes to arouse the awareness of the workforce towards the important subject of occupational health. There are, nevertheless, certain preventive and control measures, which as a developing country we cannot afford, particularly the replacement of outdated systems and operations with the introduction of sophisticated technology and automation capable of completely safeguarding the health and the safety of our workforce. However, being conscious of our obligation to protect the lives of our people, attention is being paid to the revision and formulation of appropriate legislation designed to enhance occupational health and safety standards within our industrial sector.

The concerns and programmes highlighted above underscore the importance that my Government attaches to the implementation of the ILO Conventions and Recommendations to enhance our social and economic development, while at the same time improving the capacity and quality of health, safety and environmental programmes. As mentioned earlier on, on the subject of industrial relations, it is noteworthy and reassuring to see that confrontations between the social partners have been considerably minimised. Another reason for this welcome development is the fact that several major industries have entered into meaningful negotiations with labour unions, aimed at the attainment of formal recognition agreements. It is my Government's hope that the cumulative effect of all these factors will ultimately secure lasting industrial peace and harmony between the social partners.

In conclusion permit me to congratulate the Director-General for preparing and submitting to our governments in good time, his comprehensive and thought-provoking Report that will inspire this august assembly in its search for practical and lasting solutions to the diverse social and economic problems confronting mankind. We live in and belong to a changing world, a world of interdependence where all nations, large and small, need each other. Therefore, it is my delegation's hope that this body, in its pursuit of the fundamental principles of human dignity, freedom of association and social justice, will make its contribution to the creation of a better world for all.

Original - French: Mr. SEHOULIA (*Minister of the Public Service, Labour, Social Security and Vocational Training, Central African Republic*) - I should like, on behalf of my delegation and on my own account, to express to the President my warmest congratulations on his election to the presidency of the 76th Session of our Conference. I also address my compliments to the Vice-Presidents elected by the Conference to second him in his task.

I also wish to convey to Mr. Michel Hansenne, our new Director-General, the congratulations of the Central African Government on his election as head of the International Labour Office for a five-year term of office. His competence, his experience and his brilliant career in the administration of his own country constitute precious assets which the International Labour Office may be proud to have at its disposal in the pursuit of its lofty and exalting mission of

ensuring the well-being of man in his social and work environment with a view to ensuring lasting peace in the world.

I should be failing in my duty if I did not pay a warm tribute to Mr. Francis Blanchard who has left his post at the head of the International Labour Office to which he had devoted himself body and soul with such dedication, skill and selflessness. My country will always be grateful to him for his wide-ranging achievements during his years of office.

We regret the loss of an eminent member of the directorate of the International Labour Office, Mr. Elimane Kane, whom death snatched away from us in the prime of life. This distinguished senior official, whose enthusiasm was contagious, was a leading African figure. He was always available to listen to those who wished to speak to him and knew how to take the right decisions to meet their expectations.

While welcoming the efforts made in the political sphere to guarantee world peace as manifested by the principle of peaceful coexistence between different social regimes and by the extinction of some of the fires of conflict all over the world, we cannot fail to feel anxiety about the economic crisis which afflicts all the countries of the globe.

It is accordingly quite appropriate that the Director-General has once again focused the attention of the world on a subject of burning topicality: *Recovery and employment*.

The selection of economic recovery and employment as the main theme of the Director-General's Report offers further evidence of his pragmatism and determination to attack the most topical and crucial problems of the day with a view to resolving them.

It is a fact that the creation of productive jobs and the relief of poverty still constitute the main challenge taken up by the Organisation in the quest of its ideal of ensuring the quality of life all over the world.

I should have liked to share the Director-General's optimism as expressed in the generous ideas set out in his exhaustive and detailed Report, but the worldwide situation resulting from world economic resurgence may conceal inequalities in ill-equipped countries like mine, resulting from the little solidarity shown us by other countries.

The Central African Republic, a land-locked enclave, suffers from this situation which hampers the import and export of its products.

The efforts made by the Government of my country are balked by a series of negative factors which hold back the pace of its development.

Unemployment is one of the most serious problems that the Central African Republic has had to face since independence and we have finally realised that the best solution to this problem lies in the success of our development strategy.

The Government of my country has taken measures to this effect, including the setting up of a Central Council for Training and Employment to ensure that training is adjusted to employment. Other measures relate to the organisation of training periods in public enterprises, mixed-economy companies and private firms for young university graduates to enable them to acquire the experience they need to facilitate their integration in productive work.

This strategy is based on one of the fundamental ideas of His Excellency, General André Kolingba, President of the Republic and Head of State, who stated: "The first and by far the most important form

of equality is employment for all. In this connection, the integration of young people in work and permanent retraining facilities for workers must remain a constant preoccupation".

This remark bears witness to a constant preoccupation on the part of the Head of State for social policy in the Central African Republic. It is in this context that one should view the importance attached to education and training for citizens of all ages and of both sexes.

Furthermore, in order to promote rural development, small and medium-sized enterprises and small and medium-sized industries, the Government has instituted a programme of technical counselling assistance and training for young people. This does not relate directly to employment as such, but is designed to develop a sense of discipline and responsibility and a willingness to work hard.

At the village level, there is encouragement for the setting up of rural and pastoral groups for community development; these groups assist peasants and stock-breeders with the marketing of their produce and help with the installation of collective amenities such as village pharmacies, wells, schools and dispensaries.

This determination to create jobs and improve living conditions in rural areas is clearly expressed in the Five-Year Plan for 1986-90, in conformity with our desire to become self-reliant as regards food supplies.

The Government of my country appreciates to the full the assistance granted to us in this respect by the International Labour Organisation and the friendly countries which have offered their support. It is in full confidence that it hopes this support will not only be continued but increased.

It is obvious that we must do what we can for ourselves before turning to others for help. We have accordingly established areas of priority and seek assistance only if it is indispensable.

At the 75th Session of the International Labour Conference in 1988, on this very rostrum, I had to reply to unfounded accusations, accompanied by threats, levelled at the Central African Government by certain countries and international trade union organisations alleging violation of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

It is with great regret that we have to inform you that despite our political will, as clearly expressed in this respect through the adoption of an Act relating to freedom of association and protection of the right to organise, these threats have been put into practice.

My country has thus just had economic sanctions imposed upon it by a major Power. We should like to attribute this to a misunderstanding, a misinterpretation or a lack of information.

I should in fact like to take this opportunity to inform this distinguished assembly that the primary concerns which have always guided the Government, presided over by His Excellency, General André Kolingba, President of the Republic, Head of State, Chairman and Founder of our single great party, the Central African United Democratic Party, is the establishment of national, democratic institutions.

Patience, concerted effort and dialogue are the ideals which shape our decisions. We have always

avoided precipitous action, which often leads to failure.

Thus, the voting into force of the Constitution in 1986, the election of Members of Parliament in 1987 and the municipal elections in 1988 were carried out successfully thanks to the policy of patience, prudence and concord pursued by the Central African Government.

This new policy for conducting the affairs of the State quickly enabled us to put behind us the distressing events which, prior to the coming to office of His Excellency, General André Kolingba as Head of the Central African nation on 1 September 1981, had brought us to the threshold of civil war before a truce could be agreed upon the trade unions.

It was accordingly vital for first of all of us to take a certain number of measures such as the restoration and consolidation of national unity, before allowing the resumption of trade union activities.

Our patience has been rewarded and we can forcefully proclaim that today in the Central African Republic, while the workers were hesitant at first, the restoration of trade union activities has taken place as a result of the promulgation of the Act respecting freedom of association and the protection of the right to organise; and this has now become a reality since both in the public and the private sectors the primary unions have now been set up.

It should be recalled that my country is one of the least developed in the world. It has its own constraints to contend with which have to be taken into account when undertaking any form of action. Our desire has always been to have responsible trade unionists who are respectful of the institutions and laws of the State and can really contribute toward the economic and social development efforts of our country. This attitude should not be interpreted as a rejection of the trade union movement because we are a country of dialogue and co-operation with a view to the consolidation and success of our democracy.

The Central African Republic aspires to lasting peace both within its borders and in the world at large. It supports the tripartite agreement concluded with respect to Namibia, appreciates and encourages the efforts currently being made to enable a lasting and satisfactory solution to be reached within the set time-limit. However, it deplores the perpetuation of the regime of apartheid in South Africa.

In 1988, the International Labour Organisation carried out encouraging activities in the field of human rights, the promotion of equality, labour administration and legislation, as well as industrial relations. The items on the agenda of the present Conference are important and will certainly be receiving close attention from delegates.

The revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), night work, and safety in the use of chemicals at work are all problems whose solution will contribute to improving the conditions of work and life of the workers.

Thank you once again for giving me the opportunity to bring to the Conference the contribution of the Central African Republic and I wish the Conference every success.

(The Conference adjourned at 6.15 p.m.)

Fifteenth sitting

Wednesday, 14 June 1989, 8 p.m.

President: Mrs. Molkova

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (cont.)

The PRESIDENT (Mrs. MOLKOVA) – We shall resume our discussion of the Reports of the Governing Body and the Director-General.

Sir Frank WALCOTT (*Workers' delegate, Barbados*) – I should like to join the other speakers in congratulating Mr. Nkomo on his election to preside over this 76th Session of the Conference. I am confident that under his able and experienced guidance we will be able to reach successful conclusions on the matters before us.

The meeting provides us with the opportunity to publicly welcome our new Director-General, Mr. Michel Hansenne, who comes to this august position with all the appurtenances which mark him for success in his future endeavours. The Director-General, by training and experience, is obviously well-qualified to lead this Organisation into the last decade of the twentieth century and to meet the myriad problems which cry out for solution and assistance from this eminent tripartite Organisation. We therefore publicly wish to congratulate the Director-General on his election and to wish him a happy and successful tour of duty.

At the same time, we must indicate the pleasure it has been to be associated with the former Director-General, the distinguished Mr. Francis Blanchard, over the past years, as he meticulously and efficiently executed the duties of his high office. Over a span of almost 15 years, many of which were characterised by international problems and difficulties, Mr. Blanchard managed to steer the course of the Office with deft precision, so that at the end of the course, the Organisation has maintained its buoyancy and rides on an even keel.

Mr. Blanchard came to his office in the mid-1970s at a time when the international recession was reaching a critical peak, and at a stage when the problem of unemployment was a matter of pressing international concern. His period also saw the second crisis of the early 1980s. Throughout his tenure he has used his office as Director-General to suggest methods of encouraging economic growth while paying attention to equity, fair play and justice.

Let me take this opportunity to congratulate Mr. Blanchard on his successful tour of duty, and to wish him a long and happy life.

As a representative of the labour movement in the Caribbean, I continue to be concerned at the slow pace at which the apparent wave of prosperity in the developed world is impacting on the poorer nations

of the developing world, and particularly, the small nation states of the Caribbean.

Unemployment remains the major problem and has the potential of seriously disrupting the social peace of this area. In some countries, levels of unemployment reach as high as 30 per cent and in my own country, Barbados, it has reached the level of 18.6 per cent. As is the experience of other countries, the burden of unemployment falls hardest on young people and women. In the case of young people, the level of unemployment is double that of the national average. The labour movement has been constant in its call for action to control and reverse this virulent social problem.

We recognise that a mixture of macro- and micro-economic policies will be necessary to combat this social problem. Indeed, in an effort to recover from the crippling effects of recessions of the 1970s and 1980s, governments have introduced structural adjustment programmes, many of which have had unpalatable social consequences, sometimes leading to hostile and violent reactions from the workers. In our region, economies which have been considered strong and able to withstand economic shocks have experienced severe trauma with catastrophic results.

We are concerned that the efforts of most of the Caribbean governments to promote growth and development will be frustrated unless the developed world and the multilateral development agencies adopt a more relevant policy of assistance to this region. Unless these positive steps of assistance are taken, and soon, the standard of living of the worker in these areas will continue to deteriorate, with negative effects on the survival of democracy.

The crippling debt problem is a matter that must be addressed. Growing debt repayment obligations are seriously affecting the ability of Caribbean governments to maintain the real wages of their employees, and in many of these countries government is a major employer and will remain so in the foreseeable future. In some cases, massive redundancies have become the order of the day. In others, expenditures on social services have been seriously eroded.

Furthermore, access to the capital markets of the world, especially those where concessionary borrowing is possible, has been seriously reduced. This has had a severe negative impact, and infrastructural development over the past decade has been seriously neglected. The resulting cost in loss of productivity is likely to postpone future chances of growth and development for some time.

For those countries where governments have attempted to reduce the need for borrowing by attempting to create budgetary surpluses which are

marked for capital development, the stimulation of taxation can prove to be politically unpopular and can lead to other destabilising elements.

Debt management and debt servicing remain the major problems of these small Caribbean countries. Debt is a major challenge to the ingenuity and discipline of the governments of the region. It is one that must receive responsive and sympathetic consideration from the more affluent creditor nations if we are to avoid further social and political unrest in these small democracies.

The efforts of small countries with open economies, lacking economic diversification, to overcome the problems facing them and move on to a path of structural transformation, must be encouraged.

More than ever before, these countries need assistance in improving their tradeable goods sectors, to participate in export trade. This is the only way they will be able to pay their way in the world and provide a reasonable standard of living for their members.

Efforts must be made to dismantle the trade restrictions and barriers that prevent access of the goods produced by these countries to the markets of the more affluent. We recognise that domestic arrangements affecting competitiveness and other matters must be addressed, but we see growth in the export sector as crucial for development in the Caribbean area, if the workers are to maintain their living standards, and if jobs are to be created for future workers.

In closing, let me express my satisfaction at three important international developments: the progress made towards a resolution of the problems of Namibia; the positive moves towards nuclear disarmament; and the movement toward democratic systems of government world-wide. These developments all augur well for the future of mankind.

Original – French: Mr. KARIKURUBU (Minister of Labour and Vocational Training, Burundi) – First of all, on behalf of the Government of the Republic of Burundi, on behalf of my delegation and on my own behalf, I would like to congratulate Mr. Nkomo, the Minister of Labour and Social Affairs of Zimbabwe, on his highly merited election to preside over the work of the 76th Session of the International Labour Conference.

Although my Government has already done this in the past, I should like to congratulate Mr. Michel Hansenne yet again on being elected Director-General of the International Labour Office. His visit to my country a few months after he took up his duties on the occasion of the Twelfth Regular Session of the Organisation of African Unity's Labour Committee, bears witness to his interest in solving the problems of the African continent.

The congratulations and tributes of the Government of Burundi are also addressed to Mr. Francis Blanchard, the outgoing Director-General of the ILO.

I should like to comment briefly on Part I of the Report, dealing with recovery and employment, with particular reference to the social and economic situation of the African continent and the possibilities for recovery advocated by Burundi.

Economic recovery and employment is a subject of concern to our countries and governments at the highest level because it affects the life and existence of a large part of the world's population, which at the

moment is facing the heavy burdens of economic recession. In other words, the subject is a timely one and my delegation thanks those responsible within the ILO for having programmed this.

The economic crisis that is shaking the world, its reasons, its negative consequences on the employment and living conditions of our populations and, on the other hand, the possibilities for recovery have been presented with great clarity, objectivity and discernment in the Report.

In sub-Saharan Africa, poverty is increasing and becoming more widespread. The Secretariat-General of the Organisation of African Unity estimates that half of the population of this region lives below the absolute poverty threshold. This situation is essentially due to the problems of employment, including unemployment, underemployment and the drop in the real value of wages and income in both the modern and the informal sectors. This crisis in employment has negative repercussions on several other areas such as health, education, nutrition, housing, etc.

The solutions that have been put forward up till now to bring the economic and employment crisis to an end have consisted of economic stabilisation and structural adjustment. More than 30 countries in sub-Saharan Africa have already undertaking such programmes. Despite the efforts made, these countries have not yet recorded any tangible results and what is more worrying is that there is considerable evidence to show that such programmes, as they are normally designed, cannot produce impressive results. There is, therefore, controversy in Africa as to how such recovery programmes should be designed.

My country, Burundi, recognises itself in the Director-General's Report as being amongst the poor countries that are experiencing more than others the difficulties that bar the way to development.

The economic crisis and its negative effects on employment have not spared Burundi. There has been no significant growth in employment in the modern sector, particularly in the civil service.

The private sector, although encouraged by an economic liberalisation policy, remains timid in its development.

The informal sector has seen considerable underemployment and unemployment among unskilled young people is spreading. On top of all these problems, servicing the foreign debt is a heavy burden on the meagre resources of Burundi, derived essentially from the exports of such agricultural products as coffee, tea and cotton, which are not bought at a just price, as everyone knows.

To deal with the situation, Burundi has for a number of years now followed the example of other developing countries in undertaking economic stabilisation programmes and structural adjustment programmes covering many sectors of the country's economic life.

These programmes include, inter alia, the rigorous application of monetary and financial measures designed to reduce the budget deficit and improve the balance of payments; the introduction of a number of incentive measures to promote the private sector, domestic savings and exports; and increased credit in the economy.

Since 3 September 1987, the date when the Third Republic presided over by His Excellency, Major Pierre Buyoya, was established, the Government of

Burundi has, in addition to the measures previously mentioned, brought about a political environment at home and abroad favourable to improvements in the economic and social situation throughout the country.

At home, social justice, peace and tranquillity for the whole population, necessary for development, have all been reinforced. The fundamental question of national unity, which has often been brushed aside by previous regimes, has been settled by agreement in a manner which all citizens of Burundi hope will remain. Social dialogue and open co-operation are taking place at all levels of national life. Permanent concertation between both sides of industry on all aspects of the employment problem has become a reality.

As regards foreign affairs, the Third Republic has improved and reinforced its relations of friendship and co-operation with all the countries and international bodies which have been its partners in development.

In this connection, it has made the efforts necessary to organise, together with the Secretariat General of the OAU, the Twelfth Regular Session of the Labour Committee of the OAU, which was held in Bujumbura from 29 March to 4 April of this year.

Despite all these efforts, the Burundi Government is realising more and more that growth in the economy and employment are an uphill task which has to be looked at in both the medium and the long term, as stated in the Director-General's Report.

As it told the Round Table of development partners, held in Bujumbura from 26 to 29 April of this year, my Government is convinced that economic stabilisation programmes, and structural adjustment programmes in Burundi, and probably also in other developing countries, should be designed to lead to an improvement in the living conditions of populations, not forgetting the poorest or most vulnerable sectors of the population.

Conventional shortterm recovery programmes aimed at bringing about a macro-economic balance pay little attention to the social imbalances due to the economic crisis and structural adjustment. Social projects and programmes dealing with employment, health, education and nutrition should be an integral part of structural adjustment programmes.

The Government of Burundi agrees with the Director-General that economic growth and social progress must develop together and that the economy and social factors can clearly not be separated. Economic programmes have social implications and vice versa. My Government also understands that the positive effect of social measures on economic development should never be underestimated. For these reasons the social sphere is given due importance in our five-year economic and social plan for 1988-92.

The structural adjustment programmes will not have any positive satisfactory results for the developing countries unless they are carried out in a favourable international economic environment. Indeed, the efforts made by the developing countries are annihilated by servicing foreign debt. The interest rates are constantly growing, while foreign currency income is being whittled away owing to the deterioration in raw material prices and the reduction in public aid and foreign investment.

All countries are now interdependent, as stressed at the High-Level Meeting on Employment and

Structural Adjustment organised by the ILO in November 1987, so structural adjustment problems are relevant to the whole world, both the developing and the industrialised countries.

An adjustment effort at international level has therefore to be taken. The price should be equitably borne by all countries, according to their individual means.

The Director-General's Report and the conclusions of the High-Level Meeting that I have mentioned demonstrate sufficiently that improvement in the social and economic situation in developing countries is also a benefit to industrialised countries. They should therefore take the necessary measures to increase development aid.

Urgent measures are necessary to give tangible form to the many promises that have been made at international gatherings to write off the foreign debt of poor countries and alleviate debt-repayment conditions for those that can afford it. We welcome here the propitious action taken by the French President to write off the debt of the most indebted African countries.

Burundi hopes that other developed countries will follow this excellent example, which provides oxygen to exhausted economies.

Before finishing, the Burundi Government would like to denounce the inhuman conditions experienced by workers and the Black populations of South Africa and Namibia and also by the people of Palestine. For these millions of human beings economic growth and employment will be vain words unless they recover their liberty and their right to life.

The wish of my delegation is that the Conference, over the present session, might propose action which could contribute to speeding up the process of independence in Namibia and intensify assistance to the liberation movements of South Africa and the frontline nations.

In this way, the International Labour Organisation will yet again have helped to enhance respect for the fundamental human rights in order to build a more just and prosperous world.

Original - Portuguese: Mr. DE JESUS (Government delegate, Angola) - I would like first of all to congratulate His Excellency Mr. John Nkomo, Minister of Labour, Planning and Social Affairs of Zimbabwe, on his election to the post of President of the 76th Session of the International Labour Conference. We are convinced that the work of this session will have positive results, thanks to his experience and political qualities.

We warmly congratulate Mr. Michel Hansenne on his appointment to the post of Director-General of the ILO. Our best wishes go to him for a smooth path in the management of the ILO's affairs.

I also have the pleasure of expressing our gratitude to Mr. Francis Blanchard for all the work he has undertaken throughout his mandate to promote and consolidate the aims of the ILO.

The 76th Session set itself an agenda in which we give special emphasis to the contents of the Director-General's Report.

The topics of the Report reflect to the concerns of a large majority of members from developing countries and indicate close follow-up on matters that have a bearing on our developing economies.

The Angolan delegation which, this time, also includes representatives of the Chamber of Commerce and Industry, is gratified by the Director-General's contribution to the debate on a topic as controversial as this one. We share his opinion and his concern, as expressed in the Report.

The topic and the scope of economic recovery and employment represent for a great number of us one of the best solutions to the economic crisis which besets us. In the Third World, and particularly in Africa, the grave consequences of the economic crisis are visible, extremely visible, in material, social and cultural aspects of life, especially for the workers.

This disastrous situation has been analysed in detail by earlier speakers and requires a broadly-based and comprehensive restructuring of our economies.

The Government of Angola, faced with this situation, is now aware of the imbalances in the world economy and which are worsened by imbalances between savings and investment, by the huge gap between supply and demand of goods and services. For this reason it has undertaken the following: financial measures to restore the financial equilibrium, economic measures to harmonize supply and demand with the overall wage fund; in other words, to find solutions for insolvent sectors of the economy and for those lacking resources to make them profitable, balancing the budget and giving banks the capacity to make their capital viable while enabling the country to fulfil its foreign debt obligations.

This is our economic and financial improvement programme.

In doing this we have had to devise the means of carrying out this action, particularly in the biennial Plan for Economic Recovery.

The concerns about social policy appear in the Plan for Economic Recovery and we are trying to ensure a balance between trade and salaries and to resolve the unemployment situation caused by our attempt to restructure enterprises and by our administrative reforms. We must set up the system of social security to reduce the pressure of young people on the labour markets.

Through this programme our Government has obviously recognised the inherent relationship and the harmony that should exist between activities and economic policy and social policy, as was so aptly stated by the Director-General in his Report.

In order to take measures to carry out these tasks in the field of social policy the Government of Angola maintains a very useful level of technical co-operation with the ILO. We now have a social security programme, and a project for a national system of professional training is underway.

Other projects that are presently suspended are projects on professional retraining and social economic integration of the handicapped, a national safety and occupational health programme, an employment and market information programme and a national labour statistics system.

Certain activities between the ILO and the Government will be necessary in order to start managing these important and sensitive areas of the administration of labour in Angola.

We are living through a very interesting experience in considering certain problems of administering labour in African countries of Portuguese language.

The need for institutional thinking came from our awareness of certain affinities among us and certain

results that we have achieved have shown us the importance and the opportunities of developing as a group of States Members of ILO.

We have informed the Director-General of the ILO of our existence and we cannot, I feel, pass over in silence our preoccupation about not yet having heard any reply to our petitions. I am referring to the fact that the Portuguese-speaking African countries have not yet been recognised as a subregion in the African regional distribution of the ILO.

Characteristics of the administration of labour in Portuguese-speaking African countries make our requirements legitimate, and I am convinced that our request will be satisfied. The creation of an ILO office for the Portuguese-speaking African countries would be useful. Some of our countries have a great burden to bear as a result of war and other similar situations which have made the social and labour-related programmes even more complex and delicate, which is why we think it would be justified for the ILO to set up an emergency aid programme for our countries. We have been experiencing an effective technical co-operation exercise on a triangular basis in which we recognise the efforts deployed by the ILO to ensure its success and development. This is why we propose that other member States speaking Portuguese, Spanish or other languages be associated in it.

While we are holding this 76th Session important events are occurring throughout the world, among which are the peace process in southern Africa and the independence of Namibia, the struggle to improve the conditions of life and work of the Palestinian population in the occupied Arab territories and the struggle to eradicate apartheid.

These events are well known, as is the important and indispensable part played by the Government of Angola in the peace process in southern Africa and in the independence of Namibia.

I feel that the noble objectives pursued by the ILO will lead this session to adopt a motion of support for every effort undertaken to promote social justice, peace and dialogue.

This year the ILO is celebrating its 70th anniversary. Throughout these 70 years a great deal of work has been done to mobilise and consolidate national social policies in different international economic situations despite different political attitudes and we feel the results have been positive and encouraging.

Today, the ideals pursued by the ILO are of constant concern to all member States and, although the emphases may vary, the objectives of social justice, social concertation, stable employment, safety at work and social protection are an integral part of the programmes of action of the labour administrations of member States.

To conclude therefore, we hope the Director-General will pursue with vigour the mission of the ILO so that today as well as tomorrow the voice of humanity's social conscience will reach every corner of the world with the same intensity and carry the same message.

Mr. KHAN (*Workers' delegate, Bangladesh*) – It is a privilege and honour to represent my country's workers and to address the 76th Session of the International Labour Conference. The Government of Bangladesh is proud that its country has been a member of the ILO since 1972 and I am proud to be able

to attend this august gathering. It is a great pleasure for me, on behalf of my country and of the millions of workers of Bangladesh, to congratulate Mr. Nkomo on his election as President of this session of the Conference and to congratulate the Vice-Presidents, who were elected from three groups, and wish them every success. I am confident that, given the able guidance, wisdom, ability and experience of the President and Vice-Presidents, the Conference will come to a successful conclusion.

Permit me also to congratulate the Director-General of the ILO on the admirable Report he has placed before this Conference. This Report contains a comparative review of the ILO's activities during the year 1988 and sets out what the Organisation proposes to do in the year 1989. The Report's wise proposals will certainly lead to better conditions for the workers of the world at large.

I belong to the Jatiya Sramik Party, which is the largest workers' federation in Bangladesh, representing almost all sectors of labour. This party was formed by the merging of five major national workers' federations in 1986. Since that time, the party has become affiliated with the International Confederation of Free Trade Unions (ICFTU) with which it has been working hand in hand for the betterment of the world's labour force.

Democracy was established in Bangladesh following the parliamentary election held in 1986. The present Government, under the dynamic leadership of President Hossain Mohammed Ershad, has undertaken tremendous development work. It has adopted a pragmatic programme for the systematic development of both private and public sector industries with a view to lessening the burden of subsidy on the treasury and placing these industries under efficient private control and management. The Government also promulgated the Bangladesh Industrial Enterprises Ordinance in 1987 which provides for the creation of holding companies for each of the enterprises incorporated under the public sector. While the Government retains 51 per cent of the share capital, 34 per cent has been offered to the general public and 15 per cent to workers of the industries concerned. This step has been taken to ensure participation of private individuals and workers in the management of enterprises and to reach the ultimate goal of increasing productivity for the overall growth of economy.

Steps have also been taken to create a favourable rate of development among financial institutions. The present Government has adopted legal and administrative measures for safeguarding workers' rights and interests and the share of workers in the company's profit has been increased from 2 to 5 per cent. The compensation rates for injuries and disabilities have been increased under the amended provision of the Workmen's Compensation Act. The Government has also taken steps to upgrade the skills and efficiency of workers by introducing various courses in vocational training institutes, technical training centres and industrial relations institutes. In addition, the existing tripartite machinery has been enhanced, with a view to associating the Government, management and the workers in the formulation of development policies and programmes, in the amendment and adoption of laws and in the maintenance of peaceful industrial relations. A favourable climate has thus been created for foreign investment and the results have been encouraging.

Bangladesh has been repeatedly stricken by devastating cyclones, floods and tidal bores since 1987. Loss of life and property is a common occurrence. Nearly half of the population was affected by the flood in 1988. Thousands of people have been flooded by high tides in the past. I extend my gratitude to the friendly countries and international community who helped us in our time of distress and need. However, emergency assistance is not a permanent solution. The effort of a single nation is not adequate to solve such problems, which require international attention. I therefore appeal to the ILO and to the other international organisations and the communities of the world to come forward with assistance for a permanent solution to these recurring problems so as to prevent the disruption of economic activities.

The trade unions in Bangladesh are now working well, enjoying full freedom of association, benefiting from the right to organise and engaging in collective bargaining. Workers are now free to join any union of their choice without prior consent. There are at present 19 registered federations and 3,436 registered trade unions working in the country.

The majority of the workers in developing countries, including Bangladesh, are not getting proper training facilities in and outside of their countries. Proper training is essential for increased efficiency and production. The existing training arrangement in Bangladesh is not at all adequate to train the country's millions of workers. A proposal was made to introduce a workers' education programme in Bangladesh with ILO assistance. But the Organisation has not implemented such a programme in spite of long waiting. I again appeal to the ILO to arrange early implementation of a workers' education programme in my country. The developing countries, including Bangladesh, need increased ILO technical assistance, now more than ever before. Such assistance is needed to overcome food shortages, unemployment and sluggish production.

The garment industry in Bangladesh is now experiencing growth. This sector provides a good number of jobs to the unemployed rural poor, widows and the unemployed youths. The barriers to garments exports should be eased to help further improve the employment situation in our country.

Our Government's labour policy is based mainly on tripartism. The Tripartite Consultative Committee of Bangladesh is now working well. Government, employers and workers are equally represented among the 45 members of the Committee, which is chaired by the Minister of Labour and Manpower. Many problems are solved amicably in this Committee through discussion and negotiation. The Committee met twice in the last year.

We are most concerned about the safety and health of workers. All enterprises, whether public, private or multinational, should strictly follow the provisions of the 1965 Factories Act and of other labour laws. All enterprises should strictly observe health and safety provisions not only in the workplace but also in its vicinity. They must provide every information concerning risks and hazards to the workers engaged in their operations.

The evil apartheid system prevailing in South Africa must be eliminated. The ILO and other international organisations should join forces to effectively end this regime. We consider that every measure must be taken against this racist regime and full sup-

port should be extended to the liberation movement in South Africa and to the South West Africa People's Organisation (SWAPO).

I should undoubtedly be failing in my duty if I did not thank the present ILO personnel working at headquarters and in the Area Office at Dhaka, Bangladesh. It would certainly be an act of ingratitude if I failed to thank my Government, my co-workers and my associates in Bangladesh whose constant assistance, co-operation, guidance and advice has really helped us to fulfil the ILO commitment to standard-setting in our country.

Mr. ADUGNA (*Minister of Labour and Social Affairs, Ethiopia*) – On behalf of the delegation of the Government of the People's Democratic Republic of Ethiopia and myself, I would like to congratulate Mr. Nkomo and the other Officers on their election to preside over this august assembly. May I also seize this opportunity to congratulate the new Director-General, Mr. Michel Hansenne, on his appointment. Let me further thank the former Director-General, Mr. Francis Blanchard, for his comprehensive Report and his long years of service to the ILO.

I have read this informative Report with interest and have been able to observe that, in spite of the encouraging rate of growth of the economy of the developed countries, much of the Third World, to which my country belongs, is sinking deeper into debt and are net exporters of capital, a situation which has to be reversed if a continuing crisis is to be averted. The main factors in the economic crisis of the 1980s, as stated in the Report, were the slowdown of the world economy as a whole, the deterioration of trade of the developing countries, the general rise in interest rates, the introduction of new trade barriers even by those countries which advance free trade proposals, and the decline in capital availability.

It is rightly stated that the 1980s for most of the developing countries, and particularly sub-Saharan Africa, was a lost decade. The severe debt burden and balance-of-payment crises are assuming unbearable proportions. And although there is a lot of talk about restructuring with a human face and a round of meetings of the various United Nations bodies, we have yet to feel the refreshing effect of the lightening of the social cost burden. Many are those who are sacrificed on the altar of ill-conceived restructuring, have sunk further below the poverty line, with all the political and social consequences that has entailed.

It is quite befitting that the International Labour Organisation, which has always advocated the cause of social progress and justice, organised the High-Level Meeting on Employment and Structural Adjustment, which was an excellent forum where ideas that would assist in regaining what was lost in the last decade were presented. The new socio-economic realities require adjustments not only in national economic policies but also in international economic relations since the two are interdependent and complementary. May I reaffirm the assurances of my Government in supporting this renewed awareness in finding a global approach to the solution of the prevailing socio-economic crises.

I will, however, hasten to add that prescriptions of the role of a State will have to be based on thorough empirical analysis of country-specific situations, and

that applying blanket solutions indiscriminately will have to be avoided.

Considering the African realities, particularly in the sub-Saharan region, the economic stagnation during this period has further been compounded by natural calamities and adverse external developments. In addition to the slow growth in the world economy, the perverse development in the commodity markets and the financial problems including debt and debt-servicing burdens, poor weather conditions have continued to plague the sub-continent.

The drought that swept through the continent has caused immense damage, to such an extent that many of the countries engulfed by the crises were incapacitated to attain genuine economic development and to generate employment. For the sub-Saharan African countries to get the economy moving once again and improve the socio-economic conditions is an honourable task.

African agriculture is still dependent on the weather conditions and traditional subsistence agriculture remains vulnerable to the vagaries of nature. In order to rectify this phenomenon and develop the rural areas into havens that can sustain a comfortable and stable way of life, we have to conserve water and work hard at protecting the environment and evolve countervailing measures to drought and desertification.

Another chronic problem that deserves serious attention in Africa today is the sharp deterioration of the employment situation and the high population growth rate swelling the demographic tide in labour supply. Youth, the major sector of society, bears the brunt of the problem of unemployment, in spite of numerous measures taken to reverse this trend. In this regard, special consideration must also be given to policies and programmes geared towards improving employment-creation prospects that include both the formal and informal sectors.

The overall direction and major emphasis of development in Ethiopia is the improvement and elevation of the material, social and cultural life of our people through the provision of the basic necessities of life, decent housing, basic health care, free education, employment and other social services and promoting the concept of the dignity of labour and the principle of self-reliance.

For the achievement of the above measures and strategies we have adopted the multisectoral approach, with the agricultural sector, which is the backbone of our economy, being allotted the highest priority in terms of investment. Radical measures have been taken to restructure the agricultural sector. Besides making land available to the tiller, farmers have been organised into peasant associations which have become focal points for the economic, political and social transformation of the rural sector. People's participation in all aspects of their livelihood has brought about better performance in agricultural production. Farmers are now being provided as far as is possible with new techniques of farming, better seeds and fertilisers to improve their production still further. The strengthening and invigorating of the rural economy, we believe, will generate massive employment opportunities and check the tide of rural-urban migration.

In view of the rapid growth of the unemployment problem in Ethiopia the Government has taken steps to ensure the strengthening of the co-operatives and

has encouraged the productivity of the informal sector.

Realising the importance of the urban and rural informal sectors in generating employment as well as in the production of basic goods and services, the Party and Government of the People's Democratic Republic of Ethiopia have taken concrete steps in strengthening the small-scale industries sector, and creating an appropriate atmosphere for joint venture investment in the country.

The third phase of the Ten-Year Perspective Plan has given serious consideration to manpower development, assessment of the employment situation and measures to enhance productivity. Objectives proposed in the Plan cover ways and means of generating employment opportunities, raising the level of productivity and developing the rural areas to be attractive for youth by offering a vibrant economic activity.

Regarding measures to improve youth employment opportunities the Government of socialist Ethiopia has tried to enhance youth employability through the development of skill and vocational training facilities, and by creating opportunities for continuing education.

With regard to the problem of school drop-outs, and also the sections of our society who have never had the opportunity to attend the formal school system, informal education programmes are provided. Realising the high cost of expanding the formal education with a heavy polytechnic content we recognise the need for a different educational orientation directly related to the daily life of rural communities. It is also the policy of the Government to implement non-formal education programmes for the out-of-school population of all age groups. The approach is based on correspondence courses and evening classes and programmes providing literacy training and imparting useful knowledge, attitudes and skills to enhance their employment opportunities and offer them a fuller and more productive life.

The Government of Ethiopia has made considerable efforts to realign the educational structure in order to achieve rapid socio-economic changes through improved quality of education at all levels. The ongoing literacy campaign aimed at waging war against illiteracy is currently in its 21st round, and the literacy rate in 1988 has reached 71 per cent. The considerable increase in the number of polytechnic and vocational schools bear witness to our serious concern about the ever-growing problem of youth unemployment.

Let me now turn to the problem of apartheid, the sore from which all humanity is suffering. The South African Government still inflicts injustice on the Black people of South Africa by denying political, social, economic, legal and human rights to the large majority. Its destabilisation policy of the front-line States and neighbouring independent African States, particularly Mozambique and Angola, endangering regional peace and security, has continued. Black workers suffer from institutionalised racism and trade union leaders suffer harassment, torture and even death. Illegal and unwarranted interference with the activities of trade unions, declining real wages of workers, failure of welfare benefit systems, a life below the poverty line in the midst of plenty, and unemployment characterise the situation in South Africa. We have to rededicate our efforts and to act

effectively for the removal of this heinous practice of apartheid.

I would like to take this opportunity to commend the ILO for its assistance to the front-line States in their efforts to reintegrate migrant workers expelled from South Africa and also for the technical co-operation programmes for the front-line States and national liberation movements. The situation in South Africa today calls for decisive and urgent action by all States devoted to peace and the high ideals enshrined in the Charter of the United Nations. My delegation considers that all members of the ILO must go beyond expressions of solidarity with the oppressed peoples of South Africa and Namibia and deliver the content of our declarations – for a start, at least impose total and mandatory economic sanctions to loosen the stranglehold of apartheid on our brothers and sisters in South Africa. There are still unfulfilled promises, unattained goals and unmet challenges which await our concerted and united efforts. We have to convert our idealism into practical realities, otherwise our own utterances will judge us.

Mr. JEŠIĆ (*Employers' delegate, Yugoslavia*) – I would like to congratulate the President on his election and express confidence that his highly responsible duty at this session of the International Labour Conference will be performed with full success.

I would like also to express thanks to Mr. Francis Blanchard, who for 15 years greatly contributed to ILO's growing role and reputation in the world. At the same time, my best wishes are addressed to Mr. Michel Hansenne, the newly elected Director-General of the ILO.

At the Yugoslav Chamber of Economy, which represents the employers here, the materials prepared for this gathering have been studied with utmost care. The documents prepared give a realistic and objective assessment of the state and the development of the world economy, a detailed presentation of the ILO work so far, that the future work has to be planned in compliance with the objectives formulated before and the positive experiences gained from ILO work and actions in the past. From the debate at the Conference we can see that the positive assessments predominate and we are glad that the Conference will turn to its future tasks with vigour.

The basis for identifying these tasks and for singling out those of major importance for the International Labour Organisation has been provided in our view by the high-quality Report of the Director-General, particularly its Part I concerning economic recovery and employment.

We are pleased that in the past period, progress was made in the reduction of overall tension in the world. The general international climate is characterised by increased confidence, the big Powers are taking new initiatives for disarmament, and so on.

However, the economic picture of the world has hardly shown any improvement. The developing countries have had a net capital outflow for a number of years, their GNP per capita is declining, their share in global trade is diminishing, unemployment in the world is growing. Particularly unfavourable are the indicators of economic development and of the overall situation in countries with a high level of debt. No new, fully elaborated and applicable proposals for the solution of the debt crisis exist. The creditors' strategy is not changing. Inflation is highest

in countries with a heavy debt burden and this fact makes structural adjustment, on which both creditors and governments of debtor countries insist, still more difficult.

As you know, my country, Yugoslavia, is among the countries which have a heavy debt burden. In recent years its development has been showing all the main characteristics noted in other countries in a similar economic position including the so-called social costs of structural changes the ILO Director-General speaks about, that is reduced investments for all social needs, decline in personal income of the employed, etc.

After serious preparations in preceding years, significant changes were introduced in the economic system in Yugoslavia in 1988 with a view to activating to the maximum the internal forces for economic development and to carrying out further changes in the economic structure. The changes in the economic system and in economic policy continued in early 1989. By the end of 1988 amendments to the federal Constitution were made and new laws on enterprises, banks, foreign investments, foreign exchange operations, etc. were adopted. The most significant change introduced by this legislation is the substantial reduction in the administrative regulation of the economy, that is the enterprise or bank has become the basic, authentic market entity which implies clearly defined rights and responsibilities and full independence. Conditions have been created for very varied business initiatives of enterprises on the basis of social as well as private sector resources and for founding mixed enterprises with resources from the social and private sector. The doors are wide open for foreign investment, which means the conditions for business operations are fulfilled for foreign and domestic investment. As for taxes, it is the right of republican and local bodies to accord more favourable terms in the initial years to foreign investment, and this is also done, as a rule.

All foreign partners have expressed their great appreciation of the new course taken by the economic policy of our country and significant results were achieved last year, primarily reflected in Yugoslavia's external liquidity and in the rise in its foreign exchange reserves. What is our partner's concern is our major concern as well. It is high inflation. Relevant measures of the new economic policy are at present under discussion at the Yugoslav Assembly. We hope that a solution will be reached which will help maintain the results achieved so far and will first help to curb inflation and then to bring it down by the end of this year.

In this way conditions would be created for increased domestic capital formation and for its more rational investment, while foreign investors would show increased tangible interest in investments in Yugoslavia jointly with our social sector enterprises or private enterprises and persons, or independently on their own. Foreign investments can be made in all types of activity, banking included.

Under the new conditions favouring the establishment of new socially owned enterprises as well as private and mixed ones (on the basis of domestic and foreign investment), we expect – and our expectations have already been confirmed – that a large number of new firms will be set up. In addition, the Yugoslav market is completely open to foreign companies' fair competition.

The Yugoslav Chamber of Economy encompasses all enterprises, irrespective of the type of ownership. More influence than before in its activities is already being exerted by private and mixed enterprises. In socially owned enterprises the management is also facing the task of making as much profit as possible – and using this basis as the measure of success the decision will be taken whether the management will be replaced or not. These new conditions have placed the changes in the system of taxation and labour legislation on the agenda of the most responsible bodies in the country. These changes are in agreement with the interests of potential foreign investors. As active participants in defining and concluding collective agreements and as a group with influence on the elaboration of the taxation policy, our economic chambers are very interested in the experience of the work of employers' organisations in this area in countries with a developed market economy. We will ask the ILO for co-operation to make it possible for us to fulfil our role under the new conditions in the most effective way. The specific Yugoslav type of tripartism in this sphere will be realised with a new concrete content.

I will conclude my presentation with the statement that every country has to do its best to solve its own problems, to improve the living conditions of its citizens. This is obviously not possible without creating conditions for every citizen to do as much as he can for himself, in fair competition with others. However, interdependence in our present world is increasing and it does so continuously. The countries which can contribute most to the solution of issues of a global character, and these are the developed ones, bear particularly great responsibilities. This point has also been emphasised in the Report of the Director-General. I am of the opinion that the International Labour Organisation should continue, within the framework of the United Nations system and in other ways, to point to the current development-related problems of our modern world and contribute as much as possible to their solution. I feel that saying so is appropriate because the 70 years of ILO activities confirm the efficacy of such an orientation.

Mr. HYDER (*Employers' delegate, Bangladesh*) – I am indeed very pleased to have this opportunity to address the 76th Session of the International Labour Conference.

Let me begin by congratulating Mr. Nkomo on his election to the esteemed office of the President of the 76th Session of the International Labour Conference. I have also much pleasure in offering congratulations to the Vice-Presidents.

The 76th Session is taking place at a very critical juncture in time. The climate of high hopes and rapid growth which permeated the global economy in the fifties and sixties faced shattering shocks in the seventies. The debt crisis surfaced in the early eighties and further complicated international economic problems. In the process, apart from a few exceptions in Asia, the deceleration of growth rates in countries in both the North and the South continued unabated. What is worse and what should be borne in mind, is the fact that the fragile economies of the developing countries, particularly those of the least developed countries (LDCs), suffered serious set-backs in the process of structural adjustment, which was under-

taken, it now appears, neglecting its cost in terms of growth and social progress.

In his Report, the Director-General has admirably summed up past experiences and identified the lessons that can be learnt from them, and has also charted a possible course of action to be followed during the 1990s.

An analysis of the experience of the 1980s is most interesting. As the Report stresses, the decade ends in a paradoxical situation. The main paradox concerns all the signs of dynamic activity present in most of the OECD countries and in some South-East Asian countries. On the other hand, the 1980s have, for most developing countries, been a lost decade and, consequently, in many of them per capita income is lower today than it was in the 1970s. The implications of this disquietening situation have been suitably treated in the Report. However, the Report, in Table 1, depicts international disparity in growth performance in a rather stereotyped fashion in the sense that countries are classified as industrial market economies, centrally planned economies and developing economies, the last one being sub-classified regionally. The LDCs of the developing economies should be treated separately both in an analytical framework and in a solution-oriented policy programme at the international level. The development experience of the last few decades had demonstrated convincingly that the trickle-down theory of the impact of growth is neither effective at the national level nor at the international level, in the sense that growth of the global economy does not mean growth for all countries. International economic relations have to be specifically geared and designed to ensure that the benefit of global growth is also shared by the LDCs. Target-oriented programmes should be designed for the LDCs at an international level during the Fourth Development Decade, otherwise global growth may continue to bypass LDCs. This strategy should be explicitly accepted by all the relevant international development agencies. The ILO, being more concerned with the human aspect of development, may place emphasis in this direction with the aim of creating a more equitable world economy. In this connection, I would like to draw attention to another paradox not mentioned in the Report, which I think vitiates international economic relations, particularly between the countries of the South and those of the North. The world is getting more interdependent with every passing day. The growing interdependence of the world economy is also witnessing what may be termed as a balkanisation of the global economy through the creation of economic blocks; along with the rising application of tariff and non-tariff barriers. A reversal of this trend is necessary for the healthy and equitable growth of the global economy. A change in the present trend is possible if public opinion about international economic relations changes, particularly in developed countries.

Political leaders, particularly in democratic societies, cannot ignore public opinion. The ILO being interested to see more equitable and stable societies at both the national and the international level may, perhaps, take some imaginative approach for moulding public opinion to ensure the adoption of policies for equitable as well as more stable world economies. The ILO's concern in this direction has already been reflected in its World Employment Programme of the 1960s and in the High-Level Meeting on Employment

and Structural Adjustment in November, 1987. Some initiatives in this regard, I feel, should be taken by the ILO on the eve of the Fourth Development Decade.

The Director-General's Report has rightly pointed out that "preoccupation with pressing short-term problems had the unfortunate effect of diverting much attention from the need to generate employment and alleviate poverty". Many developing countries at the beginning of the 1980s pursued monetary and fiscal policies which resulted in a reduction of GDP growth and in some cases, the absolute contraction of per capita GDP. In international economic relations, it entailed the curtailment of imports, which rose by only 0.5 per cent annually during 1980-86 compared to 5.5 per cent during 1975-80. If China and India are excluded, the absolute volume of imports in all developing countries was lower than during the 1980s. While this adversely affected consumption levels and hindered production capacities in these countries, the exports of the industrialised market-economy countries (IMECs) to the developing countries declined by 3.7 per cent annually during 1981-86, compared to an expansion of around 18 per cent annually during 1975-80. The above figures demonstrate unmistakably the common economic destiny of the interdependent global economy. As the Report has shown very aptly, the short-term oriented strategy of so-called structural adjustment also entailed a huge social cost at the national level. The deceleration of growth meant less employment creation whilst the unemployment and the underemployment problem was already staggering. It also resulted in the decline of real wages, the deterioration of the quality of jobs created and, most importantly, the reduction of government expenditure in the social sector, for example, in education, health, housing and welfare.

In the light of the experience of the 1980s, the strategy proposed in the Director-General's Report, that structural adjustment has to occur in a context of growth rather than stagnation or contraction, is well thought out. This will, however, require attention to be paid to a set of wider-ranging issues than just adjustment by means of macro-economic policy.

It is unfortunate that the framework for structural adjustment and equitable growth as enunciated in the Report does not explicitly identify any role for the developed countries, nor for international development agencies. They, being major actors in the global economy, I think, have crucial roles to play in any scheme of structural adjustment in the developing countries. Obviously, structural adjustment in the developing countries is contingent upon the necessary structural adjustment in the developed countries, based on a new pattern of comparative advantage for the production of various types of commodities and services.

The framework suggested in the Report for structural adjustment is, thus, less specific about the role of the developed economies and that of the international development agencies in the process of structural adjustment for attaining more equitable growth of the interdependent global economy.

The Report contains an interesting and balanced analysis of labour market policies. Its approach to the issues concerned, particularly to labour legislation and labour market deregulation is interesting. I quite agree with the assertion in the Report "that the posi-

tive effects of labour legislation are rarely balanced against their alleged negative effects". It is true that concepts like minimum wages, protection of labour, freedom of association and trade union rights, etc., have been conceived partly for social and partly for economic reasons. Unfortunately trade union movements in many of the developing countries, particularly in countries like ours, are vitiated by larger political considerations which are in most cases not very relevant nor congenial for development of healthy labour relations. In fact, the politicisation of labour movements aggravates what was referred to above as the negative effects of labour legislation without caring to enhance their positive effects.

I agree with the point made in the report to the effect that "labour market deregulation will be needed to different extents and will have different effects in countries with different labour market structures. As in the case of structural adjustment policies in general, there can be no uniform, doctrinaire prescription which is applicable to all countries". I wonder whether specific areas of deregulation can be sorted out by ILO for the LDCs, where unemployment and underemployment are widespread and yet the small organised sector is, in most cases, faced with politically motivated organised labour unions. Needless to say the continuation of such situations will not only be economically ruinous for the worker but will also affect long-term structural changes in the LDCs.

Original - Spanish: Mr. GARRIDO SOTO (Employers' delegate, Venezuela) - I am addressing you in my capacity as Employers' delegate of Venezuela because Mr. Villalobos had to return to Venezuela for personal reasons related to his duties, without having registered or participated in this Conference or in any of the committees. However, he did request me to give you this message:

First of all I should like to congratulate this assembly and its President, and the Conference for having rightly appointed him, and the President, for the well-deserved honour of having been appointed to this office, in which he will no doubt display his many talents, not least of which are his intelligence, his capability and his experience, which are more than sufficient to guarantee the success of this Conference, as he has shown up to now.

Allow me to congratulate the Vice-Presidents, who will assist him in his external and internal duties and to make special mention of our compatriot and friend, Mr. Delpino, Workers' Vice-Chairman, and President of the Venezuelan Confederation of Workers, our trade union organisation representing the greatest number of workers.

I should also like to congratulate the new Director-General of the Office for his well-deserved appointment by the Governing Body last March, and to wish him every success in his important and difficult duties, among which, we feel, one of the most urgent is to remind all member States in writing to comply with their obligation, repeatedly neglected by quite a few of them, as laid down in Article 13(2)(a) of the ILO Constitution, according to which Members will pay the travelling and subsistence expenses of their delegates and their advisers.

May I also extend my best wishes to the recently appointed Deputy Director-General, Mr. Maier, who is an excellent trade unionist and a long-standing

active member of the Committee on Freedom of Association. We are convinced that his ample experience and knowledge in this field will contribute to further improving the organisation and functioning of this very important body of the ILO.

As we have already pointed out to this Committee, there is a growing need to update the very principle adopted by the Committee of Experts on the Application of Conventions and Recommendations regarding strikes and their legitimacy, scope and limitations because, on the one hand, alongside this most violent and ancient instruments of asserting workers' claims, others have arisen which are less confrontational and less severe, such as negotiations, conciliation, mediation, concertation and arbitration, the effectiveness, scope and priority which should not be underestimated by the social partners; and neither can the crucial importance of one or more economic activities for certain countries, such as education and training in the developing countries; interrelationship of increasingly numerous economic activities and the repercussions of a strike on those who are not involved in the conflict. Thus, for example, in a crowded city, which has its own topography and characteristic features, an urban public transport or taxi strike can paralyse most of the city activities. Lastly, there are many services whose interruption could endanger the life, safety or health of all or part of the population. For example, today more than ever before, people have become aware of the concepts of safety and health, which cannot be compared with those which prevailed four decades or longer ago.

As we all know, the Report of the Director-General on the many important activities of the Organisation in 1988 is the last one submitted by Mr. Francis Blanchard, the outgoing Director-General, who virtually devoted his life to the exclusive, efficient and transcendental service of this Organisation in different posts until reaching this office, in which he completed the term begun by Mr. Jenks, who had met with an untimely death, and finally left his post of his own accord after three consecutive terms. As quite rightly noted by the Workers' Vice-President of the Governing Body, Francis Blanchard imbued this Organisation with the indelible stamp of his extraordinary personality, not only because of his lengthy career within the Organisation but also because of the firmness of his nature, his character and his skill as a seasoned sea captain in braving danger and riding the storms, bringing the ILO to its firm and prestigious position in the international vanguard of social justice.

Personally, we Venezuelans have been fortunate enough to enjoy the friendship of Francis Blanchard; institutionally, we know that he is and will continue to be a friend of our country and therefore we wish him, with our right hand on our hearts as he usually greeted us together with his charming wife, a pleasant life without, however, ruling out the possibility of serving this Organisation and the world in missions commensurate with his personal and professional capacity.

Recovery and employment is the title of the excellent report referred to, containing data and figures, an analysis of the economic situation in different regions, forecasts and their probable influence on the urgent need to generate productive employment. All of these call for in-depth reflection, particularly since, as a result of unemployment, the informal sec-

tor in our country, and in other Latin American countries, is growing to an unprecedented extent. One of these reflections could be to increase flexibility on the labour market, whose rigidity is due to excessive regulation, since by maintaining or even raising the standard of living of employed workers, it should be possible to open up access to employment for jobless workers. This is the only way of ensuring that the social economy of the market remains consistent with itself.

We confirm our opposition to the revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), as expressed in this assembly in 1988. (Please see *Provisional Record* No. 10 of the 75th Session of the Conference, pages 35 to 36).

Today, having been informed of the serious differences of views existing on the draft on such delicate matters, which are foreign to the activities and objectives of the ILO, as the definition and scope of the concepts of peoples, territory, discrimination in favour of ethnic minorities, and the impossible conferral upon them of powers proper to the State and which cannot be delegated, such as legislating, judging, classifying offences and applying penalties and subordinating its administrative activities to the approval or consultation of such minorities; we must state, with full responsibility, that the approval of such a draft would constitute a historical error by our Organisation.

The saddest and most deplorable thing is that all this absurdity claims to be based on two gross errors: firstly, that Convention No. 107 is paternalistic; and that it is wrong to offer a people which has been backward for centuries the opportunity to accede to progress, if they so wish, in the field of health, education, training, vocational qualifications, standard of living, employment, leisure, culture, etc., achieved by the rest of the population, while strengthening the invaluable substratum of national unity, without their having to relinquish their own beliefs, practices, culture, or even the land they occupy.

Paternalism is an attitude and an attribute of a father consisting of the authority and affection he has towards his children. Therefore, it is inconceivable that a State should not exercise authority over its citizens or afford them the greatest possible well-being, which is a token of affection.

A relevant example of this "rejected paternalism" is the labour legislation of the world, which constantly strives to raise the standard of living of workers, and the very *raison d'être*, concerns, activities and achievements of this Organisation. Therefore, to denounce paternalism is like mentioning the noose in the house of a hanged man; it is likewise inadmissible that the beneficiaries of the essential paternalism of the State repeatedly level reproaches at it during discussions of the draft.

To object to voluntary integration as a right would mean overlooking the increased intermingling of the races which, with nature's blessing, is improving the human stock; legislative improvements such as bills of exchange, cheques, credit cards, limited companies; the existence and progress of the European Economic Community, the Andean Pact, the Latin-American Economic System and other international communities; the ever increasing closeness of the inhabitants of the planet as it shrinks of that earth owing to the environmental conditions, social communications and the increasing universalisation of re-

ligions, economic and political orders, ideologies, scientific knowledge, ways of living, etc.

We therefore do not understand the arguments for diverting this conquering and powerful trend towards integration away from the indigenous minorities, thereby condemning them to perpetual marginalisation and isolation.

If this plan is approved, our country will be unable to ratify it, because it is contrary to the Preamble and a number of the fundamental provisions of the Venezuelan national Constitution.

Finally, I wish the greatest success in this Conference to all the members of delegations represented here, particularly to our brothers from Latin America.

Original - Portuguese: Mr. VAL D'ALMEIDA (Minister of Labour and Social Security, Sao Tome and Principe) - In taking the floor at this important assembly and taking account of the amount of time available to me, I should like first of all, before referring to the Director-General's Report, to express our great satisfaction on the President's election to the chair of this great meeting. We would also like to congratulate the other Officers of the Conference.

We resolutely supported his candidacy because we firmly believe that his qualities, his personal talents and his experience will enable him to guide our work wisely.

From this podium, I should also like to congratulate most warmly, speaking for myself and on behalf of my delegation, the new Director-General of this Organisation, Mr. Michel Hansenne. We hope that during his term of office, relations between Sao Tome and Principe and the ILO will improve steadily and that joint projects will be undertaken in the interests of both parties. I should like to assure you that the Government of my country gives you full and unconditional support in your responsible position and your quest for a solution to the serious and complex problems encountered by mankind today.

The Director-General's Report, a document of admirable clarity containing a wealth of information, provides a particularly valuable in-depth analysis for the Democratic Republic of Sao Tome and Principe which, as we said here at the last session, is currently setting up an economic readjustment programme with the participation of some of our development partners.

We the developing countries, considered to be the least developed countries, are currently experiencing in our everyday lives the reality of the main points discussed in the first part of the Director-General's Report.

After independence on 12 July 1975, the Democratic Republic of Sao Tome and Principe inherited from the Portuguese colonial system an agricultural system geared almost exclusively to cocoa exportation but lacking skilled staff in both national administration and economic management.

Cocoa production, supplemented to some extent by coffee and copra production, constituted and still constitutes the main economic activity generating foreign currency for our country. The colonial production system based on immigrant workers started to become less efficient as the immigrants returned home.

The people's consistent distaste for the conditions of work on the plantations and the growing shortage

of food products and goods for workers, which started when the country entered this difficult period, resulted in agriculture and animal husbandry being abandoned as people turned to other sectors for their livelihood particularly to the urban areas.

This situation led to a very substantial drop in labour productivity and production, resulting in a catastrophic situation for enterprises which fell into arrears in payment of salaries. The production system was left in disarray, which resulted in a succession of deficits in our balance of payments.

Faced with this situation, the Democratic Republic of Sao Tome and Principe is steadily improving its development strategy, attempting to guarantee consistency in the implementation of government action programmes. A liberalisation policy has been started. A pilot food production project, which had already been set up with assistance from international co-operation, has been further developed by involving small-scale farmers and distributing small plots of land for agriculture.

In this connection, I should like to mention once again the assistance we have received from the World Bank, the International Monetary Fund and the African Development Bank, which have all helped us to develop a macroeconomic adjustment strategy for our country, creating the conditions for self-sufficient growth based on the expansion of the cocoa sector and diversification of economic activity on a gradual basis.

The various means of information made available to the least developed countries include a consultation process of round-table meetings. Our country has given its full commitment to this process. Thus, in the context of the social and economic transformations under way we have attended our second international conference of development partners, held here from 6 to 8 March 1989. During this conference, we officially stated before the international community that we were liberalising our country's economic policy.

In recognising the work done by the ILO throughout the past year, I should like to express my particular satisfaction at the technical co-operation activities undertaken. I should like to express the gratitude of my Government for the technical assistance which has already been provided and that which has been scheduled in helping us to formulate our general labour law and new draft legislation on labour inspection as well as in elaborating a family education project, for which we hope to obtain financing from the UNFPA and Swedish co-operation agencies.

I am very happy to be able to mention here the important role played by the ILO in the development of a certain number of activities in Africa, which have had a positive impact on the social and economic conditions of member States. Here, I am thinking in particular of the special labour-intensive public works programme.

In the specific case of our country, this programme is of fundamental importance and provides one response to the innumerable social problems which crop up as we implement our economic policy.

So we would ask the ILO to continue and intensify work under way to make this programme a success because of the effect it has on the whole of our community. It would also be very useful if the ILO, through its competent bodies, could do everything it can to help the countries engaged in structural adjust-

ment to find ways of alleviating the rigours of applying these programmes. Finally, I should like to extend my warmest congratulations to the secretariat and other officials of the ILO for the excellent annual report which has been submitted to us.

I have the honour to inform you that, thanks to the work done by the few qualified officials we have in our country, we have been able to organise our services properly, and in particular those services working in fields related to the ILO, so that now we are able to write and submit reports on the application of Conventions we have ratified and to submit to the competent legislative body all the instruments adopted by the 68th, 69th, 70th, 71st and 74th Sessions of our Conference.

This demonstrates that my country's Government is committed to respecting its obligations as a Member of this great family, the ILO.

In conclusion, I should like to wish this 76th Session of our Conference every success.

Original – Spanish: Mr. BERGES (*Employers' delegate, Dominican Republic*) – It is a great pleasure for me to be able to participate as an Employers' delegate from the Dominican Republic at this 76th Session of the International Labour Conference which is taking place in this fine City of Geneva.

First of all, I would like to extend my warmest congratulations to the Director-General of the International Labour Organisation for the interesting ideas that he put forward in his Report on the activities of this Organisation during the years 1988-89.

The Director-General's Report, which covers such important aspects as human rights, labour administration, social security and the world employment programme is, as usual, an interesting reference tool and source of information not only to delegates at this important meeting but also to all people who are interested in labour law and relations between employers and workers throughout the world.

The main aspect that deserves our comment at this Conference is the firm decision of the three social partners last year in my country to start a social dialogue on a tripartite basis under the auspices of the Catholic Church.

Those participating in this "social dialogue" decided that their immediate objectives should be: to take measures to cope with the problems ensuing from the high cost of living; to maintain the purchasing power of workers; and to protect the national currency. They also envisaged the adoption of measures which would lead to a stabilisation of the Dominican economy and contribute to the country's economic and social development.

The most important agreement adopted as a result of this social dialogue, which has already been implemented by the Government of the Dominican Republic, related to the wages of workers.

Workers' wages were fixed by agreement by the National Wages Committee, on the basis of recommendations put forward during the tripartite discussions at 500 pesos a month; in addition, it was agreed to increase employee's wages from 350 pesos to 1,500 pesos a month. In enterprises that have installations and/or capital valued at less than 100,000 pesos, a minimum wage of 350 pesos a month has been fixed.

The daily rate for agricultural workers was set at 12 pesos a day. Furthermore, it was decided to set up a

tripartite committee which would present to the National Congress a draft Bill to the effect that all workers should receive a month's salary in December every year as a Christmas bonus.

As a result of these negotiations, it was also recommended that pensions and social security benefits be increased by the Dominican Institute for Social Security. We would reiterate in this international forum our firm interest in pursuing these tripartite discussions in our country, because we consider that they contribute greatly towards ensuring peace and security.

In the bulletin of our Employers' Federation, Archbishop Francisco José Arnaiz has written that: "Social dialogue is imperative for us today".

We are facing serious problems in different areas which require a broad social dialogue in order to obtain consensus and support, at least of the majority.

In the view of Father Arnaiz, we have to take measures to counter: inhuman and unjust poverty; the increasing cost of living; the reduction in purchasing power; the excessive gap between the rich and the poor; low production – on account of the low productivity index and lack of incentives; the absence of economic planning; erratic legislation and lack of attention to agricultural development.

As regards the contracting of workers for sugarcane cutting in our country, I should like to point out that Dominican and foreign workers enjoy all the rights established under labour laws, without any distinction, and that the Government of our country guarantees these rights.

We have noted that the question of night work has been included in the agenda of this Conference. In our labour legislation, night work is banned for women and for minors. Our Labour Code is in accordance with international Conventions in this respect.

As regards the updated Declaration concerning action against Apartheid, our Employers' delegation at this 76th Session of this International Labour Conference wishes to put on record that the employers' associations in our country have, on many occasions, expressed their full support for the recommendations contained in the updated version of the Declaration on the Apartheid Policy in South Africa, adopted at the International Labour Conference in 1981.

We should point out that our Government has ratified 26 international Conventions adopted by the ILO, the last one being the Guarding of Machinery Convention, 1963 (No. 119).

Our labour legislation has been brought into line with the international Conventions our Government has ratified in a process whereby draft laws to that effect are submitted to the National Congress for approval.

Furthermore, we should like to mention that during the year which has passed since the last International Labour Conference, 88 trade union organisations have been registered and 26 new collective agreements on working conditions have been signed.

All of this provides an idea of the labour policy implemented by our Government with a view to guaranteeing stable and lasting labour peace in the Dominican Republic.

The private sector plays a significant role in the Dominican Republic by creating jobs in two important areas which have given a spur to the national economy. These are tourism and the exporting free trade zones. Although both areas of development are

considered among the most dynamic world-wide, it is particularly in the free trade zones that most jobs have been created in the last four years.

From an initial low level of growth in 1969, free trade zones expanded to include 22,000 workers in 1985. In May 1989, 110,000 people were working directly in the industrial estates in those zones. If the same rate of growth continues, by the year 2000 more than a quarter of a million jobs will have been created. In order to understand the significance of these figures, which give an indication of the importance of the free trade zones, one must compare them with the quantity of jobs offered by the national sugar industry, which has been the backbone of the national economy in the last few decades. This agro-industrial sector has about 30,000 workers.

Free-trade zones in the Dominican Republic, until four years ago, were state property or operated by non-profit-making companies. However, in the last four years, private initiative has entered this sector and has increasingly begun to play a key role in the development and operation of industrial estates geared towards export production. Companies such as the Itabo Industrial Estate, the Americas Free Trade Zone, and the Villa Mella Free Trade Zone are trail-blazers in the promotion and operation of these estates and in the ensuing creation of new jobs.

Therefore, we can affirm at this International Labour Conference that in our country, the Dominican Republic, we enjoy social and labour peace to the greatest extent possible. This is owing to the good relations which exist between the three forces which are instrumental in obtaining this peace, namely, the State, the employers and the workers.

We can therefore declare, without hesitation, that we are a country dedicated to law and justice and that, as a member State of the ILO, which it has been our honour to be since 1924, we feel that we are part of the effort which is made daily by that Organisation to ensure that in all corners of the Earth the banner of social justice will fly free, fine and proud.

Original – French: Mr. BOBAK (representative of the Trade Unions International of Workers in Energy) – The delegation of the Trades Union International of Workers in Energy are very interested and happy to be attending as observers this session which is also a celebration of the 70th anniversary of the establishment of the ILO.

I should like to tell the President that my delegation fully shares the unanimous feelings of the delegates to this Conference who entrusted the conduct of the work of the session to Mr. Nkomo and to send best wishes from our international union to Mr. Michel Hansenne on his recent election to the post of Director-General of the ILO.

We should also like to pay tribute to his predecessor, Mr. Francis Blanchard, who, we firmly believe, contributed to the ILO and all its bodies in a very constructive and a remarkable contribution during his long years of work at the ILO.

Our delegation greatly appreciates the Reports submitted to the 76th Session. We are following the work of the session very closely and are very happy to have this opportunity to learn from the very rich experience which the ILO has gained during the 70 years of its work in the labour, human and socio-economic fields which are always complex and complicated and need urgent solution.

It is because of this interest in the work of the ILO that we have now come for the third time, since our creation in 1986, as an observer to the annual meetings of the ILO. We are very interested in the work of the ILO because this is very relevant to our own work, which takes account of what this world tripartite parliament has done, is doing and will do. I should like now to tell you briefly about our comments and opinions concerning the Director-General's Report.

First of all, as regards the state of ratification of Conventions on fundamental human rights and tripartism, the Director-General's Report on ILO activities in 1988 mentions 12 Conventions on these subjects of fundamental human rights and tripartism and we see that many of these Conventions are still very far from having been ratified by all the member States of the ILO. Our delegation feels that it is alarming that Conventions which are so important for workers have not yet been ratified by everybody. I am thinking in particular of the Workers' Representatives Convention, 1971 (No. 135), which has been ratified by only 44 States, and the Collective Bargaining Convention, 1981 (No. 154), which has been ratified by only nine States. We also feel that non-ratification by given States of one or several Conventions on workers' rights automatically leads to a weakening in the effective application of other Conventions on the same subject which they have ratified. Indeed the same effect appears to occur in general for all ratifications recorded, and does not encourage the States to ensure respect for and effective application of these instruments which promote economic and social progress in their countries and throughout the world.

On the other hand, the elaboration of a Convention or a Recommendation is an expensive matter for the ILO and for member States. They are more expensive still when these instruments are not ratified. The ratification of all Conventions and their strict application by all ILO member States would be an effective contribution to promoting the good cause for present generations. Our union is working to this end and we are constantly striving to demonstrate the logic and good sense of the strategy which is intended to eradicate the causes of the evil, the pathology of racism and the social scourges which humanity faces.

Our delegation fully agrees with the analysis of the world economy for the decade submitted in the Report of the Director-General entitled *Recovery and employment*. We feel that this is an objective analysis which faithfully reflects the various positive and negative aspects of life in the modern world. The only objection we have to this analysis is that it does not speak in today's terms, in the context of the topic which is dealt with, of the fundamental cause of the affliction which strikes the majority of mankind. The affliction is very clearly described in the Report, and the prospects which the Report sketches out for the next decade and the means it advocates for recovery at world level contain, in our opinion, more uncertainty and question marks than assurances that indeed the future will turn out well, in view of the sad balance-sheet of what has happened in this decade which the Report discusses.

The Report states, however, that "there is cause for hope, and therefore cause to act". We fully agree with this and our union will act to transform the hope into reality. We declare our will to support and pro-

mote through our own work the activity of the ILO to promote economic and social recovery, in particular in developing countries, and also to promote progress and social justice throughout the world.

We feel that, now that we are coming to the end of the twentieth century, mankind has to rise to the challenge constituted by the growing demand for energy for development and we have to solve to our own advantage the dilemma inherent in production of energy for pacific and destructive purposes. Energy is a determining factor for economic and social progress.

The problems besetting this sector and those working in this sector are of crucial importance to mankind now and in the future. And if, in this nuclear age when man is conquering space, the majority of people are still deprived of electric energy, it is clear that economic and social development also suffers from the repercussions of this deplorable situation.

We are sorry that the ILO does not put more emphasis on this sector of economic activity which, since the discovery of the light bulb, has enabled one part of mankind to make great strides in its development.

It is also a shame that the Director-General's Reports does not make any reference – or hardly any – to this sector of economic activity. We feel that the ILO cannot really fulfil its mission fully without taking into account world energy policy and the importance of the energy industry and those working in it to world economic development.

It is for this reason that I would like to take the liberty of mentioning the idea of establishing a permanent energy committee within the ILO and I appeal to your collective wisdom to support this idea which, in our view, corresponds to the interests of the ILO and its member States.

I hope that the comments and suggestions which the delegation of my federation has submitted to this session in the context of its deliberations will be taken into consideration by all the representatives of the ILO member States, and it is with these words that I would like to end by wishing you every success in the work of the 76th Session of the Conference.

Original – French: Mr. LE BESCOND (representative of the Trade Unions International of Workers in the Metal Industry) – On behalf of the Trade Unions International of Workers in the Metal Industry I thank you for giving me the floor. I should like to express our congratulations to Mr. Michel Hansenne, the new Director-General of the ILO, and wish him every success in his important functions.

This year is the 70th anniversary of the foundation of the ILO and coincides with the 40th anniversary of our own organisation which is affiliated to the WFTU. 40 years during which we have fought for social guarantees, collective agreements, freedom of association and trade union rights, democracy, international solidarity and the strengthening of peace on our continent.

Part I of the Report of the Director-General deals with economic recovery and employment.

This is a question of vital importance for the immediate future and, in the long run, for the future of mankind.

How has our organisation analysed the situation? What are the solutions and the means of contributing to this objective?

First of all, we must view the situation without fatalism; we must not be lured along the primrose path of renunciation.

Millions of workers and their families are deeply concerned at the thought of what tomorrow will bring.

Thirty-five per cent of the unemployed throughout the world are metalworkers.

On the other hand, the capitalists, those who have large fortunes, have never made as much profit as in the past years. Moreover, the same people, those whose profits know no frontiers, are attempting to lull the workers by telling them that the single market of Europe in 1992 will open up new vistas.

The question is worth putting before this Conference. When there are 17 million unemployed in the EEC, one wonders how the employers and the governments concerned who have not eradicated unemployment or brought about economic recovery in their own countries, can suddenly settle these matters through the single market. In fact, if we allow them to do as they wish, the situation of the workers will deteriorate still further. Flexibility and mobility of workers and their families lead to their exploitation; uprooted from their regions and their countries, they wander, suitcase in hand, at the disposal of big capital.

We cannot agree with such capitalistic objectives of European integration. On the other hand, we can be in favour of a Europe of social, economic, technological and peaceful progress.

The single market as the capitalists would like to see it runs counter to economic recovery and employment, as witness the automobile industry which employs 20 million workers throughout the world and where profits have never been as enormous as in 1988. The ten biggest automobile companies in the world made a profit of 120,000 million francs in 1988 and the ten most important multinational automobile manufacturers have made 278,500 million francs' profit in the last few years. But, apart from the Federal Republic of Germany, in this decisive sector employment has dropped by 17 to 39 per cent and purchasing power by 25 per cent. The main response with respect to economic recovery, fighting unemployment and developing employment, both quantitatively and qualitatively is to ensure the livelihood of workers.

Industrialisation and modernisation of production methods must first be based on national requirements which are closely linked to the purchasing power of the masses. The needs of the workers, the needs of the people, the needs of equitable co-operation are all determined by the extent to which people can earn a decent living.

Anarchical restructuring must cease. The introduction of new technologies or retraining of workers must not be synonymous with insecurity of employment, underemployment or loss of employment.

So what must be done? In our opinion we take the money where we find it and demand that governments and employers should invest first in the economies of their own countries, that state credits should serve that priority and not privatisation or financial speculation. The strict control of multinational companies is required because they still tend to flout the constitutional principles of States. From the social viewpoint, a drastic reduction of working time without loss of pay, over the week, the year and or the

whole of working life is a dynamic and positive way of boosting both the economy and employment. The social conquests of the workers, which are inseparable from economic recovery and employment, must be preserved and enhanced. Consequently, substituting peaceful co-operation for economic warfare has become a very decisive stake indeed.

Many of the means for economic recovery and employment must come from disarmament, the destruction of stockpiles and the peaceful use of financial investments.

Our organisation decisively supports the USSR and the socialist countries, which with the weight of the pacifist movement throughout the world have started a process of disarmament with the United States. The USSR and the socialist countries have taken unilateral decisions along these lines to reduce armed forces and armements.

These decisions are moving in the right direction. One per cent of yearly expenditure on arms would give 500 million families food. The unpayable external debt is crushing economies of the developing countries. This is a matter which calls for an urgent settlement, but not by means of blackmail or subject to prior conditions which are unacceptable on the basis of maintenance of partial repayment.

The socialist countries possess large markets. Current reforms are directed at overcoming economic, industrial and financial difficulties and making democracy function more dynamically. Whether one agrees or not with the systems in these countries, their existence is a fact. It is possible to develop loyal co-operation by both parties without either seeking to dominate the other. The metalworkers in these countries have a wealth of experience and deep humanitarian traditions. They have contributed with understanding to *détente* and disarmament and shown with great devotion that co-operation with countries that have won their independence is part of their spirit of solidarity. The future now lies with *détente*, dialogue and co-operation.

In this battle for democracy the workers rely on their strength and will continue to do so in future. Imbued with a spirit of solidarity, they will work to increase their strength still further.

Our union will work tenaciously towards this end and to bring together as many metalworkers as possible, from workers to engineers, seeking the support of public opinion for their concrete objectives. For this purpose the fighting spirit and the union of the workers makes a decisive contribution to concerted trade union action with trade unions not having the same international affiliations. The 100th anniversary of 1 May should, we feel, enable headway to be made along these lines. Progress is being achieved around the world, and we are in favour of it. That is our role as a trade union organisation and we are fighting with all our strength to achieve this purpose, since what unites the workers is stronger than what divides them. The world has indeed changed. It is only through collective efforts that we shall solve our problems and overcome our difficulties.

In order to promote economic improvement and employment, I should like to emphasise the fact that freedom of association and human rights cannot be separated. In this connection we must condemn any violations of it – witch-hunts, repression, violence against trade union activists or those who have the

honour to belong to the workers' movements around the world.

May I pay tribute to all the victims of repression, and in particular to our comrade, Nelson Mandela, the oldest political prisoner in the world (25 years of imprisonment), who refuses to yield to the pressures of imperialism and the apartheid government; to our militant brothers in the metal trades of Colombia who have died at the hands of paramilitary groups, including Jaime Alberto Angel, member of the executive of the union of workers of Sofasa-Renault, who was recently attacked and is in a very serious condition; to our brothers in France from Renault-Billancourt, the ten CGT militants who were dismissed three years ago for having respected the mandate laid

upon them by the workers by protecting them from dismissal and the closing of the company and preventing this great French enterprise from being denationalised. Our organisation demands, with others of like convictions, the liberation of Nelson Mandela, the award to him of the Nobel Peace Prize, the dissolution of paramilitary groups and an end to the state of siege in Colombia, respect for the right to life, and reintegration of our ten CGT brothers from Billancourt.

We call upon all those who love freedom to match words with deeds and put an end to these violations.

(The Conference adjourned at 10.30 p.m.)

CORRIGENDUM

Provisional Record No. 8

On page 8/52, the title of the table should appear as "LIST OF REGISTERED DELEGATES AND ADVISERS."

CONTENTS

	Page
<i>Thirteenth sitting:</i>	
Ratification of 11 Conventions by Guatemala	1
Fifth report of the Selection Committee: Submission and adoption	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	1
<i>Speakers:</i> Mr. Ubaldini, Mr. Benlakhdar, Miss Aykut, Mr. Routouang, Mr. Natchev, Mr. Gépert, Mr. Tiheli, Mr. Nagy, Mr. Martínez Brito, Mr. Sunmonu, Mgr. Mullor García, Mr. Ndoye, Mr. Verzetnitsch.	
<i>Fourteenth sitting:</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	21
<i>Speakers:</i> Mr. Zakaria, Mr. Ahmed, Mr. Miodowicz, Mr. Diakengo Sero, Mr. Jilani, Mr. Agramonte, Mr. Dhar, Mr. Cal, Mr. Eltayeb.	
Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986: Ratifications and acceptance	36
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	36
<i>Speakers:</i> Mr. Yilmaz, Mr. Freeland, Mr. Nsi-bandze, Mr. Sehoulia.	
<i>Fifteenth sitting:</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	42
<i>Speakers:</i> Mr. Walcott, Mr. Karikurubu, Mr. De Jesus, Mr. Khan, Mr. Adugna, Mr. Jesic, Mr. Hyder, Mr. Garrido Soto, Mr. Vaz D'Almeida, Mr. Berges, Mr. Bobak, Mr. Le Bescond.	
<i>Corrigendum</i>	58



Provisional Record

Seventy-sixth Session, Geneva, 1989

Seventeenth (special) sitting

Thursday, 15 June 1989, 11 a.m.

President: Mr. Nkomo

TRIBUTE TO MR. FRANCIS BLANCHARD, FORMER DIRECTOR-GENERAL OF THE INTERNATIONAL LABOUR OFFICE

The PRESIDENT – At its 242nd Session in February-March 1989, when making arrangements for the assumption of office by the Director-General, the Governing Body decided that, during the 76th Session of the Conference, a solemn ceremony should be held in honour of Mr. Francis Blanchard to pay tribute to him for the many and loyal services he has rendered to the International Labour Organisation and the International Labour Office.

It is our honour and privilege this morning to pay tribute to Mr. Blanchard for his invaluable contribution to the ILO. We will have a number of speakers who are going to speak on that issue following the President's speech.

It is a great honour and a personal pleasure for me to be the first speaker today to pay tribute to the outgoing Director-General of the ILO, my friend Mr. Francis Blanchard. It is on the one hand a pleasant task to pay tribute to Mr. Francis Blanchard, who has dedicated the largest part of his professional life to the ILO and its ideals. He was a worthy successor of our previous great Directors-General and like his predecessors he has left his mark on the Organisation. It is on the other hand difficult to pay tribute to him because I would need more than a session to recount his work during his long career with the ILO and in particular the 15 years which he spent at the head of the International Labour Office. And I am sure that you will agree with me that I would need even more time to mention some of the personal qualities of Mr. Blanchard.

As you know, the preparation of a speech needs to be preceded by some research, which of course I undertook. This is how I came across two secrets which, with your permission, Mr. Blanchard, I shall reveal to the Conference. One of them is how Mr. Blanchard was recruited to the ILO. My in-depth research indicates that at a conference held in Geneva, which was not as interesting as the International Labour Conference and in which you were representing the International Refugee Organisation, you happened to be seated beside the ILO representative. It appears that the ILO representative was also not very enthusiastic about what was going on in that conference, so the two of you had a long chat and the ILO representative was very impressed by your knowledge and personality. He therefore proposed to you to join the ILO, and after giving it some thought, you accepted. You may wish to deny this. This representative was none other than David Morse, then the

Director-General of the ILO. I am sure now that David Morse made this offer because he already sensed that one day you would be the Director-General of the ILO. I believe Mr. David Morse would confirm that.

The second secret has something to do with Mr. Blanchard's visit to Zimbabwe on the occasion of the Seventh African Regional Conference. In a meeting with Mr. Mugabe, the President of Zimbabwe, the President asked him whether he had scars anywhere on his body which would prove that he had fought many battles for the ILO and its goals. Mr. Blanchard replied that he had indeed incurred many wounds which he had either been able to heal or to conceal, but that after each fight he felt that he had succeeded. Maybe Mr. Blanchard may wish to deny that.

When Mr. Blanchard was first elected as Director-General in 1974 many people thought they knew which policy and programme direction he would choose for the ILO. All those who knew you, Mr. Blanchard, were almost sure the manpower and technical co-operation would be the thrust of your policy and programmes. These were, after all, two of your major concerns throughout your career in the ILO. However, those who thought they knew your thinking were surprised by the global view you had and, I would like to emphasise, you still have, of this Organisation and the services it can provide to mankind in general and to the workers of the world in particular. As Director-General of the ILO you always tried to be ahead of your time, responding to the problems which our world had to face. Was it not you who spared no effort in introducing a social dimension to the economic reform policies which were prescribed for developing countries? Was it not you who felt that the creation of employment had to be coupled with the improvement with the conditions of work and life of millions of workers all over the world? Was it not you who therefore initiated the international programme for the improvement of working conditions and environment? Was it not you who, following the report of the World Commission on Environment and Development, insisted that ILO programmes should also include environment issues? These are only a few examples of Mr. Blanchard's far-sightedness and his comprehensive knowledge and global view of the world.

Mr. Blanchard took over as Director-General of the International Labour Office in a very difficult world environment. The United Nations system was under fire and the ILO was one of the first victims. The world economic situation was deteriorating and instability in the foreign exchange market was, and still

is, a serious problem. Not only was the universality of our Organisation in danger when the largest contributor withdrew from the ILO, but it also faced, during the last 15 years, several financial crises which could have seriously damaged the Organisation and its programmes. However, with his deep faith in the Organisation and its goals, with patience, quiet diplomacy and dedication, Mr. Blanchard managed to preserve both the universality of the ILO and the vigour of its activities.

Human rights were always at the forefront of this Organisation's concerns. For Mr. Blanchard, however, violation of human rights was not just a matter of Recommendations to be adopted by the Governing Body, nor was it sufficient for him to send a Committee of Inquiry to a particular country or for the International Labour Conference to adopt standards to prevent such violations. He was personally shocked each time a violation occurred. What bothered him most was the sufferings of people who were tortured, imprisoned, or whose lives were in danger. He also shared the agony which their families had to endure. Here we can observe Francis Blanchard, the man of principles and the human being who personally intervened, taking enormous personal risks to prevent bloodshed, to free a prisoner or to help a bewildered family.

I have had the privilege of knowing Mr. Blanchard for some years. A knowledgeable person with sound judgement, a patient listener, a courteous and upright man, he was able to capture the respect and friendship of many people, whether Heads of State, ministers, employers, workers or his colleagues, who all admired him. For all of them he always found the time to listen, to consult or to advise. His capacity to persuade was remarkable and this was mainly due to the fact that Francis Blanchard is both a man of compromise and of determination. He never yielded on a matter of principle, but he was also capable of finding solutions to intricate problems and had a special talent of narrowing the gap between divergent views. These exceptional qualities have enabled him to bring to a successful end the protracted negotiations on the structure of the ILO which have lasted for more than two decades.

We are today paying tribute to a man who has been a great Director of the ILO, a man who has dedicated his life to the ILO and its ideals, a man who has handed over to his successor, in the true traditions of the ILO, a vigorous Organisation and a truly loyal staff. For this, and I am sure I am speaking on behalf of all delegates to this Conference, I would like to express to you, Mr. Blanchard, our thanks and deepest gratitude.

Before concluding my remarks, I would like to remind you, Mr. Blanchard, that you still owe, since your visit to Harare last December, the orchestra of frogs at the Pamuzinda Lodge a thanks for the long sleepless night you and some members of the Governing Body spent whilst listening to their wonderful cacophony. I therefore would like to invite you and Mrs. Blanchard to return to Zimbabwe once more, this time for a quiet vacation.

I wish you and Mrs. Blanchard a happy and very active retirement. I am stressing the word "active" because we would all like to continue making use of your experience and insights for the furtherance of the ILO and its ideals.

Original - French: Mr. MENSAH (*Chairman of the Governing Body of the International Labour Office*) – In a decision taken on Thursday, 23 February 1989, the Governing Body of the International Labour Office scheduled for the month of June 1989 a ceremony to honour Mr. Francis Blanchard. During this ceremony the Organisation's highest body, the International Labour Conference, will officially take leave of the man who guided the International Labour Office for 15 years. The time has now come for the ceremony and I should like to place it under the emblem of gratitude. I thank Mr. Francis Blanchard for having devoted himself and for having contributed and achieved so much for our Organisation.

Before I address Francis Blanchard, please allow me first to say a few words about Mr. Blanchard.

I should like to state plainly that if he was able to devote himself, to contribute unstintingly and to accomplish so much while occupying his functions as Director-General of the ILO, it is because of the sort of man he is. As I have already had the opportunity to say in the past, Mr. Francis Blanchard is a personality, a remarkable personality, a personality who has left a deep impression and been an inspiration for all those who have had the privilege of coming close to him. It is through a special charisma that he reaches those who come close to him, a charisma which radiates from his entire personality and creates around him what I would refer to as a positive aura, dispelling antagonisms and generating a wish to co-operate. This charisma is not in the least superficial; it reflects the deep qualities of the man. In Mr. Blanchard the predominant quality is his humanity. He has a very great sense of what is human so that I can state without fear of denial that Mr. Blanchard was predestined to place all his talents at the service of our Organisation, whose actions centre on assistance to human beings in distress, whether they suffer from having been divested of their fundamental rights or are the victims of dehumanisation, thrown into despair by poverty and destitution. It is this keen sense of what is human that explains the other traits of character which have enabled Francis Blanchard to win, perhaps even force, not only the respect of others but also their friendship.

Mr. Blanchard frequently has had to cope with difficult situations, both of open and covert crises. Frequently, the qualities of his strong character have enabled him to act successfully. His winsome charisma stems from his deep faith in the mission of our Organisation, a faith which is based on his deep belief in the immense dignity of the human being and the worker, the intangible nature of human rights, and crucial importance of social justice – three aspects of a single fundamental truth, that is, the sacred character of the human being.

It is this sacred character and the mission of promoting it that has been the moving force of all the actions undertaken by Francis Blanchard.

In the social sciences, taking action means solving equations to produce concrete results. As you know, the social disciplines are governed by the rules of relative determinism, and yet Mr. Blanchard behaves as if, like the exact sciences, they were governed by the rules of absolute determinism, because as far as he is concerned everything that is undertaken must succeed. His profound faith in the Organisation and his fervent desire to further the workers' cause have guided him and inspired him with a will to act such

that he has become an indefatigable fighter to the bitter end. Once he starts something, he is determined and does everything to reach the aim, sometimes against wind and high waters. Mr. Blanchard is the unperturbed captain who sails through the tempest and leads his boat to port. This, in short, is the man! Now, he may also be defined through the various actions he has undertaken and intrepidly led to success. For this purpose, please allow me to list a few examples which have occurred to me.

In my mind's eye, I see myself sitting at the back of the room of the Finance Committee of the 74th Session of the International Labour Conference. I also see Mr. Francis Blanchard before the committee, speaking calmly but firmly to defend the draft programme and budget after an extremely critical and stormy debate which almost led to a crisis. In spite of everything, he was able to take the necessary steps to obtain the adoption of the draft he was defending.

Obsessed by the need to release man from poverty and misery, he managed to create and to promote a special system of technical co-operation within the ILO. Through his co-operation programmes, our Organisation has contributed to the improvement of the conditions of life of the poorest sectors of the population, by means of development projects in Asia, in the Pacific, in the Americas, in Africa and in the Indian Ocean.

It has been said of Mr. Blanchard, that he has the necessary charisma to reduce conflicts by bringing about concertation; this statement proves all the more true if we realise that in the face of the crises which have shaken this Organisation, he has been able to reconcile, firmly and with dexterity, the requirements of the ILO and those of the States concerned by these crises, thus safeguarding an essential principle of the Organisation – the principle of universality.

Mr. Blanchard was able to undertake and lead to a successful conclusion, the debates leading to the adoption of the amendments of the Constitution in connection with the structure of the Organisation.

He made unceasing efforts to solve labour problems, constantly defending the World Employment Programme. These constant efforts culminated in the High-Level Meeting on Employment and Structural Adjustment in Geneva in November 1987.

Throughout his terms of office, Mr. Blanchard undertook pertinent action for the promotion of trade union rights in the parts of the world where they were being ignored or violated. Many trade unionists throughout the world can bear witness to this. It is thanks to the action of the ILO, and very often thanks to the personal firm interventions of Mr. Blanchard, that serious problems for the trade union movements, for their members and for their leaders, were peacefully resolved.

His loathing for all discriminatory systems violating the fundamental rights of workers caused Mr. Blanchard to reinforce, during the course of the last few years, the action of the ILO for the elimination of apartheid in South Africa and Namibia.

Concerned with the working and living conditions of the workers in the occupied Arab territories, Mr. Blanchard has been able to establish necessary contacts with the aim of improving the living and working conditions of the populations concerned, by applying international labour standards.

This is all that I can say about Mr. Blanchard in the time available to me. I would be grateful if you would give me a few more minutes, during which I would like to address myself directly to our former Director-General.

Mr. Francis Blanchard, at this solemn juncture where all the States present at this Conference, with their employer, worker and government members, officially take leave of you, allow me to say to you: "Au revoir, Mr. Director-General!" As I have said before, I refuse to consider you as a man who is retiring and who is going to settle down or isolate himself into a well-deserved rest. I refuse to consider you as the fighter and the long-distance runner who has come to say to us: "I have fought a good fight, I have finished my course." No, you are not a man to remain inactive. I am convinced that your knowledge of the activities at the service of the world of labour and of workers, acquired in a post where action and observation are of equal importance, have made of you a wise man who will often be consulted.

It is for all these reasons that in saying farewell to you I will not resort to the usual formula of wishing you a long and happy retirement. Instead I prefer to leave you with the following wish:

"On the path of your new active life, may good health, much success and great happiness be your day-to-day companions."

Original – French: Mr. OECHSLIN (*Chairman of the Employers' group of the Conference*) I am happy on behalf of all the Employers' delegates at this Conference to have the opportunity to express our gratitude to Francis Blanchard who, after a long career in responsible posts within our Organisation, has for 15 years occupied the post of Director-General of the ILO and Secretary-General of the Conference.

Our Directors-General have always been outstanding men. It is difficult in just a few words to describe the specific contributions made by each one. To try to find a theme for this brief speech, I would like to refer to the reports submitted to this Conference in the last three years on subjects chosen by the Director-General, which reflected his main preoccupations.

In 1987 the Director-General's Report invited us to consider the future of the United Nations system and the specific role of the ILO.

In 1988 the Report was on human rights.

This year, the Report – which was prepared under the authority of Francis Blanchard and for which he wrote the preface – deals with employment.

I do not think that these three subjects were chosen at random, but I think rather that they were proposed by Francis Blanchard as a synthesis of his work. In any case, he has provided me with the convenient plan for my speech.

I would like therefore to pay tribute, first of all, to Francis Blanchard as a great international civil servant. Heading a specialised agency of the United Nations like the ILO over the last decades has been a task demanding expertise, adroitness and *sang froid*. The illusions we entertained in immediate post-war period with regard to the peaceful organisation of the world have been dispelled. The very foundations of the United Nations system and its working methods have been called into question. The ILO itself has undergone profound structural changes. One very large country left and then rejoined us. It needed all

the strength of conviction and the diplomatic skill of our Director-General to conserve our essential task, to refocus our programmes continuously on the priorities of the modern world as they emerge from tripartite dialogue, and to confirm the unique character of the ILO within the family of international organisations.

But these merits, however striking, are not the sum total of Francis Blanchard's personality. This is far from being the case, and I should now like to mention the zeal with which he led the battle for the observance of human rights. It is easy to talk about human rights in the abstract and to draft or to recite slogans as sonorous as they are ineffective if not accompanied by precise and impartial procedures to watch over their application – for it is application to individual situations which gives rise to problems, above all, when the State in question is powerful or has influential allies. It is true that our Organisation has well-trying procedures; but it is the duty of the Director-General to ensure the effectiveness of these procedures and, above all, without waiting for their results which are by their very nature slow and complex, and to be able to act promptly at his own discretion as soon as he has been informed of the violation of fundamental rights guaranteed by the ILO.

In this, Francis Blanchard has never disappointed us.

Finally, the subject of employment in its widest sense is inseparable from Francis Blanchard's achievements. One can say that it inspired his first years as an international official and his role over the years, with others, in developing a programme of technical co-operation orientated in particular toward training, manpower development, the promotion of small- and medium-sized enterprises and rural development. Outstanding moments have been for example, the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour or, more recently, the High-Level Meeting on Employment and Structural Adjustment, which are only the most visible signs of continuous activities which could hardly have been envisaged by the founders of the ILO.

I would not like to conclude without also thanking Francis Blanchard for the support which he has given to programmes which are of direct concern to employers, in particular the technical co-operation programme which was launched by his predecessor but which was broadly developed under his authority. He did not support it to please us – well, not only for this reason, let us say – but because he understood that it constituted an essential tool in the strengthening of the parties in the tripartite process.

For all these reasons, Francis Blanchard will always be held in high esteem by employers and others.

In bidding farewell to a great Director-General, we are only saying "au revoir" to a man who will continue to serve the cause of social progress.

Original – German: Mr. MUHR (Chairman of the Workers' group of the Conference) – As spokesman for the Workers' group in this Organisation, I have often had to face difficult tasks. However, the one before me now is perhaps the most difficult with which I have had to cope. How is it possible, in a few minutes, to pay tribute to a man who has made his

mark on this Organisation, like practically no other, and who has headed it for 15 years?

Indeed, Francis Blanchard has made such a mark on the ILO that many of us can hardly imagine this Organisation without him at its head.

After playing an important role in the foundation and the work of the International Refugee Organisation, he entered the International Labour Organisation in 1951. His abilities, which all of us here have seen for ourselves, were rapidly recognised.

In 1956 he became Assistant Director-General, when he was given special responsibility for technical co-operation; this was a field which always claimed his special attention, even after he had been elected Director-General.

And it is precisely in this field that there have been changes in ILO activities; at least, in the direction they have taken. It is to the credit of our outgoing Director-General that the transition from an organisation, which was once limited to industrialised countries, to these new activities, was achieved smoothly.

Francis Blanchard had an ability and readiness to act which I, in my many years of union activity, have seldom encountered in other cases. But what is still more important is that he was consistently able to link these qualities with the specific values and ideals of tripartism, which is the cornerstone of our Organisation. And he has remained true to them, even when sometimes it would have been simpler to go against them.

We should all be grateful to him, that he never chose the simple way, even when the path of principles was a stony one and beset with difficulties.

The past 15 years have been marked by political conflict, but also by conflicts which had their origin in the world of labour. It was almost natural that these years should also have been extremely stormy for the ILO; it was then clearly apparent that the Organisation, under the leadership of Francis Blanchard, never deviated from its task of looking after the concerns and problems of working people.

We might well say that the ILO, during his three terms of office, had to overcome perhaps the most serious crises since its foundation. Inevitably, it was also not spared the general crisis of confidence which affected the whole United Nations system.

It is also to the credit of our former Director-General if this situation is now slowly being reversed. And the need for concerted international action by nations co-operating harmoniously together is becoming ever more widely recognised.

The Members of this Organisation are ready to go along this path, as witnessed by the recent discussions on the programme and budget for 1990-91. As far as I recall, this is the first time over a long period of time that here, in the Governing Body, we have arrived at a unanimous decision.

Francis Blanchard would be justified in considering this as a personal achievement. Thus, he has smoothed the way for his successor and paved the way for a better future for this Organisation.

Following the considerable conflicts over the past 15 years, the Organisation also faced serious financial difficulties, which compelled it to take drastic economy measures. In this situation, Francis Blanchard made wise proposals which we were able to follow.

It was thanks to his decisive and courageous leadership that the ILO not only overcame these moments of danger but was then able to welcome into its

ranks the nation with the largest population in the world, so that its mission and ideal of universality became a reality.

Those of us who have lived through these times and have admired the way in which Francis Blanchard has taken up the challenge, and who were called upon to support him in his endeavours, will never forget these efforts.

Even at a time of such significant events, the ILO persevered in its work. This is true not only of technical co-operation and the revision of international labour standards and supervision of their application, but also of research and all the other services which, taken together, make up the continuing contribution of the ILO to the world of labour.

Naturally, many difficult decisions had to be taken and there were times when our Director-General had to disappoint certain groups among us. If however, we responded negatively to this, it was always in recognition of the fact that his proposals were made for good reasons and with honourable intent.

There was never a shadow of doubt as to his commitment to the ideals of the ILO.

I believe that our former Director-General has never doubted that he enjoyed the full support of the Workers' group. This was our thanks and our recognition for his unswerving adherence to the fundamental principles of the ILO, even if contrary opinions were expressed in many quarters.

Not once did he put in doubt his commitment to fundamental trade union and human rights. He never called into question the universality of international labour standards and the need for supervision of their application. He never ceased to remind us that the elimination of poverty and unemployment is our most important task.

At the time of his departure from the Organisation, none of its tasks has been accomplished; its work has not yet been completed. It would be unrealistic to suppose that it ever could be. This should not be regarded as a failure. On the contrary, Francis Blanchard's success lies in the fact that he is leaving behind an Organisation which today is better equipped to pursue its aims than in many years in the past.

I have no doubt that he will continue to observe how well we continue to discharge this responsibility in the future. I am sure that his interest in this Organisation will never slacken. This work was never just a career to him, but rather an inner commitment.

As we express our warmest and most sincere thanks to Francis Blanchard today, we should like to include his wife and family. He and his family have not been spared the heavy blows of fate. He has borne them with admirable strength, without allowing them to interfere with his work for us. We hope that he and his family will, in coming years, find some measures of recompense for this.

We also express our gratitude in our commitment to justice, in our work in this Organisation, to the example he set before us in his 38 years of activity.

Original - French: Mr. KARIKURUBU (*Minister for Labour and Vocational Training, Burundi*) - On behalf of the delegations of the African region, I should like to ask you to allow me to thank the Governing Body and the Selection Committee for having given us the opportunity, unique of its kind, to express our feelings of gratitude at the time when Mr.

Francis Blanchard, the former Director-General of the International Labour Office, is taking his well-deserved retirement.

The period during which Mr. Francis Blanchard headed the International Labour Office has seen many changes, in particular as far as social and economic areas are concerned. These changes have not been without consequences for the life of our Organisation. Mr. Francis Blanchard has constantly used all the means at his disposal to draw our attention to these changes and propose solutions when they were required.

Thanks to his dynamic nature and his humanitarian spirit and zeal for justice and peace, Mr. Francis Blanchard has been able to develop and crystallise the activities of the International Labour Organisation, focusing them on international solidarity, in order to combat unemployment and poverty and to build a fairer and more prosperous society.

The African group believes very firmly that Mr. Francis Blanchard is one of the Directors-General of this Organisation who have given of their very best to bring about the attainment of the objectives of this international Organisation. His activities have been especially important for the developing countries, in particular for those on the African continent, where many varied and useful programmes have been developed in various fields, such as training and retraining, the creation and promotion of employment, industrial relations, the fight against apartheid and against poverty and famine, the development of tripartism, to mention but a few.

All these programmes have been carried out despite the many financial difficulties which the ILO has experienced over the last few years. This bears witness once again, if there were any need to do this, to the dynamism shown by Mr. Francis Blanchard in assisting our respective Governments to accumulate the funds necessary to implement these projects.

The African Governments duly appreciate the share of the technical co-operation budget allocated to Africa during Mr. Francis Blanchard's term of office. This has made it possible for us to contribute significantly to the implementation of development projects. It was an oxygen supply, if you like, for the development of African countries.

In trying to provide ever better services to the African continent, Mr. Francis Blanchard has visited most of our countries himself in order to have discussions with government representatives, employers and workers on the possibilities for economic and social development in our region.

Mr. Francis Blanchard is now retiring. He has left his indelible mark, characterised by pragmatism and a spirit of dialogue, on this Organisation. This tradition must be maintained and improved, as we are sure it will, since his successor has made a solemn declaration to that effect. The African group will give him every support in this noble aim, in the belief that the International Labour Organisation will be what its Members want it to be. We hope that all the officials of the International Labour Organisation will take Mr. Francis Blanchard as a good example and a point of reference.

We also hope that as far as possible Mr. Francis Blanchard will continue to place at the disposal of the International Labour Office and the member countries of the International Labour Organisation his vast knowledge of the world of labour.

We know that all great men respect the same tradition, they write their memoirs and their autobiographies in retirement. We are sure that Mr. Francis Blanchard will do the same and this will be to the benefit of all mankind.

In conclusion, on behalf of the African delegations I would like to wish Mr. Francis Blanchard a great deal of luck in his new life, good health and a happy retirement because he has deserved it for himself and for all his family.

Original - Spanish: Mr. LAZO RODRIGUEZ (*Government delegate, Chile*) I am highly honoured to take the floor on behalf of the governments of the American region to add my voice to that of the distinguished speakers before me during this farewell tribute to the man who for 15 years guided the destinies of the International Labour Office, Mr. Francis Blanchard.

An opportunity such as this gives rise to many thoughts. The first of these is to look back upon these 15 years in the life of our Organisation and see how this important period is linked to the very fruitful management and the personality of the distinguished Director-General who leaves us this year.

By looking at the significance of this period we can see how a certain stage can fit fruitfully and harmoniously in to the total lifespan of the Organisation and also reach into the future. This is precisely the case of Mr. Blanchard's career in our Organisation since he joined the Office in 1951.

Thus, his work as Assistant Director-General and then Deputy Director-General from 1968 to 1974 and then as Director-General is highly appreciated by the Americas region.

Our countries contributed with great sacrifices and to the utmost of their abilities to enriching the work of the ILO, giving priority to efforts to improve the standard of living of their workers, strengthen social justice, promote tripartism, guarantee freedom of association and bring their legislation into conformity with the international labour standards issued by this leading Organisation.

This work must continue, because we understand that it is necessary for the progress and internal peace of each of our countries, in order to achieve regional understanding and world peace.

In this context, we have emphasised the need for all nations to offer their good will to solve the various problems which affect the social and economic conditions in which our peoples live, particularly those resulting from the scourge of foreign debt.

We greatly appreciate Mr. Blanchard's efforts to give effect to the High-Level Meeting on Structural Adjustment and Employment, which was a positive first step in the search for solutions, one of which is proposed in a draft resolution endorsed by many governments of our region.

In this context, we feel that the subject chosen by the Director-General for his report to this Conference, *Recovery and employment*, is highly appropriate. In the light of the present historical situation, and in a critical yet optimistic spirit, which is, however, basically constructive, the Director-General has made a very important contribution.

Following a thorough and serious analysis of the labour and social situation in the world in the last decade and considering the acute problems which afflict the problems affecting large parts of the world as

a result of past crises, the Director-General goes on to point out that there is a new international political climate in which positive forecasts are made for a recovery of the world economy and the possibility for humanity to embark on a stage of great progress. One of the specific measures he proposes is for the savings which may be achieved through disarmament to be channelled to development activities through the United Nations and its specialised agencies.

Furthermore, we should like to point out that during the Director-General's fruitful term of office we have seen an increase in the activities of this Organisation. There have been real achievements, both in our region and in the rest of the world, in labour law, labour relations, labour administration, activities on behalf of workers and employers, concern for the improvement of the working environment, social security, employment and its attendant problems.

As regards the subregion of Latin America and the Caribbean, we would like to highlight the important technical assistance services offered by the Office, as well as the work done by its various local offices operating in our region.

In wishing Mr. Blanchard farewell today, we should like to convey to him our sincere gratitude for his very fruitful work to further the aims and principles of our Organisation, a task which we are certain will be continued with the same dedication and devotion by his distinguished successor.

Mr. Blanchard, you can leave with the satisfaction of having performed an invaluable task in the service of tripartism, justice, freedom and peace among mankind.

Original - Chinese: Mr. LI (*Government delegate, China*) It is my privilege to represent the Government group of the Asian and Pacific countries here, to pay a tribute to Mr. Francis Blanchard and to express our gratitude to him.

Mr. Francis Blanchard's involvement with the ILO dates back to 1951. Faithful to the ideals and the principles of the ILO, Mr. Blanchard has worked enthusiastically and conscientiously for the past 39 years, untiring and in defiance of all difficulties. He has devoted all his wisdom and talent to advancing the cause of international labour and promoting social justice. Especially in the past 15 years, in the capacity of the Director-General of the International Labour Office, Mr. Blanchard has braved political storms and steered the ship of the ILO unwaveringly to the shore of victory, thus winning wide acclaim from the governments and peoples of all countries.

Under the leadership of Mr. Blanchard, the universality of the ILO has been effectively defended and developed. The resumption of China's activities in the ILO is just one historical event associated with the name of Mr. Blanchard. We can still recall clearly that Mr. Blanchard, authorised by the Governing Body, shuttled between Geneva and Beijing on two occasions and, solving one thorny issue after another, eventually realised the historical goal of China's return to the ILO and thus erected a bridge of friendly co-operation between the ILO and China. The Chinese Government and people will never forget this accomplishment of his.

Under the leadership of Mr. Blanchard, important progress has been made in the activities involving international labour standards, which has played a useful role in protecting the rights and freedom of

workers and improving their working and living conditions. He has commanded our admiration especially for his initiatives and unremitting efforts in promoting equality of opportunity, treatment of men and women in employment and combating apartheid.

Under the leadership of Mr. Blanchard, programmes of technical co-operation were initiated and rapidly developed, becoming another pillar of the activities of the ILO. They have played a positive role in promoting the economic development and social progress of the developing countries. Here, I wish to underscore in particular the contributions Mr. Blanchard has made to the development of technical co-operation in the Asia-Pacific region. Many countries in Asia are developing countries with backward economies and therefore need assistance from the international community for their development. Thanks to the personal attention of Mr. Blanchard, ILO branch offices have been set up one after another in such Asian countries as Pakistan, Sri Lanka, Indonesia, Fiji, and China. These branch offices have taken on the extensive task of developing technical co-operation. I wish to point out emphatically, in the name of the Chinese Government, that we are satisfied with the work of the ILO's branch offices in Bangkok and Beijing during this last period. Spurred by the technical co-operation of the ILO, the friendly relations among Asian countries have also flourished. The Conference of the Labour Ministers of Asian Countries also benefitted from the assistance and warm support of Mr. Blanchard. For these reasons, we the countries in the Asia-Pacific region wish to express our sincere thanks to him.

Under the leadership of Mr. Blanchard, one of the biggest questions of the present world – development and employment – has been made a central concern of the ILO. The close integration of economic development with social progress, as proposed by Mr. Blanchard, is of great significance for promoting the co-ordinated development of economy and society and for safeguarding world peace and stability. The convening of the High-Level Meeting on Employment and Structural Adjustment was a very important milestone in the history of the ILO.

I would also like to highlight the special role played by Mr. Blanchard in the implementation of the two resolutions adopted by the International Labour Conference in 1974 and 1980 on the situation of Arab workers in Palestine and the other occupied Arab territories. This role took effect through the sending, from 1978 onwards, of an ILO fact-finding mission to these territories, which enabled the Conference to be better informed on the prevailing situation in these territories. Mr. Blanchard has ensured that the reports presented by the mission reflect his own sense of responsibility, his tactfulness and his international vision. He has been able successfully to increase the standing of the ILO, by virtue of the fact that these reports are at present an inestimable source of information on the actual situation of the rights and freedoms of Palestinian workers and employers.

Mr. Blanchard is a very warm person full of courtesy and with a broad vision. With an open mind and views of all sides, he can work through the arguments and difficulties and still come up with ways and means acceptable to all. In a display of his inexhaustible energy he has visited the majority of ILO member States, come to know the labour ministers of all

the members and is a close friend of us all. Each and every country in the Asia-Pacific region would welcome a visit by Mr. Blanchard and his wife at any time.

At the time when Mr. Blanchard assumed the leadership of the ILO, it was beset with difficulties and potential crises. Today, he is leaving the ILO sounder and more vigorous than he found it. We shall forever remember his outstanding contributions.

In conclusion, we wish Mr. and Mrs. Blanchard a happy and a long life.

Mr. SANKEY (*Government adviser, United Kingdom*) – On behalf of the member States of Western Europe, I should like to join those who have already spoken in tribute to our former Director-General, Francis Blanchard. Mr. Blanchard will be remembered for the outstanding contribution he has made to the work of our Organisation throughout his distinguished career, and particularly for the qualities of leadership he demonstrated during the 15 years he served as our Director-General. We member States were fortunate indeed to have at our helm during some of the most difficult years of the Organisation's development, a person so steadfast in his support of the basic principles of our Organisation – someone with the sensitivity, the vision and the gift for diplomacy which has enabled the ILO to emerge united and strengthened from what I am sure will go down in our history as "the Blanchard era". The Blanchard era, although over in one sense, will live on in a very real way. It will continue to provide us with the inspiration, with the strength of purpose and with the firm commitment which have characterised the work of the ILO over the past 15 years. Mr. Blanchard can rest assured that he leaves our Organisation in good shape with the firmest of foundations on which our new leadership can build and progress. Just as Mr. Blanchard's dedication and vast experience in the field of labour affairs has left an indelible mark on the history of the ILO, so his personal qualities, his warmth, his humour, his openness, his humanity have left an equally indelible mark on all those who have had the privilege to be associated with the Organisation under his leadership. I know that countless members of our delegations have, over the years, come to regard Mr. Blanchard not just as a statesmanlike leader but also as a valued friend. His readiness to share his knowledge and to offer advice and encouragement to those new to the intricacies of this complex and unique Organisation have proved invaluable. Many of us in this hall today, diplomats, employers, trade unionists, have benefited in this way.

I have focused almost entirely on what our former Director-General has given to our Organisation and to us individually. But I hope that Francis Blanchard himself, has much to remember from his association with the ILO, the satisfaction which come from a job well done, the universal recognition for the outstanding contribution he has made in the field of labour, and the knowledge that the cause to which he has dedicated his life, has brought many improvements and benefits, and the hope of a better future for workers of all races and creeds throughout the world.

(The speaker continues in French.)

No speech relating to our outgoing Director-General would be complete without a mention of his charming, warm-hearted wife, who has given him her support throughout his career.

I will conclude, thus, by adding the voice of Western European countries to those who have already expressed their best wishes for good health and happiness to Francis and Marie-Claire in the years to come.

Original - German: Mr. NOACK (*Government delegate, German Democratic Republic*) - I am speaking here on behalf of the Government representatives of the European socialist countries. This honour was bestowed upon me because I have been able to follow Mr. Blanchard's work throughout the many years I have been attending the International Labour Conference - since 1974 - and during the many years in which I have been a member of the Governing Body.

During the 15 years in which Mr. Blanchard occupied the high office of Director-General of the International Labour Office, he has proven himself to be an outstanding personality in the history of our Organisation. A great deal has been said on this by the distinguished delegates who spoke before me. But please allow me just to quote a few striking examples which we think are particularly noteworthy.

Mr. Blanchard has made a significant personal contribution to making sure that the International Labour Organisation has addressed itself increasingly to the solution of the global problems facing mankind. He was committed to the implementation of human rights and particular to employment problems. This was demonstrated by his reports which he submitted to the International Labour Conference last year and this year for discussion.

The High-Level Meeting on Employment and Structural Adjustment is a clear example of how he awakened the social conscience of the ILO to concern itself with overcoming underemployment, poverty and hunger.

Mr. Blanchard has also been a strong opponent of apartheid and it is partly thanks to him that, today, the ILO occupies a place of honour in the struggle against the policy of apartheid. I am also thinking of the fact that on several occasions he headed missions to the Middle East.

Mr. Blanchard has vigilantly followed the developments which have taken place in the world, and has tried to draw the necessary conclusions from these developments for the activities of the Organisation. In his 15-year term of office, the ILO, influenced by international events, has lived through good years and less good years. Mr. Blanchard took advantage of the lessening of tension to promote co-operation to overcome existing problems. In this connection, we would particularly like to comment on his contribution to the development of European co-operation. The way is open now for a more intensive form of co-operation in the social field in Europe, which we feel is an important measure to supplement the Conference on Security and Cooperation in Europe (CSCE).

Mr. Blanchard has distinguished himself by his dynamism, his flexibility and his great diplomatic skills. These qualities were particularly necessary when exceptional difficulties had to be overcome in the Organisation.

I think that even in the context of this special sitting, it would be incorrect to pass over in silence the fact that the representatives of the countries, on whose behalf I am speaking, were not always in agreement with Mr. Blanchard, but, and this is something I would particularly like to stress, our discussions with him were always characterised by personal respect.

Mr. Blanchard, can look back on a successful and highly valued period of office as Director-General of the International Labour Office. We would like to thank Mr. Blanchard very warmly for his self-sacrificing work and we would also like to say that we are determined to work in the future to make sure that the Organisation will always be able to rise to meet the demands made on it.

Please allow me now to address a personal message to Mr. Blanchard at this stage.

Mr. Blanchard, we wish all the very best, good health and personal well-being for the future. At the same time, we are sure that you, with your restless nature, are not going to remain idle. We could easily imagine you handing down to future generations your thoughts, feelings and experiences which you acquired during your eventful career as Director-General of the International Labour Office. We, in any case, would look forward to reading your memoirs. We wish you and your wife many more years of happiness and fulfilment.

Original - French: Mr. HANSENNE (*Secretary-General of the Conference*) - The young man seated to the left of the President is today attending his forty-second session of the International Labour Conference. During 15 years you have been able to see his familiar silhouette at the same place, observing in a nonchalant, but extremely attentive way, the progress of the Conference's work. Given his long experience, I really have nothing to explain to him concerning the life of the Organisation, or the Assembly, or his own work.

You may object that I am not supposed to make a speech to him - I am supposed to make a speech to you about him, and indeed, that is what I did try to do, and I did draft such a speech. The problem is that I am the tenth speaker and, as time has gone by, the themes that I chose to illustrate his personality, one after the other, have been exhausted. I passed my time, as perhaps you have been able to see, with pen in my hand thinking "well I can't say that anymore", so that finally I had nothing left to say.

But I can't remain without saying anything at all, so I have decided to turn my speech over and perhaps say two or three things off the cuff. My dear Mr. Blanchard, I don't wish to add any further compliments to those which have been showered on you today. I should simply like to play the role, modest but nevertheless vital, of tying those compliments together in a summary of what has been said today. Who is Francis Blanchard? What, ultimately, should we remember of him? It seems to me, from all that has been said today, we should bear in mind four things.

The first is that Francis Blanchard is a committed man of action, somebody who believes fundamentally in the objectives and major values of the International Labour Organisation and who has committed himself up to the point, and even beyond, where life itself is inseparable from this commitment. We all

remember how he has committed himself towards a certain number of workers or persons whose very life was threatened.

Secondly, he is also a man, I would say, whose approach is very complete, somebody who has been able to adapt himself and adapt our Organisation as it has had to cope with increasingly complex situations and the growing interconnectedness of the international community. He is a man who, through his long career, has been able to manage and to deal with the problems faced by the Organisation in a global fashion. We have already mentioned, among his achievements, not only their development, respect and of international labour standards, but also the monitoring of all the problems of technical co-operation and the very difficult problems of employment. This is a very complete approach.

As a third point, I would qualify Francis Blanchard as a steeplechase champion. Let's not forget how much his career has been studded with incidents. There has not been a period where he has had peace, he has had to face many difficulties, which have been very awkward to overcome, and he has managed to do this. We have spoken about the withdrawals, the economic crisis, the structural crisis. If our Organisation as it is today is in a good state in in good health, it's thanks to our steeplechase champion here.

Finally, he is a good navigator, a great manager, as we call it nowadays, a man who has been able to link his vision of the future with great decisiveness and a sense of diplomacy that many have referred to here today. This great manager is passing on to me an Organisation admired by many, and which I receive with somewhat trembling hands and in the hope that I will be worthy of the team he has united around him in the course of the years.

These are perhaps four of the most salient attitudes of Francis Blanchard's but, Mr. Blanchard, no matter how complete a man may be, he cannot do all of this alone – not that I suspect you of taking amphetamines or any other kind of drugs but my impression, indeed, my certainty, is that such an undertaking over this long period would be impossible without the support of a certain person. That "certain person", your wife, has been the one who has helped smooth the way. Madame Blanchard, I would like to thank you very warmly for ensuring with love and attention that your husband continued over all these years to be what he is today – a true gentleman.

The PRESIDENT – It is now my honour and privilege to invite Mr. Blanchard to respond to the speeches given this morning.

Original – French: Mr. BLANCHARD – Need I say that I listened to each speaker here with attention, of course, as you can well imagine, but also with a growing sense of humility? They spoke in terms where friendship spilled over into indulgence. I thank each of them very warmly, as I thank the Secretary-General for what he said, and I also thank him for having spared you a long speech. I looked at him to see how many pages there were and I was slightly apprehensive, but it turns out that he decided to address you directly and in terms which greatly moved me.

I thank you, Mr. President, who spoke first this morning and did so with a warmth which went straight to my heart. I endorse everything you said as

regards the visit which I had the great honour and the great pleasure of paying two or three times to your beautiful country, and in particular my visit last December.

I am deeply touched by the honour you and the Conference are paying to me by devoting a few minutes of a very heavy schedule this session to this meeting and giving me the opportunity to take leave of the ministers attending the Conference and the Government, Employers' and Workers' delegates participating in this session, which is particularly symbolic because it celebrates the 70th anniversary of the founding of the International Labour Organisation.

The International Labour Conference is sometimes described as the world parliament of labour. This name may not have any strictly legal force, but it does, I believe, correspond to the very essence of this Assembly, one of whose major functions is to draw up legislation every year on social policy topics submitted for your appreciation or for debate. In scrupulously preparing and adopting international labour Conventions and their corresponding Recommendations, the Conference, I believe you will all agree, has inspired laws and practices in each of the 150 member States of our institution without exception. So from that point of view, the name world labour parliament is not too ambitious, to my mind. It will be the more justified in the future as the International Labour Organisation extends its activities to all categories of workers in the working world.

That, indeed, has always been the policy of the ILO, prompting it to devote its attention initially to the workers of industry and then to extend its concern in turn to rural workers, to the service sector and, finally, over the last few years, to address fully the problems of poverty and the informal sector.

I hope that the efforts undertaken to tackle the problems of the informal sector and the poverty will be pursued and expanded. The High-Level Meeting on Employment and Structural Adjustment, to which several speakers referred this morning, had, apart from its technical conclusions, the result – a fundamental one, in my view – of confirming the terms of reference of the ILO as laid down in its Constitution and in the Declaration of Philadelphia. There was a risk that these terms of reference would be forgotten or that they would be interpreted restrictively. Albert Thomas, my illustrious compatriot and the first Director of the ILO (at that time we said Director, now we say Director-General, or DG) pleaded, perhaps not from this same rostrum, but in any case at a session of the International Labour Conference, that the ILO should be an instrument of action, not merely a machine for the collection and distribution of information. I share that conviction and I have no doubt that you, and the Governing Body, also share it. I am sure that you have the will to see to it that our Organisation plays its full part in this immense task of economic and employment recovery, which, as you know, constitutes the theme of the last Report I had the privilege of submitting to you this year.

This recovery, including the solutions to the problem of debt, will require increased public and private aid probably with conditions attached which are currently the subject of much debate and, I may say, much dispute. It is up to the ILO to make sure that the policies of structural adjustment take into account the problems and needs of all categories and,

in particular, the category of the least advantaged, who are the most deeply affected by the crisis, the debt, the drop in the prices of raw materials, the unemployment and the poverty.

Thus, in my opinion, our Organisation will have a greater role to play among industrialised countries, mainly in the northern hemisphere, and among developing countries. Let us prevent the gap from widening between the North and the South. Let us not give in to the temptation of believing that the growth and progress achieved by the industrialised countries, separated less and less by ideology, will have repercussions powerful enough to cure many Third World countries of their anaemia or, in some cases, their extreme poverty. The objective, whenever it may come about – and, alas it may be a long time – is not to reduce protection of some in order to increase those of others, but to seek, through a concerted effort of disarmament and international co-operation, the answers to the problems which weigh upon so many men, women and children who are incapable of obtaining the essential requirements of life such as income, housing, health, education and, of course, access to culture.

That, I believe, has been the philosophy of our Organisation, its intimate conviction forcefully expressed by so many representatives of your countries from this rostrum; but the turmoil of the world and the deep economic crisis have created a considerable distance between declarations and realities. Too many good intentions proclaimed by the voices of those in the highest authority have not been followed up.

This may be the first time that the international community has, or will have, the opportunity of turning their words into actions. A disarmament process, still timid of course, seems to be under way. Serious regional conflicts still exist, it is true, but increasing efforts are being made to settle them. Furthermore, if it is true – as the famous statement has it – that development is a new name for peace, it must be said that disarmament may make it possible to tackle the tasks of development with less fear and more means. Satisfaction of essential requirements, protection of the environment, development of infrastructures and, in particular, means of communication to release from captivity the regions of the world which are deprived of the tools for their progress: these are the tasks which it should be possible to undertake at last through a dual effort at the international and national levels. At both levels, a greater role should be played by the international organisations, all of them, including the Bretton Woods institutions, in a much more coherent system of relationship. I have to say that that has not been the case hitherto. But economic agents and the social partners must also be come more closely involved in the aims of development.

I see two reasons for this. The first, which is being understood better and better each day, is that the State cannot be responsible for everything. It is by means of appropriately guided concertation between the public authorities and the social partners, that the macro- and micro-economic policies responding to the needs of developing societies may best be chosen and applied.

Another reason is that tripartism is the guarantee of freedom in all those fields where it must be recognised and applied: freedom of association, collective

bargaining, the struggle against discrimination in all its forms and, in particular, the struggle against apartheid.

The ILO must persevere in its efforts to strive to give meaning to what I might be tempted to call economic and social citizenship as opposed to civil and political citizenship. Freedom was the choice of our Organisation in 1919. The ILO has never betrayed it but painful experience has shown that although this battle may never be totally lost, it is never completely won. Thus the defence of human rights must remain an absolute requirement of our Organisation.

I know that such is your conviction, but Mr. President, an international organisation requires constant care. We must constantly work to strengthen it. I should like to take the liberty now, at the time of my departure, to express two wishes.

The first wish concerns staff matters, matters which, I must confess, have from time to time been the most arduous amongst the very difficult, even dramatic, situations I have had to cope with over the past 15 years. It is true, as I reiterated to the Governing Body, that I had to manage staff problems within a very narrow budgetary allowance and in a precarious treasury situation.

I have no doubt, Mr. President, that next week your Conference will unanimously and enthusiastically, and I wish this for my successor, adopt the Programme and Budget for 1990-91. This is an appeal, which I have no scruples in addressing to you from this rostrum to adopt the budget unanimously, without a single abstention. If this vote goes according to my wishes, it will contribute to improving the financial situation, hopefully once and for all. This should enable the Office to return to its normal recruitment procedures, benefiting in particular young officials and women, a larger percentage of women. However, whilst the Office, under the supervision of the Governing Body, has a great responsibility towards its staff, it can only fulfil its responsibilities if your countries, all your countries, governments, employers and workers together, support with their efforts the selection of highly qualified staff. This is the wish I make if the International Labour Office, is to continue to deserve the reputation of an exemplary international public service.

My second wish is also an appeal. I hope that before 31 December of this year, the number of ratifications of the instrument of amendment of the Constitution exceeds two-thirds of the member States and that five of the ten countries of chief industrial importance will have ratified them. May I recall that three countries of chief industrial importance have already done so, these are India, Italy and the Soviet Union. I consider it essential for these constitutional amendments to come into force before the advent of the new year. This would be, for the member States of all of your countries, for all of you, the clearest proof of your attachment to this Organisation and of your wish to adapt it to the conditions of our times.

Coming to the end of these few words and aware of the passage of time, I would like to present before the Conference, my warmest wishes to Michel Hansenne, Secretary-General of this Conference, Director-General of the International Labour Office, for his complete success in the difficult task – as he well knows – but the exalting one, which will be his from now on.

To you, Mr. President, again, publicly from this rostrum, I would like to say how much my colleagues and myself were moved by the reception you gave us last December at the Seventh African Regional Conference in Harare, which was a great success.

Looking around this room, and I have been looking right and left ever since the meeting began this morning, I have seen many familiar faces once again, faces of personalities, of ministers and delegates, and I believe I may say, of friends. To these faces, to these personalities, to these ministers who have welcomed me in their countries, to the employers', workers' and government delegates, I would like in concluding, to express to each and every one of

them, my best wishes for their personal happiness and for the success of their undertakings.

Mr. President, before I close, I would once again like to express to you my very sincere gratitude for this moment, which I must confess has deeply moved me, when, for the last time, I have the honour of addressing your Conference and of taking leave of it.

The PRESIDENT – May I once more thank Mr. Blanchard, for finding the time to come and be with us this morning and for his wise words, and also thank him for the service he has rendered to the ILO.

(The Conference adjourned at 1 p.m.)

CONTENTS

Page

Seventeenth (special) sitting:

Tribute to Mr. Francis Blanchard, former Director-General of the International Labour Office	1
--	---

Speakers: Mr. Mensah, Mr. Oechsli, Mr. Muhr,
Mr. Karikurubu, Mr. Lazo Rodriguez, Mr. Li,
Mr. Sankey, Mr. Noack, the Secretary-General,
Mr. Francis Blanchard.



Provisional Record

Seventy-sixth Session, Geneva, 1989

Sixteenth sitting

Thursday, 15 June 1989, 10.15 a.m.

President: Mr. Nkomo

COMMUNICATION TO THE CONFERENCE OF THE REPORT OF THE APPEALS BOARD

The PRESIDENT – The conference has before it a report by the Appeals Board with respect to the objection made on 8 June 1989 by the Nicaragua delegation. The report will be found in *Provisional Record* No. 11. By decision of the Conference taken on 8 June 1959, the decisions of the Appeals Board in such cases are final and have to be brought to the attention of the Conference immediately, to be noted without debate.

Consequently, the Conference takes note of these decisions, which are not open to debate.

(The decisions are noted.)

SIXTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT – The first item on our agenda is the sixth report of the Selection Committee. I give the floor to Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the report.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the sixth report of the Selection Committee which is to be found in *Provisional Record* No. 4E.

The report deals with a number of requests for representation at the Conference and in Conference committees submitted by non-governmental international organisations, and with changes in the composition of committees.

I commend the report to the Conference for adoption.

The PRESIDENT – The discussion of the report is now open. I give the floor to Mr. Tizmaagh, Government delegate, Islamic Republic of Iran.

Original – Arabic: Mr. TIZMAAGHZ (*Government delegate, Islamic Republic of Iran*) – In the Name of God, the Merciful, the Compassionate! I would like to raise an objection to the invitation extended to an atheist and turncoat group to attend this Conference.

You are aware that the Organisation of Islamic States and the Council for the Muslim Community published a special document in 1988 on this atheist group. This document, No. 88/8/4/9, has been ap-

proved by all the Islamic States. I would also like to inform you, as recalled in the above-mentioned document submitted to the Selection Committee, that this group was set up under the auspices of the Zionist enemy in the occupied territories; and this group receives moral and material assistance from the Zionist enemy.

This group is spreading heresy throughout the Islamic countries. You also know that it is a dissident and military group which, according to reliable sources, aided the Zionist enemy in the war the Arab brothers waged against Zionism. According to the press in Jerusalem, pilots from this sect carried out bombing raids against the Arab countries. This group co-operated with the Shah and helped to imprison thousands of workers and free citizens who were tortured in Iran and all the Muslim countries. This group aided and abetted SAVAK during the cursed Pahlavi regime.

Why has such a barbarous political and military sect been invited to this Conference? Why should we invite a sect which has committed such atrocities against workers? Why welcome a sect which was set up with the assistance of the Zionist enemy? Why invite a sect which is supported by the Zionist enemy and fights by its side against the Palestinian people? This is a sect which has been constituted and helped by the imperialist and English world forces.

On behalf of my Government, I would like to ask this august assembly, this Conference, to object to the presence of this sect. I hope that the proposal is not adopted and that the ILO and the Conference do not deviate from the ILO Constitution.

In accordance with the Declaration of Philadelphia, and in accordance with the Constitution, we must not countenance any organisations created for political, military or spying purposes. This invitation is contrary to social justice and peace, which are the main objectives of our Organisation.

We would ask you to reject this proposal and would like this statement to be included in the record of this meeting.

Mr. HOOBAKHT (*Employers' delegate, Islamic Republic of Iran*) – In the name of God, the Merciful, the Compassionate! On behalf of the Association of Islamic Heads of Enterprises and other employers in my country, I would like to state that we agree totally with the statement made by the delegate of the Government of Iran on this spy organisation called Baha'i. This organisation was set up by colonial powers and is now based in the occupied Palestinian territories. It is a dangerous organisation which is carrying out actions and crimes against Muslims.

Organisations of this kind should be prevented from using international organisations for propaganda purposes. I should therefore like to have my strong objections reflected in the record.

Mr. MOSHIRIAN (*Workers' delegate, Islamic Republic of Iran*) – In the name of God, the Merciful, the Compassionate! Until the victory of the Islamic Revolution in Iran, this spy organisation Baha'i was very active.

It set out to attain the objectives of international Zionism. As pointed out in the report of the Selection Committee, its main body has its headquarters in occupied Palestine. Four years ago, we submitted many documents to the Committee on the Application of Standards proving that this organisation was involved in spying. Unfortunately there was no reaction whatsoever to this.

The workers of the Islamic Republic of Iran unreservedly support the views of the Government delegate of the Islamic Republic of Iran and raise strong objections to the fact that this matter should have been brought before the Conference.

Original – Arabic: Mr. AL-JUMAIRY (*Minister of Labour and Social Affairs, United Arab Emirates*) – In the name of God, the Merciful and the Compassionate! The main objectives of the International Labour Organisation, as laid down in the Declaration of Philadelphia, are to achieve peace through social justice. The State of the United Arab Emirates, which I have the honour of representing here, believes in principles of freedom and justice and in the noble objectives of this Organisation. We therefore believe that the international community should welcome liberation movements throughout the world and all non-governmental organisations which have clear and precise objectives which correspond with those of the ILO, to attain conditions of peace and social justice in the world.

We nevertheless regret that the movement called Baha'i is asking to be admitted as an observer to our Conference. Given that the practices of this movement are contrary to the principles of the ILO to attain world peace and that it is a movement that has been declared renegade by the Islamic Figh Council which voices the views of the Muslim world as a whole, and given that the objectives of the movement are not clear to many participants at this Conference, we strongly oppose that it should attend this Conference as an observer. It is for this reason that I believe that the Conference should reject this demand.

Original – Arabic: Mr. DERBY (*Government adviser, Libyan Arab Jamahiriya*) – In the name of God, the Merciful and the Compassionate! The delegation of the Jamahiriya fully supports what has just been said by previous speakers as regards the request of the Baha'i International Community to attend the 76th Session of the Conference as an observer.

My delegation objects to this request, in accordance with the resolution of the Islamic Figh Council, attached to the Organisation of the Islamic Conference, which groups together all Muslim States. This resolution was adopted at the end of 1988 and condemns the activities of this movement, which is unfaithful to the spirit of Islam, in view of its deviations which bear no relation to Islam.

The religion of Islam was inspired by God (may He be praised) and delivered to the Prophet Mohammed (may the prayers and peace of God be upon him) in a holy book, the Koran, a book of brilliant clarity as regards all of the provisions of the Islamic Shari'a. However, certain dissidents claiming allegiance to Islam have hidden behind the veil of religion in order to set up ostensibly religious movements, which are in fact political and military, supported by the enemies of Islam embodied in Zionism and the colonialist and racist States, for they seek to propagate such dissident movements in many Muslim countries in order to seize power and set up regimes which are obedient to colonialist, Zionist and racist policy.

This is why I do not think that, in accordance with the Constitution of the International Labour Organisation, we can admit such movements, which have caused many tragedies. They are against children, against women and against workers. We cannot allow such a movement to attend our Conference and to participate in our discussions which are aimed at promoting human rights and workers' rights throughout the world.

Original – Arabic: Mr. AL-YAHYA (*Government delegate, Saudi Arabia*) – In the name of the God, the Merciful and the Compassionate! May the peace, mercy and grace of God be with you!

The Government delegation of the Kingdom of Saudi Arabia has taken note of the sixth report of the Selection Committee, in particular as regards the proposal to invite a delegation of the Baha'i International Community to attend this Conference.

The delegation of the Kingdom of Saudi Arabia strongly supports the rejection of this request. You must all know that this Conference, which is specialised in labour matters, is not a forum open to such associations or movements, either now or in the future. Any request of this kind addressed to our Conference will be vigorously rejected.

Original – Arabic: Mr. SAID (*Government delegate, Iraq*) – In the name of God, the Merciful and the Compassionate! My delegation has taken note of the request for the Baha'i International Community to be invited to attend the International Labour Conference as an observer. My country's delegation considers that this is a political movement opposed to religion, and one which has nothing to do with the activities of the ILO.

This is why my country's delegation vehemently opposes the admission of this movement and rejects the admission of this movement to the ILO.

Original – Arabic: Mr. SHAHATIT (*Government adviser, Jordan*) – Thank you for giving me the floor. The delegation of the Hashemite Kingdom of Jordan would like to support what has just been said by the delegations of the Libyan Arab Jamahiriya, the Kingdom of Saudi Arabia and Iraq. The Jordanian delegation considers that the Wahabite movement is a political movement opposed to religion. This is why the Jordanian delegation vehemently objects to the admission of this movement to this Conference.

Original – Arabic: Mr. JAGHMAN (*Government delegate, Yemen*) – On behalf of the delegation of the Arab Republic of Yemen, we support the previous

speakers in their objection to the Baha'i movement and refusal to admit it to this Conference as an observer. We are opposed to the presence of this movement within the family of the International Labour Organisation. We are vehemently opposed to this request.

Original – Arabic: Mr. SHAHATIT (*Government adviser, Jordan*) – I would just like to correct my statement made a few moments ago. I spoke of the Wahabite movement. I meant the Baha'i movement. I must ask you to excuse this mistake. I repeat, I did mean the Baha'i movement.

Original – Arabic: Mr. HATEM (*Government delegate, Syrian Arab Republic*) – We support the speakers who rejected the Baha'i movement and ask that this movement be denied admission for the reasons given by the speakers.

Original – Arabic: Mr. GAMAH (*Workers' adviser, Sudan*) – On behalf of the Sudanese delegation, I support the previous speakers, and we fully support the rejection of the request of the Baha'i community.

Mr. AHMED (*Government delegate, Pakistan*) – My delegation also joins the other Islamic countries in opposing the entry of the Baha'i into this Organisation.

The PRESIDENT – I believe we have now exhausted the list of delegates who wish to speak on this matter. I understand that there is a proposal aiming at rejecting the recommendation made by the Selection Committee. Such a decision would require us to hold a vote. Is there any formal proposal?

Mr. TIZMAAGHZ (*Government delegate, Islamic Republic of Iran*) – In the name of God, the Merciful, the Compassionate! On behalf of the delegation of the Islamic Republic of Iran, I should like to propose the following: in view of the fact that the question contained in the report of the Selection Committee is irrelevant to the functions, constitutional responsibilities and aims of the International Labour Organisation and in view of the fact that it would seem, from the discussions held, that the work of the International Labour is being directed towards functions and issues that have nothing to do with the Organisation's objectives, we do not believe that this Conference can run smoothly if we deal with such sensitive issues. We do not feel that the Conference is competent to accept such an invitation, as it would shake the very foundations of the Organisation and the Conference. We strongly propose that the issue be deleted from the agenda of the Conference.

The PRESIDENT – I have taken due note of the reservations and objections expressed by the various speakers and the remarks made by the Iranian delegate who has just spoken. These objections will be duly noted in the record. With those reservations and objections, I take it that the report of the Selection Committee is adopted.

Original – Arabic: Mr. OMAR (*Government delegate, Libyan Arab Jamahiriya*) – Given the strong objections of most of the delegations attending this Conference, it would be difficult for the Conference

to decide to accept this request, even if this is reflected in the record of this meeting.

I maintain once again that this request should be rejected, as it is unacceptable. My delegation could not possibly accept this demand, even if our views and reservations are contained in the record of the meeting.

Once again I should like to request officially that the request submitted by the Baha'i movement be rejected.

The PRESIDENT – There is a point of order. I give the floor to Mr. Muhr.

Original – German: Mr. MUHR (*Worker's delegate, Federal Republic of Germany*) – The criteria for the admission of non-governmental organisations to the Conference are, unfortunately, extremely vague and in principle hardly make it possible for us to examine their admissibility. That is why to date, proposals made by the Governing Body or by the Selection Committee have always merely been noted. If we have to vote in connection with this proposal, I would like to propose, on behalf of the Workers' group, that we should receive sufficient information on the nature and the aims and purposes of this Organisation so that we may participate in the vote in a responsible fashion; I would also like to announce that, on behalf of the Worker's group, in case there is a vote, under article 19 of the Standing Orders, I am going to request a secret ballot because the group has asked me to ask for this whenever there is a danger that in an open vote the delegates would not be able to express their views freely. I should therefore like to request a secret ballot under article 19 of the Standing Orders of the Conference.

Mr. NABIAN (*Government adviser, Islamic Republic of Iran*) – In the name of God, the Merciful, the Compassionate! On behalf of the delegation of the Islamic Republic of Iran, and acting as the spokesman for more than one billion Muslims throughout the world – whose views have to a certain extent already been discussed at this forum – we should like to stress once again that the question raised in the report of the Selection Committee is totally irrelevant to the activities of the ILO and the International Labour Conference. The International Labour Conference does not have the competence to consider this issue. It is for this reason that we do not believe that, at this stage, a secret ballot or vote by show of hands would have any significance whatsoever, because the issue at stake is outside the competence of the Conference. Once again I should like to ask you that this question be withdrawn from the agenda of the Conference.

Original – French: Mr. OECHSLIN (*Employers' delegate, France*) – Taking into account Mr. Muhr's intervention, the time and the fact that we are holding a special sitting at 11 a.m., I believe that your decision to defer the vote to a later session is the only one possible. However, I should like to say that I believe that 3 p.m. this afternoon is too early because many delegations have not been informed of this decision and may have made other arrangements. I wonder whether another date could not be envisaged.

Original – Arabic: Mr. AL-YAHYA (*Government delegate, Saudi Arabia*) – Your proposal to put this matter to the vote greatly surprised the delegation of my country since all those who have taken the floor and spoken on this subject have totally rejected it. How could we possibly put something to the vote when the results are well known in advance. We do not wish to lose the Conference's time by putting it to a vote every time such a trivial subject is raised. As you know voting takes at least one hour. It is for this reason that the delegation of my country supports the proposal requesting that this paragraph of the report of the Selection Committee should be deleted. The delegate of my country does not therefore favour a vote as the matter has been unanimously rejected and not received the support of any speaker.

The PRESIDENT – Let me just make the situation clear. The issue we have discussed arose from the report submitted by the Selection Committee. I have listened to all the interventions and I therefore propose that, if the Conference does not want to vote on it, then the matter be referred back to the Selection Committee, so that the objections raised here may be in the Committee. One of the speakers, Mr. Muhr, indicated that the Workers' Group would like to receive more information before they can decide on how to proceed. I therefore decide that the matter be referred back to the Selection Committee. As far as the changes in the composition of Committee are concerned, may I take it that the report of the Selection Committee is adopted.

(The report is adopted.)

FIRST REPORT OF THE CREDENTIALS COMMITTEE: SUBMISSION AND NOTING

The PRESIDENT – The next item on our agenda is the first report of the Credentials Committee, which is found in *Provisional Record* No. 8. I give the floor to the Clerk of the Conference who will announce a correction to the report.

The CLERK OF THE CONFERENCE – I want to indicate that on page 8/52 of *Provisional Record* No. 8, which contains the first report of the Credentials Committee, there is a slight correction to be made. The title of the table should read "List of registered delegates and advisers" instead of "List of accredited delegates and advisers".

The PRESIDENT – I now call on Mr. Califice, Government delegate, Belgium, Chairman of the Credentials Committee, to submit the Committee's first report.

Original – French: Mr. CALIFICE (*Government delegate, Belgium; Chairman of the Credentials Committee*) – I have the honour to present the first report of the Credentials Committee which you will find in *Provisional Record* No. 8 of Monday, 12 June:

The report sets out the position with regard to the composition of the Conference, as well as the quorum, as it was on 9 June 1989 when the Committee adopted the report. In the meantime, a number of additional delegates and advisers have been accredited and registered, and the delegations of El Salvador, Grenada, Guinea, Guinea-Bissau and Sao Tome and Principe have been accredited.

This brings the number of member States present to 140. The report also sets out the position with regard to incomplete delegations and the results as regards the right of vote.

Two countries had not accredited a Workers' delegate and I am happy to be able to tell you that one of these, Liberia, has now appointed a Workers' delegate. At present, only Democratic Yemen has not appointed a Workers' delegate.

Three countries – Benin, Cape Verde and Sao Tome and Principe – have not accredited an Employers' delegate

The Committee wishes to remind governments of their obligation to comply with the requirements of article 3 of the Constitution that a complete tripartite delegation be sent to the Conference.

The Committee also noted that there is some imbalance between the numbers of advisers to the delegates of each group, and in particular between the number of Employers' and Workers' advisers. Once again, it urges governments, when nominating delegations, to have due regard for the proportion in the composition of the Conference as envisaged in paragraphs 1 and 2 of article 3 of the Constitution.

Moreover, it reiterates the request contained in the resolution concerning the strengthening of tripartism in the overall activities of the International Labour Organisation, adopted by the Conference at its 56th Session in 1971.

In this connection, the Committee reminds member States of their obligation under article 13, paragraph 2(a), of the Constitution to pay the travelling and subsistence expenses of their delegates and advisers, and trusts that this obligation will be respected for the whole duration of the session of the Conference. We shall have the opportunity to come back to this point in other reports.

I should like to draw your attention to the information contained in paragraph 7 of the report concerning the number of women among accredited delegates and advisers. This information was included in the report so as to take account of the resolution concerning the participation of women in ILO meeting, adopted by the Conference at its 67th Session in 1981.

The Committee would like to emphasise that its work and that of the Conference would be made easier if credentials could be sent to the Office within the time limit laid down in article 26, paragraph, of the Standing Orders and if all governments would use the appropriate form attached to the Memorandum sent to governments before the session of the Conference.

It would be particularly useful if governments would provide precise information on the employers' and workers' organisations consulted on the appointment of Employers' and Workers' delegates and advisers, as well as on the organisations which have agreed to such appointments.

Since this report was adopted unanimously by the Credentials Committee, the Conference is required only to take note of it.

The PRESIDENT – I invite the Conference to take note of the first report of the Credentials Committee.

(The report is noted.)

(The Conference adjourned at 1.15 p.m.)

**The seventeenth sitting (a special sitting
held in honour of Mr. Francis Blanchard)
is found in the *Provisional Record* No. 13.**

Eighteenth sitting

Thursday, 15 June 1989, 3 p.m.

President: Mr. Delpino

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

Original – Spanish: The PRESIDENT (Mr. DELPINO) – We shall now resume our discussion of the reports of the Governing Body and the Director-General.

Original – French: Mr. DEGIMBE (*Member of the Commission of the European Communities*) – I wish to apologise on behalf of Mrs. Papandreou, member of the Commission of the European Communities in charge of social affairs, for her absence, which is due to the fact that she has had to take a plane back home this afternoon.

May I first congratulate Mr. Nkomo on his election to the presidency of the 76th Session of the International Labour Conference.

I should also like to take advantage of the ILO's 70th anniversary to congratulate the Organisation on the great contribution it has made to social progress in the world and to express my best wishes for its future.

I believe that the Director-General's Report, this year focusing on economic recovery and employment, is a very valuable one. It sets out with great clarity the problems encountered by the countries of sub-Saharan Africa and Latin America whilst also referring to the still very high levels of unemployment in the industrial countries.

These two aspects of the Report are of particular interest to the Commission of the European Communities because it is currently preparing for the renewal of the Lomé Convention, on the one hand, and stepping up its work relating to the economic and social cohesion of the European Community, on the other.

In more general terms, I should also like to emphasise the value of the analyses in this Report and especially the conclusion in which the Director-General states that "growth – and more particularly, growth which creates employment and fights poverty – is a precondition for progress."

The Commission of the European Communities attaches great importance to a policy of job creation and the combat against unemployment, particularly given the situation of the Community employment market, where we are witnessing large-scale creation of employment but as of yet no significant decrease in unemployment.

The struggle against poverty is also a major concern of the Commission since the Community still numbers some 40 million people living on inadequate resources.

The Commission's concern about unemployment and poverty must be viewed in the broader context of the social dimension of the European internal market.

This large market, which the Commission is striving to achieve, is to be not only a market for financiers, businessmen and industrialists, but also an internal market responsive to the problems and aspirations of workers.

The Commission considers that the economic and social dimensions of the internal market must imperatively make progress in parallel. In this connection, at a time when the internal market is gradually consolidating the free movement of goods, capital and services, I should like to recall certain initiatives taken by the Commission to ensure the free movement of persons.

Our aim, first and foremost, is to ensure that all those who wish to move within the Community in pursuit of their occupation should enjoy the same conditions of access to employment and social protection as those enjoyed by the nationals of the country in which they wish to perform their work.

All administrative obstacles to the effective free movement of the citizens of the Community must therefore be removed, and adequate social security systems must be developed everywhere. I might add here that we are also closely examining the situation of non-Community migrant workers, who are exceedingly numerous in the Community, with a view to improving their living, working and residency conditions.

Given the huge population of non-Community migrant workers in some member States, this is to my mind a very important problem.

We must also arrive at a greater equivalency of diplomas and qualifications within the Community. In fact, we should strive for full mutual recognition of professional qualifications throughout the Community so as to ensure real mobility for all workers.

We must also see to it that the free circulation of goods should go hand in hand with the best security and health conditions at the working place and in the working environment.

To this end, the Community has drawn up a number of draft guidelines concerning the health and safety of workers in the workplace, in particular an important main directive which was just adopted last Monday by the Council of Ministers.

These various guidelines, which concern, in particular, the place of work, individual protective gear, the handling of heavy loads and protection of workers from carcinogenic substances and from the risks associated with lead and asbestos, aim to lay down

minimum standards throughout the Community which will be obligatory for all undertakings.

But before a tripartite assembly, such as yours, I should like to emphasise one more important point concerning the social dimension of the internal market, namely, social dialogue.

The establishment of a single market – with economic and social dimensions – can only have real value if those who are mainly responsible for the economic and social life of the various member States are closely involved with the decision-making process, in general, and in the social field, in particular.

This is the reason why, since the beginning of the year, the Commission has been stepping up its contacts with the two sides of industry, both at the level of the Presidents and Secretaries-General of the national organisations, and at the level of specialised working groups currently tackling labour market, training and education problems.

These are not academic gatherings, but meetings where the two sides of industry try to arrive at joint approaches to the main problems with which they have to contend in connection with the completion of the single market.

Co-operation and communication between the two sides of industry and the public authorities is, in my view, one of the essential components of the policy which we have to develop in the social field, and I take pleasure in stating this before a tripartite assembly such as this one.

I should not like to end this brief address without mentioning the preliminary draft Community Charter of fundamental social rights which the Commission has just adopted, and which is to be seen in the context of the completion of the internal market and its social dimension. Various rights are enshrined in this new document, relating amongst other things to social protection, the improvement of living and working conditions and vocational training. Some of these rights are already covered by various ILO Conventions, from which our preliminary draft has drawn much of its inspiration.

Finally – and this is something which Mrs. Papanreou would like to have said – I wish to stress the importance which the Commission attaches to close co-operation between the ILO and itself. Mrs. Papanreou has also asked me to assure the new Director-General, Mr. Hansenne, of the Commission's will and her own desire to promote such co-operation.

Original – Finnish: Mr. PUHAKKA (Minister of Labour, Finland) – Allow me first of all to congratulate the President, and the Vice-Presidents of the Conference on their election. I wish them success in their high offices.

I wish to commend the Director-General on his excellent Report entitled *Recovery and employment*, which draws our attention to the problems caused by economic inequalities leading to internal and external tensions threatening our future.

The Report highlights clearly and at the same time objectively the deep division between the industrialised countries and the developing countries, and also the increasing social inequalities within the countries. It strives to seek solutions to these growing problems. Once again, the importance of the ILO and its tripartite structure comes to the fore; it is what we need, and the ILO must assume fully its responsibilities in furthering social justice.

The encouraging growth of the world economy in the past few years has unfortunately not led to diminishing economic imbalances, as was hoped. On the contrary, the developing countries have to cope with greater debt and balance-of-payments problems, with unemployment and other social problems. Similar development imbalances occur also within the countries, in spite of economic growth.

Quite rightly, the Director-General describes the situation as a paradox. This state of affairs obliges all of us to seek new solutions of economic and social security within the social dimension of adjustment policies. Here, the ILO has a major role in fostering an awareness of these problems and initiating discussion and action.

The political decision-makers in the member States hold the keys to reversing this adverse national and international development.

We all live on the same planet, where the major problems – whether we like it or not – are increasingly interdependent. Solutions to these problems have to be found through a combined effort. Thus, the message of the Declaration of Philadelphia: "Poverty anywhere constitutes a danger to prosperity everywhere" is as valid today as it ever was. Viable solutions call for solidarity in favour of more stable, sustainable and equitable development.

The favourable world political situation today gives us hope for fruitful co-operation between the nations and, hopefully, enough common will to diminish the inequalities in the future and to secure a just and sustainable development all over the world.

Economic growth is an important factor for creating and promoting social development. The reverse side of economic growth reveals threats like environmental pollution problems and exploitation of natural resources. Concerns about pollution and environmental catastrophes are preoccupying the minds of citizens in many countries. In the future, every effort must be made to ensure that economic growth takes into considerations the protection of the environment. Further, growth should be monitored bearing in mind economic and social conditions and those where the needs are the greatest.

Ecological matters in particular call for international co-operation. Several draft resolutions on environmental matters have been presented to this Conference, including the one by the Government delegates of the Nordic countries. This draft resolution addresses the issue of the working environment and that of the relationship between the working environment and the general environment. It also calls for the ILO programmes to take into account the causal linkage between poverty and environmental degradation and to give increased attention to the relationships between the environment and employment.

Increased use of chemicals is a potential danger to the environmental balance. They may also affect the health and well-being of the workers at the workplace.

The rapid global increase in the use of chemicals gives cause for concern and fear of chemical accidents, toxic effects, cancer, reproductive hazards and allergies, etc.

Several international programmes have been established to identify and prevent chemical hazards. The Joint Programme of the ILO, WHO, UNEP and the International Programme on Chemical Safety

produces valuable risk evaluation documents for use in the working place. The UNEP instrument and guide-lines control the trade and transport of dangerous chemicals and hazardous wastes. The ILO/CIS Information Centre operates very effectively in about 55 countries.

The Government of Finland highly appreciates these international activities and deems their continuity and further development very desirable. Finland has also made effective use of the results of such programmes in the regulation and control of chemical hazards at a national level.

The Government of Finland has supported these international measures to improve chemical safety, placing both financial resources and experts at the disposal of these programmes. We recognise the need for independent international information and for measures which effectively protect our environment and the health and safety of all workers dealing with chemicals, be it in the industrialised countries, the newly industrialised countries or in the developing countries.

The intention of this Conference to draw up an international Convention for safety in the use of chemicals at work is a very timely action and complements previous measures to protect the worker from chemical hazards.

The second new technical item – night work – chosen as the subject for a Convention and Recommendation demonstrates that the ILO standard-setting activities are up to date. So far, no comprehensive international instrument on night work exists, so I find it especially opportune that the Labour Conference now sees fit to deal with the physical and social problems related to night work.

In this connection, the standards concerning night work of women are also to be renewed. This I find to be extremely timely as the furthering of equal treatment of men and women in working life is a high priority in the ILO programme of work as well as in member States. Finland has repealed the statutes on prohibition of night work of women.

Finland has always taken a positive stand on the international standard-setting work of the ILO and has fully supported the ILO activities on implementation of the standards.

Unfortunately, the number of ratifications of the Conventions is not as high as one would hope. It is important to exercise firm and resolute judgment when drafting the Conventions and then see to it that as many Members as possible, regardless of their political system or stage of development, ratify them. Only thus can we ensure high esteem for the ILO and the improvement of the situation of workers as uniformly as possible all over the world.

A first priority for the ILO is to protect workers' rights and to improve working conditions and promote social justice. The working life and economic life change rapidly nowadays. These changes as well as economic integration processes pose great challenges to the ILO in the 1990s. In order to respond to these challenges, great efforts are called for within the Organisation, from member States, from the employers and the workers. New concerns but also new possibilities face us.

Capital movement has increased with expanding internationalisation and in this new situation bargaining mechanisms are no longer adequate. The equilibrium between the labour market parties may be dis-

turbed and the functioning of the labour market hampered. The internationalisation of working life calls for improved methods of responding to the new challenges facing us.

The knowledge accumulated in the ILO on the realities of working life deserves to be more widely utilised.

This very month we have constituted in Finland a new extensive Ministry of Labour. In working out the reform of labour administration we have found the ILO experts' report of 1973 very useful.

All matters concerning labour policy are now concentrated in the Ministry of Labour, which is charged with the duty to serve the labour market and to develop working life. The priorities of Finnish labour policy are: full employment; economic democracy; improved working conditions; and arrangement of working time in the 1990s.

I hope the 70-year-old ILO and its members will embark on the next decade with the will to solve future problems, fully utilising the possibilities that the Organisation's expertise and tripartite structure offers.

The Director-General has made a challenging appeal for this Conference to call upon the United Nations and its specialised agencies to use the savings, realised thanks to disarmament, in a joint effort to finance operations at the regional or subregional level in order to create essential infrastructure within the framework of a major works programme devoted to the conservation of the environment.

This courageous and encouraging action on the part of both Mr. Blanchard and Mr. Hansenne, is not only a proposal that merits our support but also one which demonstrates that the active leadership we have been used to in the ILO will continue and will ensure that the Organisation remains the Organisation of labour, freedom and peace for which it was founded.

Mr. KGABO (*Minister of Labour and Home Affairs, Botswana*) – On behalf of my delegation and indeed on my own behalf, it is a great pleasure to have this opportunity to add my congratulations to those which have already been addressed to Mr. Nkomo for his election to the presidency of the 76th Session of the Conference.

In view of his remarkable capability, fully evidenced by his distinguished record of ably chairing both the Conference Committee on Apartheid and the Seventh African Regional Conference held in Harare in 1988, I have no doubt that he will guide the proceedings of this Conference to a successful conclusion. I also wish to extend my congratulations to the Vice-Presidents of the Conference.

The 76th Session of the International Labour Conference takes place under the guidance of a new Director-General, Mr. Michel Hansenne, whom we warmly welcome.

Our message and plea to the Director-General is very brief: Africa needs the ILO's special attention in view of her economic and social problems.

I wish further to point out that the Report which this Conference will consider was authored by the outgoing Director-General. There is no doubt that through his past Report, and in particular the present Report on recovery and employment, he has left his own personal and valuable imprint on the ILO.

Some programmes of economic and financial reform drawn up the developing countries have, in most cases, only helped to worsen the living conditions of the poor citizens of those countries. This Report takes a positive lead in recognising that the social dimensions of structural adjustment equally need to be taken into consideration. Recently there has been intensive debate on the issue of structural adjustment, and these debates have paid little or no attention to the social dimensions of the problems that go with structural adjustment.

The ILO's concern for redressing social conditions was exemplified by the holding of the High-Level Meeting on Employment and Structural Adjustment in November 1987. Developing countries appreciate the ILO's initiatives in urging the international financial institutions and the international community to fully take into account their social and employment objectives.

Furthermore, the least developed countries do recognise that some slight progress has been achieved, which brings relief to the debt-ridden countries, and can only hope these achievements will not be short-lived.

As the Report indicates, the external debt problem, the bleak economic situation for developing countries, the ever-rising unemployment problems, among others, are no longer problems that need regional solutions, but ones in which a global solution is an absolute requirement.

The ILO continues to assist in technical co-operation activities aimed at assisting constituent members. In the main, assistance continues to be provided in the field of employment, manpower planning, labour market information studies, technical advisory services, to mention but a few. The Africa region also recognises and appreciates the ILO's programme of assistance towards workers' education and promotion of women's participation in development, as well as the programme of assistance to employers' organisations.

The different Conference Committees will discuss and present to this Conference different technical items which are worthy of our attention. My delegation looks forward to the finalisation of the discussions on partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107). This is because in 1987 the Government of Botswana issued a statement setting out the procedures to be followed in the land question, which assured the inhabitants of remote areas of their rightful share of the communal land resource. The revision of the Convention which, it is hoped, will culminate in a new instrument, will be studied with the intention to improve, where necessary, our existing policy.

The Conference is called upon to examine an issue of serious concern to all, and more importantly, to developing countries, namely, safety in the use of chemicals at work. While we continue to pursue economic activities, our priority being economic growth and job creation, let us not lose sight of the fact that these should be compatible with workers' health. We note with deep concern that hazardous substances that are industry-produced and based, have tended to have potential effects beyond the workplace and have become a threat to the nearby communities and the environment in general.

Recently, some countries, unable to handle the waste from their chemical industries, have made de-

veloping countries their dumping ground. It behoves mankind to eliminate the scope of such evil deeds, for the consequences of dumping such toxic waste on the waters and land of countries without facilities, technical knowledge and finance to handle the after-effects of dumping, are extremely heavy to bear. We therefore welcome the ILO's efforts in pressing for, and actively promoting, international action to ensure that the export and dumping of such hazardous waste is strictly eliminated.

The peace process towards the achievement of independence by Namibia preoccupies southern Africa and in particular the front-line States and the neighbouring countries. A continued review of the situation which has come about since 1 April 1989, and the subsequent steps taken by the governments concerned to resolve any arising difficulties to work towards the uninterrupted peace process and to full implementation of United Nations resolution 435, is an absolute requirement. We urge all the parties to genuinely fulfil their obligations and responsibilities towards such a peace process. The people of Namibia have waited for many years to achieve freedom and independence. It is now the responsibility of the whole of the international community to see to it that their hopes are realised. Despite the setbacks that might have occurred, the peace process is back on the rails and this is what is important. We in Botswana look towards Namibia's independence with great hope as we share borders with that country and have a cultural affinity with the people of Namibia.

It is in this light that Botswana has seen fit to support the appointment of our United Nations representative, Mr. Joseph Lewhela, to the very important post of Assistant to the United Nations Special Representative in Namibia.

While we have guarded hopes about Namibia's independence, we are totally dismayed about the situation inside South Africa. The Pretoria regime still refuses to see reason in dialogue with all parties inside and outside South Africa that can lead to the resolution of the situation inside that country.

We are disappointed that the regime still believes that it can contain and resolve the situation by declarations of a state of emergency or banning certain organisations, be they either political or labour-inclined. The continued arrest and detention of individuals without trials is a complete negation of that which is human and civil.

It is the responsibility of us all to continue to give impetus towards a complete dismantling of the apartheid system in South Africa by, amongst others, securing the effective implementation of the provisions and recommendations contained in the updated ILO Declaration Concerning Action against Apartheid.

Original - French: Mr. SOISSON (Minister for Labour, Employment and Vocational Training, France) - Firstly, on behalf of France, may I express satisfaction at the election as President of this Conference of the representative of a country which plays so active a part on the international stage and which, as was mentioned this morning, hosted with such efficiency and warmth the last ILO African Regional Conference.

I would also like to associate myself fully with the tribute paid this morning to Mr. Francis Blanchard. I have always had a very friendly personal relationship with Mr. Blanchard and I would like to express to

him, on behalf of France – his country as well as mine – our gratitude for all he has done as Director-General of the International Labour Office. He is being replaced by a man we think a great deal of, who comes from a country which is a neighbour and a friend of France.

The European Community will recall that Mr. Michel Hansenne was the very first to speak of the Charter of fundamental social rights which we are advocating and which is designed to provide the European Community, as from this year, with the instrument for its social development. This charter will owe a great deal to the ILO Conventions and will embody their major principles.

Harmonising the requirements of national law, of European law and of a universal law, is without a doubt one of the most important missions of the Organisation over the next few years and I know that under Mr. Hansenne's leadership, the ILO will continue on the right path.

The present session of the Conference is an important one. It comprises, amongst other things, a preliminary discussion on "night work" and on "safety in the use of chemicals at work." These are highly complex subjects with regard to which we must establish guidelines in accordance with both the interests of the wage earners and the requirements of economic activity. Let us leave the technical committees and the Organisation to their work on these difficult matters and when the time comes, let us give our views, being careful to distinguish between what is desirable and what is possible.

At a time when France is celebrating the 200th anniversary of the declaration of human rights, I would like to also point out that 1989 is the 70th anniversary of our Organisation. Who would have believed, 200 years ago, that the individualistic principles of the Revolution would one day be strengthened by the social values which we are all defending here in Geneva?

Obviously, neither tripartism, by the prominent place it offers to trade unions and employers' organisations, alongside governments, nor the conviction, which has been very strong since 1919, that for world peace there has to be an improvement in social relations, were part of the tradition of freedom in 1789. Nevertheless, how can we not be aware of the similarities between the ideal of freedom which fired the French Revolution, and the message of hope and emancipation which the ILO is continually transmitting to the workers of the world by means of the Conventions and Recommendations which it elaborates.

The standard-setting work of the Organisation should be loyally supported by the member States. Of course, the observance of Conventions may sometimes be difficult. I am thinking, for instance, of instruments concerning the public services, a field where contractual systems are opposed to statutory ones. But member States must leave no stone unturned in reinforcing social rights by adhering to new Conventions. My country is trying to do so, and it has just ratified three Conventions and is preparing – I would like to announce this today – to approve the Minimum Age Convention, 1973 (No. 138).

Member States must also keep their word. In approving your texts, they voluntarily agree to a limitation of their sovereignty. Accordingly, they must submit with good grace to the ILO's monitoring system

which is neither a kind of police tribunal nor a university board but the concrete, the tangible guarantee, of freedom and of workers' rights. This monitoring system is essential, and we are confident that our new Director-General, like his predecessors, will allow it to play its full part.

I should like today to look more closely at the role played by the ILO in development.

I am convinced that the ILO, by contributing to raise the level of the guarantees available to the wage earners of the whole world, is contributing to the development of the least developed economies, by ensuring a better use of labour.

Allow me to insist on this point. Any effort to bring about modernisation will fail if the social dimension of modernisation is not properly considered; there can be no technical or economic modernisation without social and human modernisation.

Every worker must participate fully in modernisation. Subject to this condition, and to this condition alone, can technical changes be felt not as a demoralising threat, but instead as an opportunity for shared development. This is a matter for the managers of undertakings, for trade associations and trade unions for the wage earners themselves. There can be no successful modernisation without bargaining among all those concerned. Nor is any further development possible if there is a levelling of social rights on the lowest level.

Social cohesion has become the main factor in economic recovery, and it would be wrong to base the competitiveness of economies on the excessive cutting of labour costs.

The Organisation is also taking part in development efforts by calling on States to show more solidarity.

How could we not, in this connection, pay tribute to one of the last of Mr. Blanchard's projects, referred to several times this morning, which was the organisation, with the collaboration of other United Nations organisations, of a High Level Meeting on Employment and Structural Adjustment in Geneva in November 1987, to draw attention to the social consequences of the policies of austerity imposed on the debtor countries.

In this connection, the President of the French Republic has just, as you know, announced the decision taken by France to cancel the debt of a number of particularly poor countries.

There is no question of denying the need for the developing countries to adapt their industrial structures and their economies to technological change and to international competition. But France must recognise that the reforms, however justified they may be, cannot be undertaken at the expense of the very poorest peoples, and so it is for us to help the developing countries to assure their social development. We have just done this by cancelling the debt which was a great burden on these countries in their development.

Another aspect of our solidarity finds its expression in technical co-operation, and here I would like to pay tribute to the work done throughout the world by ILO experts. Standard-setting activities must be ever more closely linked to technical co-operation activities, especially in the fields of training, hygiene and job security. Incidentally, my country has just announced a series of measures to intensify our relations with the Turin Centre and I wish to pay tribute

here to this Centre for its work. These efforts will be pursued by France during the next few years.

This means that for France it is a matter of eminent satisfaction to observe that the Organisation is doing well.

The unanimous vote for which Mr. Blanchard appealed this morning, of the next budget by the Governing Body, reflects this. France hopes that the Conference, in turn, will make the same gesture. If the budget is voted in unanimously, the Organisation will finally achieve a balance in its budget, which has been in great difficulties over the last few years because of a series of monetary, technical and sometimes political factors.

The contributions of the member States pay for a project and a programme designed to meet the immense needs of the world's workers. This programme calls for very difficult choices to be made. A search for the largest possible degree of agreement or unanimity, which is the strength of the ILO, will enable us to undertake these tasks.

I conclude by saying that the International Labour Organisation is the contemporary representative of the first major international effort towards peace. May this sturdy 70-year old lead us, for many years to come, along the path to social progress and justice! This is the message of my country on the occasion of this Conference.

Original – French: Mrs. SASSO-MAZZUFFERI (*Employers' delegate, Italy*) – 1989 is an important year, a genuine turning point for the ILO. During the events of this year, which are known to everyone present, we have all acted as instruments of changes that will undoubtedly have a strong impact on the life of this Organisation.

The Director-General, Mr. Hansenne, and the President of this Session of the Conference, are involved in this process of renewal. I should like to warmly congratulate Mr. Hansenne on his election and extend to him my best wishes for his future work. As to the President, I am fully confident that he will effectively conduct our work to a successful conclusion.

To both of these gentlemen I have the honour to extend the support of the Italian employers. We should also like to express our sincere best wishes to Mr. Blanchard for a future full of moral satisfaction and professional commitment.

The Report of the Director-General submitted for our consideration this year combines excellent comments and suggestions with the common sense that characterises men in the field who have learned, through their daily encounters with the extremely varied reality of the industrialised and the developing countries, the art of giving and proposing subtle and profound solutions to problems that may appear to be simple, but which in fact never are.

The Report clearly states that "there can be no uniform, doctrinaire prescription which is applicable to all countries." This is a leitmotif throughout the Report, and we fully support it. Although one may disagree with some of the statements contained in certain parts of the Report, one cannot fail to acknowledge the basic intellectual honesty of its authors, who stress the relativity of each solution envisaged and the difficulties of adapting those solutions to local situations and to the complex relationships

that exist between institutions, infrastructures, legal systems, economic contexts and social needs.

This rigid connection between elements of equal importance, but frequently characterised by contradictions and conflict, is often at the origin of resistance to change, to structural adjustment, to a flexible labour market and to the allocation of financial and human resources to new requirements.

Those requirements are the result of debt problems, which still affect too many countries, and of the problems of infrastructure and service modernisation, which concern many other of the most industrialised countries. A balance which is fair – an adjective often mentioned in the Report – between contradictions at the international and national levels seems to be the ideal solution, but the means of accomplishing it have eluded the best analyses.

The Report quite correctly begins by stating that "we live in a time of paradox" and of contradiction. In its conclusion, it asserts that the policies to be applied require a global approach.

This is true at the international level, but also at the national level.

Despite the creation of more industrial sector jobs in 1988 – which was a reversal of the trend of previous years – our country is continuing to experience high unemployment.

Moreover, although there is persistent and quite serious unemployment among young people in our southern areas, there is a shortage of skilled and specialised manpower in the northern areas, while at the same time there is increased employment of immigrant workers. Such contradictions characterised other European countries as well.

Recent studies and surveys, carried out in various parts of the world, have shown that employment figures alone don't tell the whole truth: the fact that there is no longer a single market of job supply and demand, but rather several markets, has led to completely new behavioural patterns. A typical attitude is that of young people who can allow themselves the luxury of expecting not just any job but the very job they desire and for which they are qualified.

Another contradictory example: the introduction of new technology provides certain advantages for various sectors in user countries but at the same time involves costs which are well illustrated in the Director-General's Report. And yet no sector, no country can do without technology.

Other examples can be seen in various chapters of the Report. We can summarise these by saying that optimistic growth predictions do not necessarily imply improvement of the situation in the poorest regions of the Third World. Hence, a global approach is today essential. Thus, in international trade, globalisation of markets is already a fact.

One thing is certain, adjustment policies are necessary. But we must not underestimate the social aspects of these policies. At the same time, we must reject subsidies and aid, and choose the path of effectiveness and competition through "far greater selectivity and careful prioritising of government expenditures", as stated in the Director-General's Report.

While we can only share the concerns of the ILO for economic recovery in the poorest countries and for a higher standard of living among populations affected by unemployment and underemployment, it is not always correct to follow the old model of labour-intensive investment, which has once again been pro-

posed in the Report. Investment, whether public or private, should be productive and should respond to international and national market challenges so that it will not become a burden to the community. Excellence in all areas depends on this.

Deregulation is another sensitive issue. It is never desirable to carry out deregulation at all costs everywhere. There are areas where clear and modern regulation is demanded above all by those concerned. However, in many countries difficulties are created in the area of employment by excessive regulation which hinders new hiring, particularly of young people, rather than balancing labour supply and demand.

Collective bargaining can be used by the social partners to cut through the barriers of regulation. This is the case in our country where bilateral agreements have overcome legislative obstacles and confirmed the validity of job-training contracts which constitute the most appropriate model, in our era, with respect to the aspirations of young workers and the needs of enterprises.

In Italy, in the field of industrial relations, the social partners are using agreements in order to remodel the existing system by establishing new rules of negotiation, based on the overall compatibility of economic and social needs, to achieve a balance between individual and collective components of contracts and a more rational relationship between the various levels of negotiation. The problem of labour costs remains at the heart of our concerns.

At the enterprise level, the most recent agreements contain innovative provisions, particularly with respect to wages. Definitions in international literature vary. Some speak of wages linked to a company's financial success, others of competitive bonuses. These innovations in wages emphasise enterprise performance and production target improvement. All of this assumes and confirms a very mature trade union environment promoting the cultural development of workers. The exaggerated egalitarianism of the last decade is giving way to more sophisticated forms of the workers' professional qualities and personal commitment.

Italian employers remain convinced that it is impossible to turn our backs on the challenge of change and that industrial relations can truly be improved if we are ready to adopt an attitude favourable to an environment in which enterprises can emerge live and prosper without too many difficulties. What is needed is a realistic base for the creation and maintenance of more widespread well-being. This concept is repeatedly mentioned in the Director-General's Report.

To conclude, we reiterate our conviction that stable and global economic growth and long-term employment opportunities depend on the adoption of effective structural reforms, which should be introduced in order of priority. Time allows us to list only the examples provided by the ILO, namely, education and vocational training for multi-disciplinary skills, the establishment of links between environment and economy, co-operation to resolve the debt crisis, the creation and modernisation of infrastructures and more rigorous and courageous budgetary discipline.

But over and above the efforts of each member of society to achieve these objectives, there is the need, at the root of any development, for a social and econ-

omic culture that is increasingly open to and integrated with other cultures. There is also the need for wider and deeper respect for international labour standards in close connection with technical co-operation. Standard-setting and operational activities are equally vital for promoting genuine steady development. The Centre in Turin may also make a contribution in this area.

The ILO's tripartite forum, characterised by its dynamic and unique structure, is in our view the best possible way to disseminate these principles, to facilitate and monitor their effective application and to increase their beneficial impact throughout the world.

Original – Russian: Mr. BOZHINOV (Employers' delegate, Bulgaria) – Allow me to greet the President and his deputies and to wish them every success in their work in these responsible posts, to which they were elected at the 76th Session of the International Labour Conference.

I would also like to take this opportunity of expressing our best wishes to Mr. Michel Hansenne on the occasion of his election to the post of Director-General of the ILO and I would assure him that our country will continue as in the past to support and contribute to the solution of the problems with which the Organisation is confronted by the march of time.

We are honoured to associate ourselves with the congratulations and words of praise of the other speakers on the occasion of the 70th anniversary of the ILO.

This anniversary and the present session are taking place in new circumstances. For the first time since the war, we are on the brink of really being able to pass from the clash of differing political systems to mutual understanding and economic co-operation. There are strong grounds for optimism in view of recent Soviet/American and other high-level meetings, the outcome of the Vienna meetings of countries participating in the Conference on European Security and Co-operation, the establishment of official contacts between the Council for Economic Co-operation and individual countries of this Organisation and the European Community. We also welcome action to increase confidence and, last but not least, the unilateral decisions on real disarmament measures taken by the members of the Warsaw Pact; all this contributes to an ever more tangible atmosphere of trust. Another helpful step in this direction is the statement made by the President of the United States about a possible cut in American forces in Europe.

This change of atmosphere is favourable to further progress in settling the most important basic problems of our Organisation. But a change in atmosphere is not in itself enough if the spirit of international understanding and a new approach to political problems through joint effort is not reflected in our discussions, working parties and ruling bodies.

The managers of socialist undertakings in Bulgaria feel that the question of economic recovery and employment discussed by the Director-General in his Report is most timely and relevant to current and future international development. We consider that the economic recovery of all countries would be helped by action for unilateral cuts in certain types of conventional armaments and corresponding practical measures to turn factories over from production of arms to civilian production.

This is one prerequisite for economic improvement and faster growth, with consequently better prospects for workers' living standards. We applaud ILO attempts to study ways and means whereby the change-over may be made from production for war to civilian production. Our country has already taken definite action in this direction.

I would like to observe that in the economy of my country, the People's Republic of Bulgaria, profound changes have taken place since the last session. New laws and regulations have been enacted with the principal aim of encouraging the financial and currency independence of individual undertakings (firms, farms and so on), the integration of our economy into the international market, the elimination of state monopolies on foreign trade, as well as stimulating competition, releasing economic initiatives, ensuring that co-operatives, private and foreign companies and Bulgarian state enterprises are equal before the law and cutting out economic red tape and bureaucracy.

All this will help to increase the standing of managers and the part they play. A good manager is very valuable, since the efficiency of his undertaking depends on him. We are currently concentrating on further training for managerial staff and preparing the ground for improving the training of future managers. In this connection, we are especially interested in the measures and programmes undertaken by the ILO in the interests of increased managerial efficiency.

I should like to address a problem bound up with one of these fundamental aims and functions of the ILO, namely conditions of work and employment. In this connection, we have always supported the idea put forward by the Director-General in his Report that production should not be increased at the cost of the workers' welfare. We share his belief that concern for the workers has a beneficial effect on productivity.

The measures proposed in the Report for achieving economic growth as a prerequisite for more employment are too heterogeneous; their effect may vary according to the circumstances in which such action is taken. The enormous range of such possibilities means that there is still no chance of a harmonious system of measures and recommendations for future social development being evolved.

I hope that through our common efforts the ILO will propose and implement specific action to assist countries cruelly affected by the fall in economic growth.

We in Bulgaria are particularly exercised over the question of safety in the use of chemicals at work. In the Director-General's Report this matter is dealt with as one factor making for the impoverishment of the developing countries as a result of replacing natural substances by synthetic ones. Today, chemicals are widely used, some of them highly dangerous, as various tragic incidents in recent years have shown. All countries must therefore give this question very serious attention. Moreover, attention must be given to every phase in the use of chemicals, beginning with their production, then their transportation, their use in industry and finally the elimination of toxic waste. The standards proposed must offer the maximum degree of safety so that in future chemicals may continue to serve the cause of progress; we therefore favour adoption of the Convention and the

Recommendation as the best way of protecting workers involved with chemicals.

As regards item V of the agenda, concerning night work, we share the view that such work is equally harmful for all workers.

Night work which proves to be harmful should be resorted to only when vital public interest or the nature of the production process demands. But hours should be shorter for night work than for day work and should not only be better paid, but the workers concerned should enjoy better conditions and health care.

With regard to the Director-General's Special Report on apartheid in southern Africa, I would once more observe that we shall carefully ensure that business circles in the People's Republic of Bulgaria maintain no relations with firms and individuals from that country and will boycott any economic ties with it until apartheid has been abolished. At the same time we welcome the definite steps taken to give independence to Namibia and feel that this opens new perspectives for its development and the improvement of the position of its workers. I wish to emphasise that Bulgarian business circles, as far as they are able, intend to offer assistance and co-operation in the development of an independent Namibia.

We are happy to note that there is an atmosphere of mutual understanding in the Employers' group. Undoubtedly, an important part has been played by the factors already mentioned, the new spirit of political thinking. Anxious to promote co-operation with the employers of all countries, the managers of undertakings in my country are keen to achieve an improvement in managerial processes and would be glad to take part in exchanges on managerial experience, vocational training, and so on.

We think that the changes made in the ILO Constitution, reinforcing democratic principles in the Organisation, are a good beginning. We support the view that they should be ratified by our country. We hope that there will be a similar favourable reaction in the Employers' group now that they are better represented in the new reorganised Governing Body. Experience shows that confrontation only makes it harder to achieve the constitutional aims of the ILO to improve the position of workers throughout the world. It is essential that confrontation be left behind, while relations within the organisation grow in equality and co-operation.

I take this opportunity to express to Mr. Blanchard, the outgoing Director-General of the ILO, our gratitude for his activity over many years and also to express the hope that in future his valuable experience will be available to ensure progress in the fight for peace and progress.

We support the activities of the ILO and I wish to assure you that the managers of undertakings in the People's Republic of Bulgaria will continue to make their contribution to the work of the Employers' group to ensure that democratisation should become irreversible in the ILO in the interests of the great humanitarian aims of our organisation.

Original – Russian: Mr. CIGANIK (Employers' delegate, Czechoslovakia) – Allow me sincerely to congratulate the President and his colleagues, the Vice-Presidents, on their election to the responsible offices of the Conference.

The 70th anniversary of the foundation of the ILO is a suitable time to reflect briefly on the work already done and on the future prospects for the activities of the ILO; we hope that the ILO will offer its modest contribution to improving the lot of the workers and helping to make their dreams come true. If we consider the work of the ILO from this point of view, we see that its efforts are proceeding along the right lines. The fact that this Organisation has survived for 70 years in a world full of upheavals and excitement testifies to the fact that its work has been useful and still enjoys the widest support today. The system of international labour standards enjoys world-wide prestige. The broad system of additional programmes will further the achievement of our important mission, namely, to strengthen the social aspects of world development.

We face huge problems. Economic growth in every field is taking place rapidly but, at the same time, the population is also increasing resulting in a polarisation of poverty and wealth throughout the world and within many countries.

The Director-General's Report, analysing these relationships, devotes relatively little attention to the specific problems of the socialist countries. I do not wish to reproach the Director-General, but only to give the reason behind some of the things I would like to tell this Conference.

The socialist countries have gone through a complicated process in their economic development. The strategy which they followed in this development was largely dictated by the world political situation, as well as certain concepts of economic theory. In all our countries heavy industry was developed as a priority. We strove to meet most of our needs out of our own resources. This made it harder to achieve effective integration. A broad and extensive planned development was served by a system of prices based on the cost principle contract. We succeeded in mobilising resources and quickly developing productive forces. However, such a model of expansion made it difficult to make comparisons with the rest of the world and maintain contacts with it. It made it difficult to utilise our comparative advantage and resources of intensive development. In our country and in other socialist countries, major social programmes were implemented and domestic demand increased very fast. After extensive resources were exhausted however, it became clear that the economies of our countries, whether taken together or individually, would be unable in the long run to develop independently of the world market and of the world-wide scientific progress.

Employers in Czechoslovakia realised long ago what the results of such development would be and foresaw its consequences. The practical problems we are encountering in managing our undertakings show how difficult it is to achieve a desirable level of technological development and quality of output, given the available range of goods. In many cases, however, we should be able to make up for our shortcomings in technical equipment by traditional good sense and by the high level of skill of our workers. This is why we have insisted on introducing changes in the model of economic management.

Such changes are now under way in Czechoslovakia. The aim is to combine planning and market approaches to a greater extent and therefore we are also decentralising economic decision-making and

enhancing the autonomy of enterprises. We would like to increase our interaction within the world market and to make the necessary structural changes. We intend to stimulate a rational export policy of our economy with regard to the developed market economy countries and also in relation to the developing countries. We note with satisfaction that the present political situation, which is characterised by the search for mutual understanding and constructive co-operation, is laying a firm foundation for the attainment of all these ends.

We should like to increase considerably the share of the developing countries in our foreign trade. Existing facilities and the planned structural changes will help in satisfying the demand of these countries for certain kinds of machinery and technological equipment and hence will contribute to their industrial development.

On the other hand, we are prepared to respond positively to the efforts of developing countries and the diversification of their foreign economic relations and to sell finished products on more distant markets.

We also intend to step up considerably co-operation with our partners in developing countries, especially with our traditional partners in Europe. The existing model, under which we exchange raw materials, semi-finished products and consumer goods for manufacturing plant, however, makes it difficult for us to expand co-operation. Like other smaller countries, we shall strive to achieve rational links with the implementation of production and scientific and technological programmes of the major economies and the groups of which they are members. We are also trying to conclude bilateral agreements on the basis of production co-operatives and joint enterprises. We are creating the necessary conditions to achieve this. In this connection, two new important Acts have entered into force in my country: firstly, the Act respecting economic contacts with foreign countries. This will enable us to make direct contacts between our enterprises and their foreign counterparts in the field of production co-operatives and specialisation, as well as in scientific and technical co-operation.

Secondly, the Act respecting enterprises with foreign stock participation took effect on 1 January this year; it regulates the setting up of such undertakings within Czechoslovakia with nationals of socialist and non-socialist countries.

Employers in my country also intend to make a constructive contribution to the process of renewal referred to in the Director-General's Report. On the one hand, they are willing to support the ILO's efforts in this field and, on the other hand, they intend to make use primarily of the programmes of the European co-operation and both regional projects concerning consultative activities and vocational training.

Allow me to say a very few words now concerning important internal problem of the Organisation. Obviously, I am referring to the representation of directors from the socialist countries on ILO bodies. The fact that it exists is quite clear. In the past, we emphasised the right of all our delegates to equitable and proportional representation on all bodies with a limited membership. This is the principle on which government representation is based. It would be desirable to continue discussions, and we believe that we are proceeding along the right lines. The ratifica-

tion of the amended article 7 of our Constitution as regards the Employers' group should be a signal for the full application of principle which applies for the apportionment of all posts within the Governing Body. This means that it must help us to find means of satisfying the interests of all employers in accordance with geographical, economic and social criteria. On the other hand, the new problems facing employers in the socialist countries and the task of improving the political climate and creating an atmosphere of mutual trust must help us to reach a consensus and understanding among employers. The fact that these problems exist undermines the ILO's ability to act and its credibility, for an Organisation which urges observance of humanitarian principles in its member States must apply one of the fundamental principles, that of equality of opportunity and treatment, in its own bodies.

Allow me finally to return to the opening words of my statement. I should like to note that the mission of the ILO fully coincides with the aspirations of mankind to achieve better living conditions. This is clear, not only from many of the statements we have heard here, but also from the broad support of governments, employers and trade unions for the draft programme and budget for the next biennium. This is a prerequisite for the successful work of the Organisation.

Original - French: Mr. MAYILA (Minister for Labour, Employment, Human Resources and Vocational Training, Gabon) - It gives me great pleasure on behalf of the Government of the Republic of Gabon, of my delegation and in my own personal capacity to express our sincere congratulations to the President on his brilliant election to the presidency of the 76th Session of our Conference. No doubt this election is a sign of his international stature. The competence and authority which he showed first of all at the International Conference on Apartheid and then at the Seventh African Regional Conference, held in his beautiful country, made him the ideal African candidate for the presidency of this Conference. The unanimous support which was given to your candidacy on behalf of all the delegations here testifies to this. I am convinced that under your excellent leadership our work will be a brilliant success. My congratulations go also to the other officers. I can assure them of the willing co-operation of the delegation of Gabon.

I would like to take this opportunity to express once again our sincere congratulations to the new Director-General of the International Labour Organisation, Mr. Michel Hansenne. Our sincere congratulations were already addressed to him by my Government at the time of his election last February. We are convinced that he will follow the path set out by his illustrious predecessors, including Mr. Francis Blanchard, to whom I wish to pay tribute for his tremendous achievements as the head of the ILO for 15 years. The entire Organisation is grateful to him, and Africa in particular appreciates the attention he has given to its problems.

The Report of the Director-General entitled *Recovery and employment*, constitutes a challenge for the international community and calls on us to find the means of cancelling the negative effects of structural adjustment policies imposed on us by a climate of austerity.

Since the beginning of the seventies, the world economy has undergone one of the most serious crises of the century. This has taken the form of rapid slowing down of world trade and the deterioration of the terms of trade for the countries in the Third World; an increase in real interest rates that had a harsh effect on debtor countries.

Some policies pursued here and there to overcome the crisis have given rise to hope. This applies, in particular, to the industrialised countries of the Western world and to a number of South-east Asian countries, whereas for a large number of countries in the Third World the situation at the end of this decade gives us little reason to hope. Indeed, all the indicators have shown that the increase in unemployment and poverty, in a situation of chronic debt in which the main exporting products have not fetched a fair price, is likely to continue. This, in a nutshell, is the economic and social situation in the two regions of the world most severely hit by the crisis at the end of the eighties - Africa and Latin America. It is therefore quite right that the Report notes that it was a wasted decade for these two regions.

This state of affairs is likely to deteriorate further in the near future if no clear-cut measures are taken. It is in these regions that we have the highest population growth. A recent study carried out by JASPA on employment in Africa shows that the labour force doubles in this region every 25 years, whereas economic growth doubles only every 65 years. If one adds to this the natural difficulties this continent is constantly faced with, it is hardly surprising that Africa is the most deprived region as it approaches the next decade.

Structural adjustment policies are no doubt the road we must take towards future growth. However, they have negative social effects which make the economic and social situation of our countries deteriorate further. It is a question of seeing how we can reduce these negative effects on the most vulnerable sectors of the population.

Indeed, as you know, Africa's true wealth lies in its human resources. Therefore this wealth should be protected, particularly in this difficult period.

On the whole, our States have accepted the need for stabilisation and structural adjustment policies for their economies. However, can we agree - that is the financial institutions concerned and the governments - on the ways of implementing these policies? It would be desirable for their implementation to be preceded by careful study of the programmes, the pace and the succession of reforms, as well as the costs which these policies impose on the population. In this way, they would be appropriate to each State. This is where, I think, we shall find the overall solution so badly needed.

A kind of concertation is necessary, therefore, since our economic structures not yet have the desirable flexibility to adapt to sudden policy changes. Furthermore, we should avoid stereotyped solutions being imposed on us, simply because they have proved to be successful elsewhere. This approach would inevitably lead to social disaster.

By way of example, strong state involvement in the majority of our economies was justified in view of the national situation. After independence, everything had to be done in almost all of the sectors: communications, public construction, hospitals, schools, etc. They were real needs felt by the country as a whole

and often in regions which were of no interest whatsoever to private investment. There have been over-reactions. However, the main aim of state involvement was to improve the welfare of the populations in the remotest areas and thus try to curb the rural exodus. Structural adjustment policies should take the situation into account.

So far as the crucial debt problem is concerned, the Director-General's Report rightly points out that most of the export earnings of debtor countries go to the servicing of debt without it being possible to pay back the capital.

A solution to this problem would make it possible to release considerable resources which would be allocated to priority areas, such as training for young persons, retraining for workers affected by plant closures, investment in labour-intensive enterprises and the maintenance of basic social services.

We are in favour of the measures adopted by Canada and France at the Second and Third Conferences of French-speaking countries with regard to the cancellation of their loans in favour of certain Third World countries. This is an example which should inspire the other industrialised countries.

We have placed a great deal of hope in the summit meeting of the seven most industrialised countries which will be held in Paris in July. We are convinced that it will provide us with positive solutions in favour of countries with so-called intermediate income. We do not just expect the bicentenary of the French Revolution to be a mere anniversary to commemorate the Declaration of Human Rights. The bicentenary of the French Revolution should be an opportunity to express the economic liberation of peoples in developing countries. We expect even more understanding from the Clubs of Paris and London. The present problems in our economies should make them aware of the specific situation which prevails in all our countries. It is our hope to render the debt-servicing conditions more flexible.

The fact that our economies depend so heavily on export earnings from raw materials and commodities is one of the main causes of our difficulties today. Can we hope to find a solution one day if we recall the controversy caused by the integrated commodity programme of UNCTAD which developing countries had considered to be the most effective instrument for the implementation of a new international economic order?

One solution, for example, would be to diversify our production by extending it to semi-finished and finished products. Once again, international consensus would be required in order to give our manufactured products access to markets in industrialised countries. At the same time, the developing countries should also extend South-South co-operation in the economic sector. This would mean the gradual elimination of customs barriers on both sides which restrict the world market.

My country would like to pay tribute to the ILO for its activities in favour of welfare and peace. We would like to encourage the Organisation to continue in this direction.

Gabon has always advocated dialogue – dialogue between all sectors of a nation – dialogue between workers and employers – dialogue between nations. The willingness to engage in dialogue was seen in the ratification of the number of ILO Conventions, in particular, Convention No. 87 concerning Freedom

of Association and Protection of the Right to Organise, 1948, Convention No. 98 Right to Organise and Collective Bargaining, 1949. Furthermore, there is a Law which has set up economic and social consultation committees in our enterprises. These bodies are called upon to give an opinion on all questions related to the economic life of the enterprise and to working conditions. The existence and the freedom of action of these bodies in our enterprises meets the concerns of the Director-General, when he states in his Report, and I quote: "... participation of the social partners in the decision-making process... will enhance the political feasibility of economic decisions and ensure a more equitable distribution of the benefits..."

I do not intend to conclude my remarks, without expressing my satisfaction that the objectives of the external programme for Africa for 1990-91 meet the needs and wishes of the region, in accordance with the ILO Programme of Action for Africa and the conclusions and resolutions of all regional conferences.

Indeed, we feel that the implementation of these programmes, in particular as far as the creation of employment and the struggle against poverty are concerned, the development of human resources, the promotion of small- and medium-sized enterprises and crafts, the promotion of tripartism – will provide Africa with the basic conditions it needs in order to be able to pursue in dignity and equality the structural adjustment policies which are imposed on it by a difficult economic situation that it has been undergoing for over a decade.

U AUNG THANT (*Government delegate, Burma*) – It is indeed a privilege for me to join other speakers in congratulating the Honourable Mr. Nkomo on his election as President of the 76th Session of the International Labour Conference. His well-deserved election to this high office fully reflects the high esteem and regard he enjoys at this Conference. We are confident that under his able guidance and wise counsel we can look forward to a successful conclusion to our deliberations.

Our felicitations go likewise to the other Officers of the Conference.

As this session coincides with the 70th anniversary of the International Labour Organisation, I would like to seize this opportunity also to offer my delegation's heartiest congratulations and good wishes to the Organisation. The noble principles enshrined in the Philadelphia Declaration and the tripartite system, based on co-operation, co-ordination and collaboration among governments, employers and workers, serving most importantly as the "life blood" of the Organisation, will no doubt contribute to the continued flourishing of the ideals and strengthening of the Organisation for aeons to come.

I am particularly pleased to take this opportunity to express my delegation's profound regards and best wishes to the former Director-General, Mr. Francis Blanchard, who has retired recently. The wisdom, dignity and good sense which he brought to the Organisation for three consecutive terms will long be remembered. My delegation sincerely pays a warm tribute to him for his enormous achievement which has won this Organisation great renown.

Furthermore, I am greatly honoured to have this opportunity to extend my delegation's heartiest con-

gratulations and warm welcome to our newly elected Director-General, Mr. Michel Hansenne, of Belgium. We are well aware of his philosophical beliefs, his views on global socio-economic issues, and also on matters relating to the ILO. It is very encouraging to note that Mr. Hansenne is a resolute partisan of social dialogue, and a dedicated defender of tripartism. I am confident that with his special outlook, wisdom and wide experience, he will be able to guide the Organisation along constructive channels in order to achieve its goals.

Our presence here clearly signifies our continued support for the International Labour Organisation. We are here also to clarify our positions on labour-related matters.

Before turning our attention to the Report of the Director-General, I wish to express our unwavering dedication to the lofty ideals of the International Labour Organisation and our fervent hope for fuller co-operation with the Organisation. We are indeed honoured to be a member of this family of nations, where social dialogues flourish.

In the recent past, Burmese people have shown their aspirations for democratic and political reforms. There is no reason whatsoever either to ignore or to forget the rightful wishes of the people. Accordingly, as the situation became favourable and peaceful, plans were adopted and the timetable drawn up for the holding of multi-party general elections, and in a few months' time we shall witness historic political changes in Burma. This important political objective of the nation is to be accomplished in a peaceful, systematic and orderly manner, observing the true values of democracy. The spirit of national reconciliation and unity is therefore required to help carry out the elections as scheduled.

At a time when unprecedented changes are taking place, the existing labour laws do afford protection to the workers of their basic rights in my country. Just recently, the Government of the Union of Burma took an unprecedented step in substantially increasing the wages and salaries of all strata of government servants and workers employed in the public sector. The Ministry of Labour and its administrative organs, too, are keeping a very close watch on all matters concerning the welfare of the workers. In times of national emergency and rapid political change there may be some instances which may not be in perfect and absolute conformity with the basic norms and standards of the ILO. We sincerely believe that such shortcomings, if there be any, are few and far between, and that they shall be eliminated altogether once the process for political change has been completed.

Permit me to extend my compliments to the former Director-General, Mr. Blanchard, for the comprehensive Report which he has submitted to this Conference for consideration and discussion. I would like to deal briefly with some of the major issues presented in the Report.

We are all well aware that economic progress alone is not sufficient for national development. There must be harmony and economic and social achievements. In this regard, I would like to recall what the late ILO Director-General, Mr. Wilfred Jenks, once said, and I quote: "To carry out social objectives without regard to economic context is to lose contact with reality; and to disregard social objectives is to be devoid of any purpose."

Bearing this in mind, I feel that employment creation is one of the most important social objectives which has to be concomitant with the improved performance of the economy.

Today we are witnessing a significant easing of world tensions. The developing trend, we believe, is conducive to a dynamic recovery of the world economy. However, as for the developing nations, which are shouldering the crippling debt burden, there appears to be little hope to better their lot. The economic recovery of these nations requires a concerted international effort to find answers to complex problems. My delegation sees the need for economically strong industrialised countries to assist in establishing fair, open and equitable relationships, to increase the flow of development aid, to approach the Third World debt problem with greater foresight, and we would urge strongly for their co-operation to resolve the common problems we all are facing today. We believe that all the countries in this world, including the developing nations, should enjoy their fair share of the fruits of the improving world economy.

Would it not be better if more generous thoughts and practical measures prevailed to overcome effectively the enormous debt burden we in the Third World are shouldering? We believe the solution to the enormous and crippling debt burden of the Third World countries lies not only in increasing the amount of loans but through positive and effective steps taken by the economically developed countries to aid in the economic development of the less-developed ones. The economic development achieved would not only improve the lot of the people but would certainly improve the availability of resources to increase the benefits of the workers in these countries.

May I now revert back to the topic of the need for creating increased employment opportunities? We are now approaching almost the end of the United Nations Third Development Decade. The development strategy during this Development Decade is to fulfil the basic needs of the people of the world and included therein, as one of the basic needs, is the right to employment.

We have already started preliminary discussions on matters concerning the United Nations Fourth Development Decade and we understand that the development strategy from the year 1990 to the year 2000 will seek, as its objective, the reduction of poverty and unemployment. This indicates to us that, until the desired full employment objectives are achieved, this aim will be kept at the forefront. Certainly, a majority of us, we believe, are of one mind in this regard. As in the case of rendering economic co-operation for economic development, we feel there is a need for international co-operation in our common efforts to achieve the objective of having full employment opportunities for everyone and eliminating the problem of unemployment.

The right to employment is a natural right for every individual not only for his subsistence alone but also for his human dignity. Therefore, the opportunity to work must exist for each and every person who is willing to work, and they must be able to take up employment in accordance with their experience and skill. I do not imply, of course, that the public sector alone should be the guarantor for employment for everyone. If I am to describe the current situation of my country, every effort is being made to encourage

private and co-operative enterprises to develop side by side. Also, arrangements are being made and implemented for the participation of foreign investments in our development efforts. We are optimistic that these efforts will certainly provide relief for job-seekers in the very near future.

On the other hand, employment alone cannot fulfil their job satisfaction. Job satisfaction, we believe, is attained by increased efficiency through step-by-step training to enhance their skills throughout their working lives, and at the same time arrangements must be made and implemented for the improvement of their morale as well. Only then can job satisfaction be achieved and their attitude towards their work would be positive, which certainly will lead to better work performance.

The ILO has been contributing untiringly to solve the social problems of the developing world in a number of fields, in close co-operation and collaboration with its member countries. With the expertise of the ILO and with the fuller co-operation of its member countries, we believe, there is much more to be done, and a lot to be improved upon, in our endeavours to accomplish the ultimate social objectives. With this objective in view, the technical assistance programmes of the Organisation should be reviewed and revived, on a regular basis, so as to make them more effective and beneficial to the recipient countries.

As in the previous sessions, this session of the Conference has been actively engaged in dealing with the agenda before us. The discussions cover subjects which usually come up for such discussions. In addition, there are important standards-related matters. The matter concerning the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), is already in its second discussion and the proposed standards for night work and safety in the use of chemicals at work are also being put forward for discussion for the first time.

Discussions on, and decisions arrived at, for certain labour standards do (indeed) constitute the most crucial and important task for this Organisation. This is why the ILO, we believe, has never faltered in its quest to adopt international labour standards, which now constitute a total of 168 Conventions and 176 Recommendations. However, in terms of ratification of these instruments, we find it less encouraging. We find that only nine of them have been ratified by two-thirds of ILO member States, four of them by one-third of its members and 21 of them by barely half of its members.

This situation certainly needs to be improved, and the Organisation, I suggest, should direct its efforts more towards encouraging universal acceptance of these important instruments. The labour standards in these instruments are, to us, like precious jewels donning a veil. Only when they are unveiled can we see them in their full glitter and splendour. With this metaphor as food for thought, may we wish and hope for the realisation of universal acceptance of these important instruments.

Before I conclude, may I wish this session of the Conference every success. We do look forward to a better and brighter future for the Organisation under the leadership and guidance of the new Director-General. And may I, in conclusion, reiterate our assurance that, as we have always done in the past, we continue our unfailing support and co-operation with the Organisation.

Original – Arabic: Mr. GAZARIN (*Employers' delegate, Egypt*) – In the name of God, the Merciful, the Compassionate. On behalf of the Federation of Egyptian Industries representing the employers of Egypt and on my own behalf, I should like to congratulate the President on his election to the presidency of this Conference. I had the opportunity in November last to take part in the ILO African Regional Conference in Harare, which he presided over so ably, and so I am certain that under his leadership the work of this session will be altogether fruitful.

I should also like to congratulate Mr. Michel Hansenne on his election to the post of Director-General of the ILO. I wish him every success in his work at the head of the Office. And may I voice our respect and gratitude to Mr. Francis Blanchard for his praiseworthy efforts and his positive achievements during his term of office? He always supported the development efforts of the Third World countries and showed great interest in the problems of African countries. We wish him good health and every success in the future.

The Director-General's Report discusses development and social progress in the forthcoming decade. It focuses in particular on the developing States, most of which are confronted with growing economic problems, rising unemployment which is posing a direct threat to social stability, galloping inflation and a corresponding reduction in purchasing power.

The Report draws attention to the need for economic dialogue to resolve these problems. Experience shows that it is impossible to impose policies on workers and employers without their support and that the chances of such policies being successful are much greater if the social partners are involved in their formulation. Everybody has to feel committed if we are to increase productivity, savings and investment.

It is clear from the Report that the International Labour Organisation considers tripartite dialogue as a vital feature of economic development and that both employers' and workers' organisations have a role to play as democratic institutions committed to development.

Inspired by the spirit of tripartism of the International Labour Organisation, the Federation of Egyptian Industries, with the other associations representing employers in Egypt, has taken what is probably an unprecedented initiative in the contemporary history of our country. It has invited the Federation of Egyptian Trade Unions to take part in a broad dialogue to define Egypt's current economic problems and to seek agreement on the best way of tackling them, finding practical solutions and formulating general recommendations that could form the basis of a development strategy for the forthcoming decade. These recommendations are to be submitted to the Government – the third partner in development – so as to provide it with clear guide-lines for its future development policies.

The Federation of Egyptian Trade Unions immediately responded to our appeal, and employers and workers are now striving together to plan the country's future general development and resolve its economic problems.

The studies conducted by joint working groups of workers and employers lasted several months and ended with the adoption of a joint declaration dealing with all aspects of the economy and with the mea-

asures that ought to be taken. The draft declaration was discussed at several large meetings at which both parties engaged in a democratic dialogue and were very conscious of their mutual interests. Thus, they reached agreement on a definitive declaration signed on 28 May last at a meeting attended by the Press and other media that was a major event.

I will not pretend that it has always been easy. Inevitably, some of the points raised by the employers were strongly opposed by certain trade unions and vice versa. But a sense of mutual interest has resulted in our agreeing, for the most part, on solutions that are satisfactory to both parties. A joint declaration will be officially submitted to the Egyptian Government.

The salient points of the declaration are as follows. The management of the public sector must be liberalised and kept totally separate from ownership. Government interference in the management of the public sector must be stopped and every company must be allowed to draw up its own regulations. The public sector budget must be separated from the state budget. The private sector must be encouraged and the obstacles to its development removed so that it can play its proper role in development and give priority to new private sector projects. Arab and other foreign investment must be encouraged and more incentives devised to attract such investment and to create an atmosphere of economic security and confidence. Public expenditure must be cut and the red tape which reigns supreme in all government services must be done away with. The wage policy must be revised to bring wages in line with the cost of living and to link bonuses to productivity and quality. Special importance must be attached to quality. Labour legislation must be amended to make management more efficient and to create a more effective system of rewards and sanctions. Banks and other financial establishments must be encouraged to play a more positive role in credit operations and to participate in economic projects. Consideration must also be given to raising interest rates so as to encourage savings. Education systems must be re-examined, technical and vocational training developed and access to free university education restricted to those who have done particularly well in their previous studies. More importance must be attached to small enterprises, which must be encouraged because of the important role they can play in the creation of employment. Desert land must be made fertile and scientific research, especially applied research, promoted.

The declaration insists on the importance of the Government consulting workers and employers before adopting legislation having a bearing on the economic life of the country.

For us this declaration is a turning point in our economic history and we are quite confident that the Egyptian Government will give it its full attention. We intend to continue our constructive dialogue with the Federation of Egyptian Trade Unions so that, together, we can help the Government to overcome the current economic crisis and, God willing, to advance towards brighter horizons, towards economic recovery.

I would not like to conclude my remarks without expressing the concern of the Egyptian employers at the deteriorating situation in occupied Palestine, the barbarous repressive measures applied by the Israeli occupation authorities and the violation of the hu-

man rights of Arab workers, who have been stripped of their basic legitimate rights to life and to work. We appeal to the delegations to the Conference to adopt the Arab resolution on this subject so that the ILO can make a positive contribution to putting a stop to these inhuman practices.

I should also like to express our serious concern at the racial discrimination and persecution practiced by the South African Government on the country's indigenous people. The Committee on Apartheid will, we hope, make every effort to put an end to this situation, which is an affront to the conscience of the world.

Finally, I should like to mention the deteriorating economic situation in many African countries, particularly those that have suffered natural disasters such as drought and regional wars which have further aggravated their economic situation. I appeal to the ILO and to the developed countries to make an extra effort and to provide additional assistance to these countries so that they can overcome their crises and progress towards economic recovery.

Original – Russian: Mr. LIPATOV (Government delegate, Ukrainian SSR) – Allow me first of all to associate myself with previous speakers in sincerely congratulating Mr. Nkomo and the Officers of the Conference on their election to their high posts and wishing them every success in their work in directing the debates of this Conference. I also have pleasure in greeting Mr. Hansenne, the new Director-General, and I wish him fruitful results in his activities.

As has already been said from this rostrum, the present session of the Conference is taking place at an unusual time in the life of our Organisation and the world community as a whole.

Throughout the world we are witnessing a serious reassessment of international co-operation and fresh political thinking. A basis is being laid for new inter-governmental relations. There is an intensive joint search going on to settle the problems of the day. An appeal for an international approach to the solution of the overall problems of mankind and a description of the major initiatives taken to this end appeared in a statement made by Mr. Gorbachev, the leader of the Soviet Government, on 7 December 1988 at the United Nations General Assembly. One important way in which the international atmosphere can be improved is by stepping up the activities of the specialised agencies of the United Nations.

The time which has elapsed since the 75th Session of this Conference has been marked by major international events. This has been a year which has seen a beginning to real nuclear disarmament, a successful conclusion of the Vienna meeting of representatives of the countries participating in the meeting on European security and co-operation and practical action to regulate a number of regional conflicts. Agreements of historical significance have been reached and have begun to be implemented.

We attach special significance to the fact that the ILO is celebrating its 70th anniversary this year. In tribute to all its useful activity in the past and its valuable experience in the field of social welfare problems, our delegation congratulates the Organisation, the representatives of all its Members and the officials of its Secretariat on this anniversary, wishing them every success in their efforts to attain the noble aims enshrined in the Constitution in developing

international co-operation and achieving respect for the principles of social justice for the workers of the world.

We read with interest the Director-General's Report on economic recovery and employment.

I should particularly like to say that this Report contains a considerable number of statements in line with recent thinking which we fully share, including such topics as the indivisibility and interdependence of the world today, the link between development and disarmament, the priority of social development as an aim of economic growth, the need for a just settlement of the problem of foreign debt, the structural reorganisation of international economic relations and the elimination of barriers to world trade. These aspects of the Report are certainly a valuable contribution and deserve all possible support.

At the same time, it is useful to point to those statements which we think were not adequately developed or substantiated in the Report. They clearly require further and more serious research, with due consideration for the best experience world-wide and the practical results of implementation in countries with differing social and economic systems.

We consider that the Report does not contain a sufficiently searching analysis of the structural changes which have taken place or the means used, the problems and the consequences in various countries. A more detailed investigation is required as regards measures to preserve employment under differing conditions and ways of overcoming the debt crisis.

As is well known, our country is fully engaged in a complex plan of reorganisation – "perestroika" – and we are going through a radical economic reform. A systematic campaign is under way to render all aspects of our national life more democratic.

As a result of the action taken in the last few months, we are making encouraging progress in certain areas of our economy. Negative economic trends have been checked and the indices of production are looking up. The gross domestic product in 1988 increased by 3.9 per cent over the previous year, which was entirely due to a productivity growth of 4.1 per cent.

We pay special attention to the social aspects of economic activity. We have given priority to the production of consumer goods over the production of means of production. We have set aside larger sums than before for public health, housing and services.

All this, of course, by no means signifies that there are no difficulties or problems in the way of the reorganisation of our economy. Despite the progress made, we are running up against complications in reorganising and developing the economy. We are realistically assessing the way in which "perestroika" is going and learning to overcome the obstacles to economic reform. We are also, above all, showing the utmost vigilance in ensuring that in these circumstances the social rights and guarantees of the workers should not only suffer no decline, but should be systematically extended and reinforced.

This particularly applies to the problem of ensuring full employment under conditions of "perestroika" and the problem of releasing workers in various branches of the economy. To this end, we have developed and set up an overall system of labour exchanges, vocational guidance and further training systems covering the whole country. This has ensured

that we get an effective distribution of the labour force and full employment.

Of course, all these processes do not take place without problems. They call for considerable sums to be set aside, effective use of existing scientific and technical potential, along with the development of new systems, and considerable amount of organisational effort on the part of governmental and social institutions. We attach great importance to drawing on the best of accumulated world experience, first and foremost by the ILO.

The reorganisation now proceeding in our country opens new doors for co-operation with the rest of the world. If I may quote a message by the deputies of the USSR to the peoples of the world, "perestroika is an internal affair of the peoples of the Soviet Union, born of the essential requirements of our country; but as part of the world community and the processes which shape our common civilisation, we consider freedom, democracy and social justice to be the basic values on which the life of our society must be constructed."

The Government delegation of my country supports in its entirety the draft programme of the ILO for 1990-91, in the belief that in its revised form, this document is more balanced than before.

We express particular support for the ecological projects in the programme. We appeal to the Conference to support the resolution submitted by the Government delegates of several countries, including the Ukrainian SSR, on the role of the ILO in protecting the environment and employment.

We also support the proposal to study, within the ILO, the social aspects of the conversion of the arms industry.

As regards the budget for 1990-91, we are prepared to support it, provided zero growth is really maintained.

And finally, I would like to refer briefly to a series of concrete ways in which useful co-operation is being developed between the ILO and corresponding organisations in the Ukrainian SSR. In particular, co-operation is being developed in the field of the training of managers and technical staff and management consultation.

Concrete measures are being undertaken jointly with the ILO on the exchange of information, the organisation of programmes for the exchange of specialists, experts and consultants to study innovative methods and practice in regard to these questions.

We have concluded agreements with the ILO regarding publication in the Ukrainian SSR of fundamental ILO studies on productivity management and modular systems of management training.

This year, the Ukrainian SSR was one of the organisers and participants of the European regional project devised by the ILO and the United Nations Development Programme on new technologies and vocational training, under which it is planned to hold an international seminar in the Ukrainian SSR on vocational training issues, and to adopt a series of other measures on the exchange of experience, information and specialists, especially amongst the countries taking part in this project.

Specialists of the Kiev scientific research institute of occupational health and diseases took part in discussions on co-operation with the heads of the Working Conditions and Environment Department of the ILO. They suggested topics for the agenda of this

international seminar in Kiev, and proposed guidelines for joint research.

We feel that all this is only a first step in the development of our co-operation with the ILO. We think that there are other spheres in which an extension of our joint efforts would be possible. We are willing to help to strengthen this very useful co-operation and we hope to meet with the understanding of the ILO and its bodies in these matters.

Finally, I would like to emphasise that by maintaining its high responsiveness to social and economic changes due in particular to scientific and technological progress, the ILO will be able to improve and extend its activities, ensuring that they correspond increasingly to the social and political realities of our day.

Original – German: Mr. BOCHOW (*Workers' delegate, German Democratic Republic*) – First of all, I would like to congratulate the President on his election and express the hope that the Conference will be a useful and fruitful one. At the same time, I would like to wish the newly elected Director-General of the ILO, Mr. Michel Hansenne, a great deal of success in his activities.

The International Labour Organisation can look back to over 70 years of activity. In this period of time it has dealt with a number of acute problems in the labour world and has contributed to the fact that hundreds of millions of workers enjoy more favourable material working conditions today and are better protected against the risks of salaried employment, against illness, occupational accidents, disability and old age.

History, and our respect for the 100-year-old tradition of the commemoration of 1 May as the International Day of Struggle of the Working Parties, lead us to observe that all our social achievements had to be wrested from the capitalist enterprises. The more unity and determination the working people showed in defending their justified claims, the stronger the unions became and the more favourable the results were for the workers.

We welcome the fact that Part I of the Director-General's Report entitled *Recovery and employment* gives a discriminating and realistic picture of the problems of our time. And we share its deep concern about developments in the labour and social field that are leading to growing unemployment, underemployment and poverty in the majority of developing countries.

In this connection, the Report talks about a severe setback in the efforts of the ILO towards the achievement of full employment and social progress. This is true, and it is very regrettable. However, he does not indicate why economic recovery has not always been conducive to employment but has frequently had the opposite effect. We do not deny the fact that scientific and technical progress bring structural adjustment problems in their wake – to which our Report devotes much attention – but we feel that the goals of production, which are determined by considerations of ownership, dictate whether production is primarily profit-oriented or whether it serves the welfare of the producers.

One cannot seriously claim that transnational enterprises care for the concerns of workers in developing countries when they move their production facilities there to use the cheap labour poverty has

produced and raw material reserves in order to transfer high profits to the mother country or to countries with favourable interest rates. Although the Report provides us with a great deal of enlightening and alarming facts about the debt problem, in particular in Africa and Latin America, it does not say anything about those who are responsible. This might have been expected in view of the efforts made for a number of years now in favour of a code of conduct for transnational corporations.

We noted with satisfaction that the Report establishes a direct link between the fact that disarmament creates favourable conditions for a new long-term approach to development and the problem before us and therefore advocates the reduction of defence budgets and similar spending in favour of measures to promote employment in the civilian sector. Such an approach cannot but facilitate the solution of problems mentioned in the Report, the promotion of employment, structural adjustment and economic growth. This is in keeping with our times, characterised by disarmament and the search for peace. I am sure that they will be unanimously welcomed by trade union representatives in all countries regardless of their political, economic and social orientation and that they will increase the prestige of the ILO.

I would like to point out, in this connection, that the countries of the Warsaw Pact have set an excellent example with their determined unilateral disarmament measures that have already been implemented to a large extent and with their defence budget cuts; indeed they are solving the material and labour problems related to the conversion of enterprises in the defence industry in the interests of furthering economic growth and in the interests of each individual worker.

The German Democratic Republic is one of the countries mentioned in the Report that has managed to maintain the pace of economic growth and full employment.

National income has been growing at a rate of roughly 4 per cent in the German Democratic Republic for a fairly long period of time. This increase has extended to all sections of the population, in particular to workers, employees and their families, in a number of ways. No one has been excluded from this increase, either through temporary or long-term unemployment. Everyone has a secure job. Labour regulations worked out with the help of trade unions and constantly monitored ensure that this is the case even in the event of rationalisation measures that may be necessary or in the event of transfers for technological reasons or structural change.

The citizens of our country who have reached working age in the forty years of existence of our socialist State do not know what it means to fear for their existence and there are no marginalised groups which have been deprived of hope by scientific and technological progress. Consequently there is no breeding ground for a drug problem.

Because of our experience and our basic outlook we feel that the introduction of new technologies and the ensuring structural change should be measured in terms of its usefulness for man, nature and society. It should not be aimed against the workers and trade unions. Here we agree with the statements made by the Director-General in his Report that human beings are both the means and the end of economic development. At the same time, we welcome the fact

that the ILO, in working out the new international development strategy for the Fourth Development Decade of the United Nations in the nineties, clearly supports the principle that development ultimately must serve man. The ground that still needs to be covered to implement this principle is described in the Report, which gives shattering examples in the developing countries. They show that predominantly profit-oriented economic growth and scientific and technological progress which is only geared to the utilisation of capital not only fails to improve the situation but on the contrary, could make it worse. In this way a large share of the world population would never have an opportunity of earning its own living through its own work and leading their lives in peace and dignity, in economic security and with equal opportunities; in other words, they would be deprived of their basic human rights.

We know from our own international activities that the views of trade unions in the East and West converge to a large extent on this. The possibilities that unions have of bringing influence to bear and their views on measures that should be taken vary considerably depending on the respective social conditions and national characteristics. However, it has become increasingly clear that trade unions must commit themselves more and co-ordinate more fully at the international level. This will become even more vital with the creation of the new West European Common Market after 1993 because this will have a great influence in economic growth and employment.

We are, as ever, prepared to share our experiences acquired through the practical application of our right to co-determination, at all levels of society especially in solving problems caused by technological and scientific progress. It is obvious that such problems cannot be solved smoothly. They often begin at the planning and design phase, both in the case of projects that are of national economic importance and in the case of projects concerning individual enterprises. It is not only the economic decision-making bodies but also experts in the field of science and technology who have a difficult task, because decisions have to be taken on a whole range of questions related to such matters as: production processes, occupational medicine, safety techniques, social and political aspects and protection of the environment. Much competence is required to put forward a reasoned trade union standpoint and then defend it; not infrequently, this involves defending compromise solutions.

In concluding I would like to mention a few facts which illustrate the 40 years of development of my country and show the links that exist between economic recovery, employment and improvements in working and living conditions.

Our housing programme, which was set up in 1971, aims at providing every family and every independent household with their own suitable home of adequate size by 1990, in return for a low rent both now and in the future. Last October the three millionth home was made available: this means that roughly nine million citizens out of a population of 16.6 million in the German Democratic Republic have received a new home. The programme is expected to be finished in time so that the housing problem has, to all intents and purposes, been solved from a social standpoint.

A clear sign that economic growth has had a direct social effect on the working population is that there has been an increase in pensions, the highest to date; this took effect on 1 December 1988 and effects more than 3 million old-age pensioners, disabled persons, and victims of accidents.

As representative of the workers and employees, I am proud to note that the annual Gross National Product has increased tenfold since 1949; at the same time, the number of occupational accidents per 1,000 actively employed persons has decreased from 59.0 in 1949 to 22.63 in 1988. This also illustrates the effectiveness and the need of trade union monitoring activities.

The question of economic recovery and employment, which is the theme of our Conference, places us before a number of difficult problems, which have cast their shadow over the past decade and must be solved if social injustice, poverty and despair are not going to increase throughout the world. We believe that first and foremost we must eliminate the nuclear evil which still threatens the whole of mankind and give a new impetus to the disarmament process which has begun despite difficult beginnings. The States of the Warsaw Pact have made considerable preliminary efforts which has only been followed in a very hesitant manner by the other side. We believe that in order to achieve economic recovery and employment, disarmament and peace are a top priority. As no valid counter-arguments may be raised at this session, the ILO should clearly affirm this in its documents and declarations.

This also applies to the need for a clear statement to support the struggle of the Arab people of Palestine, as well as their proclaimed sovereignty, which is now being recognised by many countries in the world; it also continues to apply to the just struggle against apartheid in South Africa.

At the beginning of its eighth decade, this would considerably increase the prestige of our world Organisation.

Mr. HENDY (*representative of the International Centre for Trade Union Rights*) – 350 years ago the statement of rights contained in the Accord of the People emerged from the English Revolutionary Civil War. This year also celebrates the 200th anniversary of the French Declaration of the Rights of Man and the Citizen. And this is also the 70th anniversary of the ILO

It is a great honour for me to address the ILO on behalf of the International Centre for Trade Union Rights on such an auspicious occasion and to welcome the Report of the Director-General and to congratulate the President on his election.

It is a time to reflect on the unique and vital achievements of the ILO and the profound influence it has had on the maintenance and extension of civilised standards in that most important aspect of human activity: employment

The International Centre for Trade Union Rights pays this Organisation, the ILO, its deepest respects.

As we look to the future we see the ILO paying an even greater role, not merely in setting and enforcing the standards by which every country in the world shall be judged in its labour law and practice, but also by providing an institutional framework for international co-operation.

Since you met last year it seems to us, as others here have remarked, that the two most striking developments are, on the one hand, the further relaxation of international tensions and increasing international dialogue and, on the other, the growing international declaration of commitment to human rights.

Of course, neither of these two developments are uniform and there have been serious set-backs to their advancement in some countries. But overall, we believe that progress is being made and that the ILO has played an important part in this progress.

The International Centre for Trade Union Rights, established in November 1987, sees trade union rights as an integral part of human rights. The United Nations Charter, the Universal Declaration of Human Rights and the other international covenants and charters make important provisions for trade unions. But the ILO Conventions and Recommendations are of the most profound importance.

The International Centre for Trade Union Rights is open to all international, regional and national trade union organisations without distinction and without regard to international affiliations. It is a prime objective of the Centre to promote international dialogue and joint action between trade unions, trade union centres and legal and human rights organisations. The Centre provides assistance and education and carries out research into trade union rights and abuses of them. In co-operation with the International Association of Democratic Lawyers and the Arab Lawyers Union, it has arranged for lawyers to defend trade unionists in Egypt, Morocco, France and the occupied territories. It has sent fact-finding missions to Chile, South Africa, the occupied territories and Turkey. It arranged an International Colloquium on the 40th anniversary of the Universal Declaration of Human Rights in Lisbon last year, to which the ILO sent a delegate. Last week it ran a training seminar for the Scottish Trade Union Congress on the ILO Conventions and their application.

The Centre has regular publications and is now undertaking a major research project into "Trade union rights in the 1990s and beyond" to consider the nature of the trade union rights and freedoms needed for the years ahead. The Centre invites the ILO and the organisations represented here to participate. The first stage is a seminar to take place in September.

The concern of the International Centre is with trade union rights. We note with satisfaction the increasing number of ratifications to ILO Conventions recorded in the Director-General's Report. But we are deeply troubled by the gap between ratification and application.

In relation to my own country, Great Britain, you have before you the Report of the ILO Committee of Experts which in effect condemns recent labour legislation on no less than eight separate counts. Yet far from correcting their breaches of Conventions, the British Government continues to deratify ILO Conventions as well as articles of the 1961 Social Charter of the Council of Europe. It prepares yet further anti-union legislation in breach of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and, this very week, it has declared its total opposition to the modest proposals of the European Economic Community for basic workers' and trade union rights.

The removal of workers' individual and collective rights in Britain is in stark contrast to the words used by the British Government's representative at the opening of the Conference on Security and Co-operation in Europe which continues in Paris. He said this: "No British Government needs to grant the British people their rights and freedoms. Those rights and freedoms are too deeply rooted in our history and our traditions. They – quite simply – cannot be taken away. With all due modesty we seek to offer a reasonable model for others to follow."

In South Africa that model has been heeded. For in the Labour Relations Amendment Act passed on 1 September 1988, a number of British legislative devices have been added to the repressive armoury of the apartheid regime for use against trade unionists. The Government there too, whilst not party to the ILO, has claimed those laws are defensible against ILO standards.

I have prepared for the International Centre a report on a recent visit I made to the occupied territories. Here again I found the Israelis, though signatories to and declared supporters of international standards, flouted them in practice. The treatment, in accordance with local military law, of trade unionists was I found a flagrant breach not only of ILO Conventions Nos. 87 and 98 but also of rights enshrined in the Geneva Convention, the Universal Declaration of Human Rights, the International Conventions on Economic, Social and Cultural Rights, and Civil and Political Rights.

I shall not weary you by adding to this catalogue those countries where direct violent state repression of trade unionism occurs without their troubling to pay even lip service to international or even national laws. Examples abound – Chile, Colombia, Peru, the Philippines and so on.

The International Centre observes with great interest the developments within the socialist countries. It sees unions there adapting their structures and even their objectives to the demands of the workers. It takes satisfaction in legislative changes which extend trade union rights and freedoms, but the Centre notes that progress is slow and not uniform across these countries. The International Centre in particular expresses its profound concern at the events in China and, in particular, breaches of the ILO and other international standards there.

The International Centre believes that the ILO should now be looking at ways to achieve enforcement of its Conventions. Of course, the Conventions themselves should be increased in range and extent. Ambiguous interpretations should be made clear. The number of countries ratifying the Convention should be increased, but it is also vital that those who publicly declare themselves bound by these Conventions should comply with them.

Compliance is a crucial issue. The International Centre believes that trade union rights are of the most vital significance in a fast-changing world, whose manifestations are having a profound impact on workers.

I refer to the impact of new technology and its effects on the form, content, safety, extent and location of work and employment relationships.

I refer to the organisation, effects and policies of transnational corporations and the development of a world economy, and, in particular, a world labour

market, and I note in this regard the significance of 1992 in Europe.

I refer to the growing need for ecological and environmental protection, the effects of demilitarisation and the changing objectives and strategies of the world's powers.

I refer to the particular problems of the Third World, and notably Third World debt. Here too, we see the effect on workers of "structural adjustment programmes" imposed by the IMF and other bodies.

In addition we should be watchful of the tendency toward incorporation of individual rights in national law at the expense of collective rights. The purpose of this is often not to extend rights and freedoms but, in effect, to diminish them, with one goal – the reduction of labour costs.

In conclusion, the international Centre believes in the universality of trade union rights. Whatever the economic system, the interests of those who produce are in potential conflict with those who consume. Trade unions are, at the end of the day, the only way that the interests of the workers can be protected. In the task of ensuring that trade unions everywhere have the rights and freedoms necessary to allow them to achieve this task, the International Centre is committed to the ILO.

(The Conference adjourned at 6 p.m.)

CORRIGENDUM

Provisional Record No. 10:

Page 1022, second column, speech of Mr. Maruyama, Workers' delegate, Japan, last paragraph: the first sentence should read "The 76th Session of the International Labour Conference is an important landmark in the Organisation's 70 years of history and the 100th anniversary of May Day, and new leaps and challenges must be met at this juncture."

CONTENTS

Page

Sixteenth sitting:

- Sixth report of the Selection Committee:
Submission, discussion and adoption . . . 1

Speakers: Mr. Hammond (*Chairman*), Mr. Tizmaaghz, Mr. Hoobakht, Mr. Moshirian, Mr. Al-Jumairy, Mr. Derby, Mr. Al-Yahya, Mr. Said, Mr. Shahatit, Mr. Jaghman, Mr. Hatem, Mr. Gamah, Mr. Ahmed, Mr. Omar, Mr. Muhr, Mr. Nabian, Mr. Oechslin.

- First report of the Credentials Committee:
Submission and noting 4

Speaker: Mr. Califice (*Chairman*).

Eighteenth sitting:

- Reports of the Governing Body and of the
Direction-General: Discussions (*cont.*) . 6

Speakers: Mr. Degimbé, Mr. Puhakka, Mr. Kgabo, Mr. Soisson, Mrs. Sasso-Mazzufferi, Mr. Bozhinov, Mr. Ciganik, Mr. Mayila, U Aung Thant, Mr. Gazarin, Mr. Lipatov, Mr. Bochow, Mr. Hendy.

- Corrigendum* 25



Provisional Record

Seventy-sixth Session, Geneva, 1989

Second item on the agenda: Programme and budget proposals and other financial questions

Report of the Finance Committee of Government Representatives

1. The Finance Committee of Government Representatives met on 9, 12, 13 and 16 June 1989 with Mr. V.I. Peshkov (Byelorussian SSR) as *Chairman and Reporter*, and Mr. J.-L. Chea Urruela (Guatemala) as *Vice-Chairman*.

I. COMPOSITION OF THE ADMINISTRATIVE TRIBUNAL OF THE ILO

2. The Committee had before it *Report II: Programme and Budget for 1990-91 and Other Financial Questions*, containing a resolution submitted by the Governing Body concerning the extension of terms of office of two members of the Administrative Tribunal of the ILO.

3. *The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.*

II. APPOINTMENTS TO THE ADMINISTRATIVE BOARD (ILO STAFF PENSIONS FUND) AND STAFF PENSION COMMITTEE (UNITED NATIONS JOINT STAFF PENSION FUND)

4. The Committee had before it *Provisional Record No. 2*, containing a resolution submitted by the Governing Body concerning appointments to the Administrative Board (ILO Staff Pensions Fund) and Staff Pension Committee (United Nations Joint Staff Pension Fund).

5. *The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.*

III. LONG-TERM STRATEGY ON BUDGET EXCHANGE RATES

6. The Committee had before it *Report II: Draft Programme and Budget for 1990-91 and Other Financial Questions*, containing a resolution submitted by the Governing Body concerning a long-term strategy on budget exchange rates.

7. The representative of Italy reiterated that his Government had no objection to the payment of assessed contributions in Swiss francs, but did have some reservations concerning the forward purchase

of the Organisation's dollar requirements for the full biennium. This operation, besides being costly in itself, appeared to contain a number of imponderables, among them the fluctuations in the value of the dollar and also, just recently, the effect of inflation upon the Swiss franc. Although he did not intend to vote against the proposal, he was not completely happy with it.

8. In reply to a query, the representative of the Secretary-General (the Treasurer and Financial Comptroller) explained that for comparative purposes the 1990-91 Programme and Budget proposals were initially costed at the same budget exchange rate as that for 1988-89, that is, 1.60 Swiss francs to the dollar. The actual rate for 1990-91 would be fixed by the Committee only at the end of the discussion on the Programme and Budget proposals.

9. The representative of Cuba thought that the long-term strategy being proposed would improve the financial stability of the Organisation. However she did have some reservations about the proposal to apply 50 per cent of the net premium earned to the incentive scheme for early payment of member States' contributions. This scheme might benefit those member States which, although not in financial difficulty, delayed their payments for political or other reasons. On the other hand, the scheme did not take into account the real difficulties of developing countries, which delayed their payments for reasons beyond their control. Despite these reservations she would support the proposal before the Committee.

10. The representative of Venezuela, while similarly expressing reservations about the proposal to apply 50 per cent of the net premium to the incentive scheme, indicated that she would support the proposal before the Committee.

11. The representative of Argentina associated himself with the views expressed by the previous speaker.

12. The representative of India recalled that his Government's views had been expressed in the Programme, Financial and Administrative Committee at the November 1988 Session of the Governing Body. Although he still had reservations he would not oppose the proposal before the Committee.

13. Noting the reservations expressed during the course of discussion, *the Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.*

IV. PROGRAMME AND BUDGET PROPOSALS FOR 1990-91

14. The Committee had before it the Director-General's Programme and Budget proposals for 1990-91 as submitted to the Governing Body at its 242nd Session (February-March). The Committee also had before it *Report II: Draft Programme and Budget for 1990-91 and Other Financial Questions*, containing a report on the consideration of the Director-General's original proposals by the Programme, Financial and Administrative Committee of the Governing Body; the Governing Body's discussion of this report was set out in an extract from the minutes of the 242nd Session of the Governing Body which had been circulated in document FCD.2. In addition, the Committee had before it *Provisional Record No. 2* which contained information relating to the net premium which would be earned on the forward purchase of the 1990-91 dollar requirements.

15. The Director-General, introducing the Programme and Budget proposals for 1990-91, pointed out that they had been prepared by his predecessor, Mr. Francis Blanchard. It was a concrete tribute to his leadership that the proposals had commanded unanimous support in the Governing Body at its February-March Session, and in fact the discussion in the Programme, Financial and Administrative Committee and in the Governing Body itself had been the most positive and the most substantive that anyone could remember. He was confident that they would attract equally strong support in the Finance Committee of Government Representatives.

16. The programme of activities set forth in the Draft Programme and Budget proposals emphasised the continuing commitment of the ILO to the principle of tripartism and to the promotion of international labour standards and human rights. To further reinforce ILO action in these vital fields, the proposals called for both the strengthening of existing activities and the introduction of new approaches.

17. Thus, to complement the essential work of ensuring adequate technical support for the ILO's machinery to supervise the application of standards, extensive activities were envisaged to assist governments and employers' and workers' organisations in the practical implementation of standards. Regular budget technical co-operation credits for this purpose had been substantially increased and resources had been provided, for the first time, specifically to promote co-ordination between standards and technical co-operation.

18. On one of the most crucial human rights issues of the time, the fight against apartheid, the proposals called for intensified activities and, in particular, included provision for the establishment of a new special monitoring group of three independent experts as recommended by the Conference Committee on Apartheid in 1988.

19. The other priorities identified in the proposals fell under four broad themes: follow-up to the High-Level Meeting on Employment and Structural Adjustment; equality of opportunity and treatment for women; environmental concerns and technological change; and improving the conditions of workers outside the conventional organised sector of the economy. Activities under each of these priority

themes would be further broken down in the major programmes by which the Programme and Budget document was structured.

20. Without going into details of the individual activities, he wished to mention some of the novel features in the programme. They included the publication of a loose-leaf edition of *International Labour Convention and Recommendations*; the launching of work to prepare a new edition of the *ILO Encyclopaedia of Occupational Health and Safety*; a new scheme for more effective ILO regional meetings; and a significant increase in the resources for technical advisory services in all of the developing regions.

21. The proposals also included provision for support to the growing volume of ILO technical co-operation which for 1989 alone could well exceed \$125 million. As the late Elimane Kane had rightly emphasised, ILO technical co-operation served to promote the philosophy of this Organisation and the achievement of the social objectives for which it stood. The growing volume of technical co-operation financed by the UNDP and by multi-bilateral agencies testified to the continuing, and indeed increasing, relevance of this Organisation to developing countries.

22. The budgetary proposals before the Committee revealed a decrease in resources for ILO activities under the Regular Budget amounting to 1.3 per cent compared with the approved Programme and Budget for the 1988-89 biennium. This decrease fulfilled a commitment made by the Director-General in February 1988, when the Medium-Term Plan for 1990-95 was discussed, to try to restrain the level of assessment of member States as much as possible. Through a rigorous determination of priorities and through a special effort to reduce expenditure on administrative and other non-technical activities, it had been possible, despite the overall decrease, to provide small but real increases for such major programmes as international labour standards, employment and development, training, working conditions and environment, and field programmes in Africa, the Americas, Asia and the Pacific, and the Arab states. It was nevertheless regrettable that the ILO's substantive activities as a whole had been reduced when it was so evident that the volume of the services which the ILO was thus capable of providing to member States was far below the need for such services.

23. The Director-General then turned to the question of the long-term strategy on budget exchange rates. The fluctuation in exchange rates was a serious problem that had been plaguing the budgets of the Organisation in recent years. In the 1986-87 biennium alone, for example, over \$60 million had been added to the original budget to cover the cost of the drop in value of the dollar against the Swiss franc.

24. The Governing Body and the Conference were, of course, fully aware of this very difficult problem and for many years the Governing Body had been exploring various ways of reaching a viable solution. In May 1988 the Governing Body had endorsed in principle the proposal put forward by the Director-General to assess Regular Budget contributions in Swiss francs and to cover the dollar requirements by forward purchasing. A year ago this Committee, in reducing the level of the Working Capital

Fund by some \$17 million, had noted the Governing Body's endorsement of this proposal and had expressed the hope that firm proposals in respect of this problem would be made by the Governing Body within the framework of the Programme and Budget proposals for 1990-91.

25. The Governing Body had confirmed in November 1988 this long-term strategy on exchange rate fluctuations which it had previously endorsed in principle. This recommendation was now before the Finance Committee for approval.

26. The Director-General emphasised the need to introduce this long-term solution to currency fluctuations so that the Office could put behind it a major element of financial uncertainty that it had had to face for many years. In recent years the currency markets had been particularly volatile, underlining yet again the unpredictability of exchange rates and the need to find a solution to this problem. He urged the Committee to adopt the proposals on the long-term strategy on exchange rate fluctuations that had been submitted by the Governing Body after a very long and thorough examination of various alternatives.

27. In conclusion, the Director-General pointed out that the nominal level of the 1990-91 Programme and Budget proposals was \$349.9 million as compared with \$357 million for 1988-89. These present proposals, however, had been provisionally costed at an exchange rate of 1.60 Swiss francs to the dollar. In accordance with the new system being proposed, the final exchange rate would be established by the Finance Committee after the conclusion of its discussion on the Programme and Budget proposals on the basis of the market rate prevailing at that time. At the present rate of exchange of 1.78 Swiss francs to the dollar, the nominal level of the Budget would be \$326.9 million which would translate into an assessment of 581.9 million Swiss francs for 1990-91.

28. The Director-General commended both the Programme and Budget proposals for 1990-91 and the long-term strategy on budget exchange rates to the Committee for adoption, and urged all member States to give them their solid support.

29. The Chairman of the Governing Body said that the Draft Programme and Budget for 1990-91 was the result of a very detailed budgetary process carried out by the Office and had been subjected to careful examination by both the Programme, Financial and Administrative Committee of the Governing Body and the Governing Body itself.

30. One of the most notable features of the discussions of the 1990-91 Programme and Budget proposals by the Programme, Financial and Administrative Committee and the Governing Body in February this year was that for the first time in many years the size of the Budget had not been a major point of debate. This had no doubt been due largely to the new process of prior consultation on the Programme and Budget which had taken place during the Governing Body's consideration last year of the Medium-Term Plan for 1990-95. The Programme and Budget discussion had concentrated on the substantive work carried out by the Organisation, and it was interesting to look back at the very strong support that had been expressed for all of the technical programmes. In-

deed, there had even been calls for the addition of new technical activities, although in view of the constraints on the overall budget level there was little scope for expansion in the technical programmes of the Organisation, especially as it was almost impossible to compress administrative costs any further.

31. Excluding the loan annuities on the ILO building, there was a decrease in programme activities in real terms of 1.3 per cent compared with 1988-89. It was true that many developing countries in particular would have welcomed an element of positive programme growth, but in a spirit of compromise last February they had been willing to accept the consensus view which had emerged during the discussions.

32. The difficulties that the Organisation had faced in recent years because of the phenomenon of wide, adverse fluctuations in the Swiss franc/dollar exchange rate hardly needed to be pointed out to this Finance Committee. The Governing Body had recognised that any long-term strategy to deal with this problem had to satisfy two essential criteria: firstly, an assurance that the Organisation's approved biennial programme could be carried out without disruption and, secondly, the stabilisation of the approved biennial budget in order to shield member States from unforeseeable and often heavy increases in their assessed contributions.

33. The Governing Body had had this matter under careful review since 1986. At its May-June 1988 Session, it had considered a proposal to change to a system in which the Budget would continue to be maintained in dollars, member States assessed in Swiss francs, and the biennium's dollar requirements purchased forward. At the Conference last year the Finance Committee itself had expressed support for such a scheme and had agreed that a final recommendation should be made by the Governing Body at its 241st Session last November. The Governing Body's positive recommendation was now before the Committee for approval. This phenomenon of adverse exchange rate fluctuations would not simply disappear: it could again undermine the activities of the ILO unless action was taken now.

34. In concluding, the Chairman of the Governing Body expressed the hope that the Finance Committee and later the plenary of the Conference would give unanimous support for both the proposed long-term strategy on exchange rates and the Draft Programme and Budget for 1990-91.

35. Mr. von Holten, speaking in his capacity as Employers' spokesman in the Programme, Financial and Administrative Committee of the Governing Body, said that the draft Programme and Budget proposals for 1990-91 had the full support of the Employers' group of the Conference, and he associated himself with the remarks of the two previous speakers. He expressed particular support for the long-term strategy on budget exchange rates; the Office had had a hard time in making ends meet in recent years and this new strategy should usher in a new era of financial stability. His group also supported all of the 1990-91 draft Programme and Budget proposals, especially the follow-up to the conclusions of the High-Level Meeting on Employment and Structural Adjustment. He hoped that the Committee would give unanimous approval to both the long-term strat-

egy on exchange rates and the Programme and Budget proposals for 1990-91.

36. Mr. Muhr, the Worker Vice-Chairman of the Governing Body, endorsed the general sentiments expressed by the three previous speakers. Although it was true to say that for the first time in many years the size of the budget had been readily accepted, it had not been easy for the Workers to give their consent because their own ideas had been more far-reaching. The 1990-91 Programme and Budget was in real terms more than 1 per cent below that of 1988-89, which itself was below those of recent biennia. Nevertheless, in the February-March 1989 Session of the Governing Body the discussions of the programme and budget proposals met with a measure of agreement not seen for many years. The Workers could add nothing now to the views they expressed then in the Programme, Financial and Administrative Committee. They would support the long-term strategy on exchange rates and the Programme and Budget proposals for 1990-91, both in this Committee and in the plenary of the Conference.

General discussion

37. The representative of Italy said that his Government had carefully examined the draft Programme and Budget for 1990-91 proposed by the Director-General and approved by the Governing Body. They had noted with approval the effort to reduce expenditure so as to match income without affecting the implementation of programmes. He acknowledged that the policy of financial austerity was caused by a shortfall in conditions, one in particular. The payment of these contributions would enable the Organisation to give even more impetus to its activities, in conformity with the guide-lines already indicated by the Director-General in his Report to the Conference.

38. It was well known that his country had always been particularly interested in the technical co-operation activities of the ILO, and it contributed substantially as a multi-bilateral donor. It also supported the activities of the Turin Centre and warmly approved the activities under major programme 75 of the 1990-91 Programme and Budget proposals. He was sure that the activities of the Centre would be further enhanced as they were integrated with the technical co-operation programmes of the ILO.

39. In relation to major programme 30, Major Regional Meetings, he noted that direct costs totalled just over \$958,032 to which was added indirect costs amounting to \$1,410,000, giving total estimated costs under this head of \$2,368,000. The proportion for indirect costs seemed rather high and he wondered whether there was any scope for further savings. Similarly, in major programme 120, Labour Information and Statistics, the total costs for the subprogramme dealing with information systems totalled \$8,046,181, of which \$3,011,442 was for administrative and management systems. Perhaps this proportion could also be revised.

40. He was pleased to see also that the Office had begun to rationalise activities in some areas, such as legislative information and documentation, for example, and he hoped that this practice could be extended.

41. The representative of the Ukrainian SSR observed that the discussion on the draft Programme and Budget for 1990-91 was clearly one of the highlights of this Conference, given the direct impact that it had on the activities of the Organisation. The Office was to be commended for the quality of the Programme and Budget proposals, which reflected not only the discussion at the 242nd Session (February-March 1989) of the Governing Body, but also the discussion of a Medium-Term Plan a year earlier. As a result the proposals were well balanced, realistic, and reflected the priorities that emerged from these discussions. He supported the activities in the areas of improvement of working conditions, equal opportunity for women, and particularly the Organisation's activities concerning environmental matters, including the consequences of technical change on the environment. There had been a series of initiatives in this area which perhaps could be better focused if the Office could set up a special meeting of experts to advise the Organisation on environmental activities. Particular attention should be paid to the resolution of the Fourth European Regional Conference concerning environmental protection and employment, and to the experience gained by other organisations in the United Nations system. He was gratified at what had been done to reduce administrative costs and hoped that these efforts would continue. Although the Organisation was constrained by a zero-growth budget, many of its main programmes could be enhanced by taking greater account of the work experience in existing programmes. Another possible refinement in the budgetary process would be the fixing of limits on allocations for budgetary proposals. Such a procedure would tend not only to increase efficiently but also to improve the budget planning process.

42. The representative of France expressed his full support for the Director-General's Programme and Budget proposals for 1990-91. He noted with satisfaction that highest priority was accorded in the proposals to the follow-up on the conclusions of the High-Level Meeting on Employment and Structural Adjustment. The action proposed by the ILO emphasised the problems of employment and training. These problems were clearly set out in paragraph 18 of the conclusions, yet even more important was paragraph 19, which stressed that respect for freedom of association should form an integral part of adjustment policies. The reactions of workers were often swift, and certain States responded by putting trade unionists in prison or other repressive measures. More emphasis was therefore needed on the role of the ILO in ensuring that, where adjustment policies were required, respect for freedom of association and international labour standards was maintained. Many departments of the ILO were involved in these activities and there was no contradiction in their objectives.

43. The representative of Cuba felt that for many years the Programme and Budget proposals submitted had not been in touch with reality, but noted that for the 1990-91 biennium a budget with less than zero growth in real terms was now proposed. It was important to continue with this approach, so as to attain equilibrium and ensure the best use of resources. Field programmes for employment and training were especially important. Priority areas for the Pro-

gramme and Budget, which her country supported, included the follow-up to the High-Level Meeting on Employment and Structural Adjustment. Technical co-operation activities were also an important way of implementing the objectives of the Organisation. In respect of another priority area, international labour standards, a greater link between standards and technical co-operation was evident in the Programme. The proposal for establishment of a new special monitoring group of experts was welcomed as part of the effort to intensify ILO activities aimed at the elimination of apartheid. Although the Programme and Budget proposals were generally satisfactory, greater savings were still needed in order to keep in step with the times. This could be done, for example, by shortening the duration of meetings including the International Labour Conference and the Governing Body, simplifying the structure of the Governing Body, and co-ordinating activities between departments so as to avoid duplication of research which did not produce concrete results. Nevertheless the draft Programme and Budget for 1990-91 would be approved as it stood.

44. The representative of Argentina reiterated his appreciation of the Programme and Budget document which, as he had stated at the February-March Session of the Governing Body, demonstrated the efforts made by the Office to effect necessary cuts. He hoped that the Office would continue its efforts to absorb increased costs, and felt that these efforts should be more closely related to the efforts of member States, many of whom were facing real and continuing difficulties.

45. The representative of Finland recalled that his Government had long emphasised the need for a sound financial basis to the Organisation, and therefore regularly supported the Director-General's Programme and Budget proposals and duly paid its contribution in full. This year was the same; the Programme and Budget had been carefully prepared, and his Government would give it full support.

46. The representative of Czechoslovakia recalled that his views on the Programme and Budget proposals for 1990-91 were already a matter of record and need not be repeated. He reaffirmed his general satisfaction with the draft Programme and Budget, which he felt was well balanced and took account of the positions and opinions expressed at various meetings and also at the last Conference during discussion of the Medium-Term Plan for 1990-95. Especially gratifying was the emphasis on the implementation of the conclusions of the High-Level Meeting on Employment and Structural Adjustment. The emphasis on measures for employment and training was particularly important for developing countries; the problem was correctly viewed in the full context of the world financial situation and the relationships between social and economic factors. The Organisation was contributing to the solution of major global problems such as the environment, and it was being realistic in its consideration of how the money released through disarmament could be used to solve other problems in the world. Structural changes in developed countries would continue to have an impact on developing countries. The European region itself also had special problems, such as the environment and the consequences of accelerated technical progress.

He fully supported the Programme and Budget proposals which reflected zero growth in real terms, but reiterated his apprehension concerning fluctuating exchange rates which led to an increase in contributions. His own country, for example, had little trade in Swiss francs and would therefore have to purchase them on the financial markets, which would probably mean a continual increase in its contribution.

47. The representative of India recalled that his Government's views had already been expressed at the meetings of the Programme, Financial and Administrative committee of the Governing Body at its November 1988 and February-March 1989 Sessions. The Programme and Budget proposals for 1990-91 reflected the concern of the ILO in critical areas and appeared to mark the beginning of efforts by the Organisation to rectify imbalances which were becoming a source of social and economic tensions the world over. His Government supported the reduction of expenditure in some areas of the Programme and Budget proposals and in fact had pressed for such reductions for some time.

48. Four specific areas could be identified for special attention. First, the protection and generation of employment. This was a natural sequel to the recommendations of the High-Level Meeting on Employment and Structural Adjustment in 1987. The programmes and activities proposed would provide opportunities to member States to respond to the problems of falling employment opportunities and shortages in skilled manpower which affected their response to anti-poverty programmes and low productivity in various sectors of economic activity. These in turn resulted in low wages and poor working conditions. His Government firmly supported these activities and programmes, which were consistent with the philosophy contained in Part I of the Director-General's Report entitled *Recovery and employment*, which laid great emphasis on economic growth and social justice. The link and complementarity between economic development and growth, and social conditions and justice, had been recognised and even emphasised. Thus the Director-General's proposals in Part II were in fact an action programme for the report contained in Part I. The Government of India not only supported but also recommended stepping up resource allocation to the programmes and activities outlined.

49. A second area of priority was the equality of opportunity and treatment of women. The Director-General was to be congratulated for recommending in his proposals the post of a special adviser on the development of all activities in the technical department relating to women workers, coupled with the appointment of full-time regional advisers in all four developing regions. In addition a new post was envisaged in the Department of Technical Co-operation to ensure that issues concerning women were taken care of during the preparation of technical co-operation projects. India accorded highest priority to development schemes and programmes concerning women. The 1990-91 Programme and Budget proposals had provided for these activities under six major programmes. In this way, activities involving research, information dissemination and technical co-operation related to women had been integrated into the overall programme of the ILO.

50. A third area of priority related to the social implications of technological change and environmental issues. Resources for this priority area had also been earmarked under a number of major programmes. These programmes and activities, if properly implemented, would go a long way in improving working conditions and generating employment.

51. The fourth area related to activities and programmes in the rural and informal sectors. India had always accorded highest priority to the economic development of the rural workforce. The programmes and activities set out in the 1990-91 Programme and Budget included research, training and skill development, dissemination and proper application of technology suited to the rural environment, and singled out several sectors for special attention. The strengthening and development of organisation of workers in the rural sector was also to be given more attention. He fully supported these proposals, as well as the draft Programme and Budget for 1990-91 as a whole.

52. The representative of the United States of America appreciated the well crafted and systematic process, which included prior consultation with the Governing Body, through which the proposals had been formulated, and was pleased to express full support for the draft Programme and Budget for 1990-91, both in terms of the substance of the programme and the level of the budget, namely zero real growth.

53. The representative of Uruguay concurred in his approval of the Budget, and also referred the Committee to the Director-General's statement at the February-March 1989 Session of the Governing Body concerning the maintaining of the professional posts in the Buenos Aires and the Brasilia offices, his understanding being that in any case, both posts would be maintained at the same level.

54. The representative of the Union of Soviet Socialist Republics also firmly supported the Programme and Budget proposals and noted that the details of his position were to be found in the report of the 242nd Session of the Governing Body. However, he wanted to draw attention to several features of the Programme: in particular, the more concerted effort of the Director-General to forecast new trends in areas such as the effects of macro-and micro-economic policies, economic development, and implications of manpower development. It seemed, however, that efforts had been dispersed and that some programmes were overloaded with secondary issues; there should not be too many priorities. The zero growth budget was welcome but financial considerations should not be divorced from programme priorities. The Organisation needed to make a realistic assessment of what it could do and its structure needed to be adapted further to financial realities; overlap between programmes had to be avoided.

55. Regarding social and economic problems and the need for zero growth it was for the Director-General to determine appropriate national, regional and subregional action. There was a need for the priorities and activities of the ILO to be made known to a wider circle of specialists in countries, and it was being envisaged in this country to set up a national association in support of the ILO; perhaps even an international association could also be considered. It

would also be useful if the Governing Body could review how priorities were being achieved and which programmes were being effective because there was not enough detailed information at the moment to provide a picture of the full spread of the Budget. For each programme, for example, it would be informative to have a breakdown of the amount spent in the biennium on each activity. Apart from these suggestions, however, he was pleased to reaffirm his full support for the Programme and Budget proposals for 1990-91.

56. The representative of the German Democratic Republic stated that a detailed account of his Government's view had been given at the 242nd Session of the Governing Body and were recorded in the relevant report. On the whole, the proposed Programme and Budget was well balanced. It was gratifying to see that priority had been given to the promotion of employment and the alleviation of poverty, and also to the relationship of the work environment to the environment at large. It was also satisfying to see more recognition being given to the ILO's competence in social and labour questions resulting from disarmament.

57. Turning to the long-term strategy on the Budget exchange rate he agreed that something now needed to be done, given the past difficulties which had been caused by the large fluctuations between the Swiss franc and the United States dollar. Although he had preferred a split assesment scheme which used both Swiss francs and US dollars and reflected the actual expenditure pattern of the Organisation, the proposal to use a system of Swiss franc assesments was acceptable. However, a realistic approach to the exchange rate should be taken and the market rate of exchange should be used.

58. The representative of the United Kingdom said that her Government's views on the proposed Programme and Budget for 1990-91 were fully recorded in the records of previous discussions and she wished only to reiterate her Government's full support for the proposals. She was impressed by the level of consensus that had been reached, and despite any reservations which might be held on particular items, it was clear that the member States were prepared to accept the draft Programme and Budget as a whole. The willingness to compromise and to find the right balance between the wishes of the various groups and the financial resources available to the Organisation was commendable and the Office's success in doing so was due to sound financial management, hard work and above all common sense.

59. The representative of Brazil echoed the previous speakers' support for the proposed Programme and Budget for 1990-91. His Government's views had been given at the 242nd Session of the Governing Body, and were adequately reflected in the relevant report. He stressed once again his Government's concern that the posts of Deputy-Director at the Brasilia and Buenos Aires offices be maintained.

60. The representative of Nigeria expressed support for the proposed Programme and Budget for 1990-91 but hoped that the ILO could provide more assistance to member States' efforts to reduce unemployment. This was especially important for developing countries who had embarked upon structural ad-

justment programmes and who were consequently experiencing worsening unemployment.

61. In regard to the payment of contributions he asked the ILO to adopt a flexible attitude to developing countries who were troubled by external debt and now found themselves becoming exporters of capital. While not wishing to oppose the proposal to assess the Budget in Swiss francs, he pointed out that this scheme had been registered by some developing countries who feared that such a proposal would leave them worse off than before.

62. The representative of the Byelorussian SSR approved the focus which had been given in the draft Programme and Budget for 1990-91 to human rights, and especially to the rights of workers, labour standards, workers' participation in decision-making, social security and to the strengthening of workers' organisations. The increased attention that had been given to environmental problems was also welcome. This latter issue provided many opportunities for co-operation which the ILO should encourage through regional and national programmes. Discussions on the draft Programme and Budget had shown that member States wanted the ILO to tackle such key issues because they were closely inter-related. Structural adjustment would remain topical and he recalled the relevancy of the resolution adopted by the Fourth European Regional Conference in 1987 on this issue.

63. While appreciating that a zero growth budget had been achieved, he wondered whether administrative costs could be further reduced. On the whole, though, the draft Programme and Budget for 1990-91 was well balanced; it set priorities and goals for the Organisation, and suggested ways in which these could be achieved.

64. The representative of Japan expressed support for the draft Programme and Budget for 1990-91, which was well balanced and reflected the principle of zero real growth, and for the choice of the four priority themes. Although the new system of Swiss franc assessments and forward buying of US dollars was designed to minimise the effects of adverse exchange rate fluctuations, it was clear that they could not be ruled out entirely. If deficits in the Budget should arise, these should be dealt with by adjustments to the Budget by way of savings and not through a reassessment of contributions.

65. The representative of Hungary expressed full support for the draft Programme and Budget which, in both size and content, took into account the economic situation of member States. However, there was a continuing need for the rationalisation of programmes, and he assigned particular importance to two objectives of the draft Programme and Budget. The first concerned the promotion of employment and the prevention of unemployment. Activities concerned with achieving this objective should centre on encouraging training which was related to structural change and the promotion of small-scale entrepreneurship. Where unemployment was already a problem, the creation of employment opportunities, especially for young workers, was a priority. The second issue to which his Government attached importance was the application of ILO labour standards. Many countries were experiencing serious economic diffi-

culties and the continued application of labour standards was crucial to stop any decline in the working and living conditions of employees. He emphasised that the application of those Conventions dealing with human rights, such as the freedom of association and the right to work, was indispensable.

66. The representative of Canada accepted the proposed Programme and Budget for 1990-91. He believed that the consensus which the Governing Body had achieved was due to two factors: firstly, the proposed Budget reflected the themes which had been decided upon for the Medium-Term Plan; and secondly, the Budget respected the member States' target of a zero real growth budget. Heeding these two factors was surely a prescription for success in the future.

67. The representative of Austria welcomed the balanced nature of the draft Programme and Budget for 1990-91 and gave unreserved support to the proposals. Discussion had revealed a diversity of wishes on the part of member States, and although obviously not all of these wishes could be met, the Programme finally formulated would contribute to the future stability of the ILO. He congratulated the Office on its work in putting together these proposals.

68. The representative of Belgium, noting that zero real growth had been achieved in the Programme and Budget proposals, and that they closely reflected the objectives chosen by the member States, gave his approval to the draft Programme and Budget. He recalled that past discussions had often been lively, and sometimes heated, and he was happy to see that for this biennium reaching a consensus had not been a problem.

Item-by-item discussion

69. After completing its general debate of the draft Programme and Budget proposals, the Committee proceeded to an item-by-item discussion.

Items 10 to 20

70. No discussion.

Item 30: Major Regional Meetings

71. The representative of Italy stated that his Government's views on this item had been made during the general discussion.

Items 40 to 295

72. No discussion.

Item 296: Working Capital Fund

73. The representative of the Secretary-General (the Treasurer and Financial Comptroller), in reply to a query from the representative of the Government of Belgium on the status of the Working Capital Fund, said that in 1988 the nominal level had been \$37 million. However, the Conference reduced the reimbursement that was due to the Working Capital Fund in respect to the 1986-87 budgetary deficit under article 21 of the Financial Regulations from \$25 million to \$8 million, thus reducing the nominal level of the Working Capital Fund to \$20 million. At pre-

sent the cash level of the Working Capital Fund was also \$20 million.

Item 297

74. No discussion.

Item 298: Undistributed Reserve

75. The representative of the Secretary-General, in reply to a query from the representative of the Government of Italy, confirmed that the Committee would be required to make a recommendation concerning the resolution on the suppression of this Budget item. The inclusion of figures for the 1988-89 biennium was purely for comparative purpose.

V. SCALE OF ASSESSMENT OF CONTRIBUTIONS FOR 1990-91

76. The Committee had before it *Report II; Draft Programme and Budget for 1990-91 and Other Financial Questions*, containing a draft scale of assessments of member States' contributions for 1990-91 as recommended by the Allocations Committee of the Committee of the Governing Body and endorsed by the Governing Body itself.

77. The representative of Brazil drew attention to paragraph 4 of the report of the Allocations Committee¹ at the February-March 1989 Session of the Governing Body, which still reflected the views of the Brazilian Government on this matter.

78. In reply to a query from the representative of Italy, the representative of the Secretary-General (the Treasurer and Financial Comptroller) confirmed that the resolution to be recommended to the plenary of the Conference would include a complete scale of assessment for member States' contributions which was based on the United Nations scale of assessments and which would be subject to any revision of the scale which might be approved by the United Nations General Assembly at its forthcoming (1989) session.

79. *The Committee then adopted for submission to the Conference the draft scale of assessment of contributions for 1990-91 as proposed by the Governing Body.*

¹ Document GB.242/817.

VI. RESOLUTION CONCERNING THE ABOLITION OF PART V (UNDISTRIBUTED RESERVE) OF THE BUDGET AND CONCERNING THE ADOPTION OF THE PROGRAMME AND BUDGET FOR 1990-91 AND THE ALLOCATION OF EXPENSES

80. The representative of the Secretary-General (the Treasurer and Financial Comptroller) announced that the Swiss franc/US dollar exchange rate had weakened slightly from 1.78 to below 1.77 Swiss francs to the dollar since the Director-General's statement the previous day. As each centime of variation affected the total of assessments by over 1 million Swiss francs, he suggested that the Committee allow the Office to execute the forward exchange contracts immediately, and reconvene so that the actual exchange rate and budget totals could be formally authorised and included in the resolutions to be submitted to the Conference. The Committee agreed.

81. Upon reconvening, the Treasurer and Financial Comptroller announced that the forward exchange contracts had been formally executed at a rate of 1.75 Swiss francs to the dollar. The appropriate figures to be inserted in the resolution would therefore be:

Budget of expenditure

\$330,440,000

Budget of income

\$330,440,000

Budget rate of exchange

1.75 Swiss francs to the US dollar

Equivalent budget total in Swiss francs

SF 578,270,000.

82. *The Committee recommends that the Conference adopt these resolutions, the texts of which appear at the end of this report.*

83. A table showing the summarised budget of expenditure and income for 1990-91 is appended to this report (Appendix I), and a summary of the proposed expenditure budget for 1990-91 by major programme is also appended (Appendix II). A statement showing the contributions due from each member State in 1990 is also appended (Appendix III), as is a statement showing the amendments to the Financial Regulations consequent upon the adoption of the resolution concerning the long-term strategy on budget exchange rates (Appendix IV).

Geneva, 16 June 1989

(Signed) V. I. PESHKOV,
Chairman and Reporter.

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organisation

The General Conference of the International Labour Organisation,

In accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organisation,

Extends the terms of office of Tun Mohamed Suffian (Malaysia) as judge and Mr. Pierre Pescatore (Luxembourg) as deputy judge for a further period of three years.

Resolution concerning appointments to the Administrative Board (ILO Staff Pensions Fund) and Staff Pension Committee (United Nations Joint Staff Pension Fund)

The General Conference of the International Labour Organisation,

Appoints to the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund), for a period of three years until 8 October 1992, the following members and substitute members of these bodies, namely:

Members:

Mr. D. Pelekanos (Cyprus)

Mr. R.M. Schibli (Switzerland)

Mr. W.M. Yoffee (United States)

Substitute members:

Mr. Y. Chotard (France)

Mr. W.M. Rogers (Barbados)

Mr. R. Vanni (Italy)

Resolution concerning the long-term strategy on Budget exchange rates

The General Conference of the International Labour Organisation,

Recalling that adverse wide fluctuations in the Swiss franc/US dollar rate of exchange have had disruptive effects on the implementation of the Organisation's approved Programme and Budget and have resulted in unforeseeable and often major increases in member States' assessed contributions,

Noting the past consideration of possible solutions to this problem by the Governing Body and its Programme, Financial and Administrative Committee,

Recalling the decision of the Governing Body at its 240th Session (May-June 1988) to endorse in principle the introduction in 1990-91 of a system of Swiss franc assessments combined with forward purchasing of the biennium's dollar requirements, and its agreement to take a final decision at its 241st Session (November 1988) based on a more detailed proposal by the Director-General, together with consequential changes in the Financial Regulations and the Financial Rules,

Noting the decision of the Governing Body at its 241st Session (November 1988) to propose to the General Conference at its 76th Session (June 1989) the adoption of such a scheme;

1. Decides to introduce in 1990-91 a system of Swiss franc assessments combined with forward purchasing of the biennium's dollar requirements and to approve, effective 1 January 1990, the consequential changes in the Financial Regulations contained in Appendix IV;

2. Decides that the net premium earned from forward purchasing of the dollar requirements for the biennium be distributed in the ratio of one-half to member States and one-half to the incentive scheme for early payment of member States' contributions, the net premium being arrived at by adding to, or subtracting from the premium earned, any residual gain or loss on exchange from the operation of the Swiss franc assessment system and any gain or loss on exchange resulting from

any supplementary forward purchasing contracts that might have to be concluded in order to reduce or increase the approved level of spending in US dollars;

3. Decides additionally that the one-half share of the net premium to be distributed to eligible member States shall be apportioned among the member States on the basis of the proportion of the total of each member State's assessed contributions during the biennium in which the net premium was earned to the total of the assessed contributions for the biennium of all member States; the amounts so established shall be used to reduce the contributions of member States in the following way: member States which have paid their assessed contributions in full during the biennium in which the net premium was earned shall have their share of the net premium deducted from their contributions assessed for the second year of the succeeding biennium; other member States shall not be credited with their share of the net premium until they have paid in full their assessed contributions for the biennium in which the net premium was earned; when they have done so, their share of the net premium shall be deducted from their contributions assessed for the first year of the next biennium for which a budget is adopted after such payment.

4. Decides further to adopt the following transitional measures:

- (a) the conversion of all arrears of contributions and undistributed surpluses from previous biennia at 1 January 1990 from United States dollars to Swiss francs at the budget rate of exchange for 1990-91;
- (b) the conversion of any cash surpluses for 1988-89 from United States dollars to Swiss francs at the budget rate of exchange for 1990-91 for the purpose of reducing the assessed contributions of qualifying member States, under article 18 of the Financial Regulations;
- (c) the conversion of any cash deficit for 1988 and 1989 or for the 1988-89 biennium from United States dollars to Swiss francs at the budget rate of exchange for 1990-91 for the purpose of making an additional assessment on member States in accordance with article 21.2 of the Financial Regulations; and
- (d) the conversion of the balance of the Working Capital Fund at 1 January 1990 from United States dollars to Swiss francs at the United Nations accounting rate of exchange for January 1990.

Resolutions concerning the abolition of Part V (Undistributed Reserve) of the Budget and concerning the adoption of the Programme and Budget for the 62nd financial period (1990-91) and the allocation of expenses among member States

A. The General Conference of the International Labour Organisation,

Recalling the circumstances which led it to decide in respect of the budgets for the 1978-79 biennium onwards to include provision in the Budget for an Undistributed Reserve (Part V) equal to the net assessment on certain member States which, based on certain criteria, are deemed not to participate actively in the work of the Organisation,

Noting that the criteria adopted have, in recent years, applied to only one member State and that the amount provided in Part V of the Budget has not been significant, representing only 0.01 per cent of the Budget,

Decides to abolish Part V (Undistributed Reserve) of the Budget with effect from 1 January 1990.

B. The General Conference of the International Labour Organisation,

In virtue of the Financial Regulations, passes for the 62nd financial period, ending 31 December 1991, the budget of expenditure for the International Labour Organisation amounting to US\$330,440,000 and the budget of income amounting to US\$330,440,000, which, at the budget rate of exchange of Swiss francs 1.75 to the US dollar, amounts to Swiss francs 578,270,000, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

APPENDICES

APPENDIX I

SUMMARISED DRAFT BUDGET OF EXPENDITURE AND INCOME FOR 1990-91

	Expenditure			Income	
	1988-89 Budget	1990-91 Estimates		1988-89 Budget	1990-91 Estimates in US\$ in SF
Part I					
Ordinary Budget	322 052 704	329 565 000	Contributions from mem- ber States	357 023 033	330 440 000 578 270 000
Part II					
Unforeseen Expenditure . .	875 000	875 000			
Part III					
Working Capital Fund	8 059 627	—			
Part IV					
Effects of Exchange Rate Adjustments	26 000 000	—			
EFFECTIVE WORKING BUDGET	356 987 331	330 440 000			
Part V					
Undistributed Reserve . . .	35 702	—			
Total	357 023 033	330 440 000		357 023 033	330 440 000 578 270 000

APPENDIX II

PROPOSED EXPENDITURE BUDGET FOR 1990-91 BY MAJOR PROGRAMME (in United States dollars)

Item	Title	1988-89 Approved Budget	1990-91 Estimates	
			in constants 1988-89 \$	recosted
Part I. Ordinary Budget				
10	International Labour Conference	10 864 420	10 566 519	10 452 327
20	Governing Body	2 204 300	2 204 300	1 878 217
30	Major Regional Meetings	1 282 865	1 058 032	1 097 726
		14 351 585	13 828 851	13 428 270
40	General Management	7 240 986	7 380 784	7 329 994
50	International Labour Standards and Human Rights	11 839 063	13 026 297	13 090 190
55	Promotion of Equality	1 377 077	-	-
60	Employment and Development	13 167 563	13 449 102	13 561 761
70	Training	10 350 505	10 561 326	10 647 504
75	Turin Centre	2 800 000	3 125 000	3 400 000
80	Industrial Relations and Labour Administration	8 146 696	7 889 670	7 966 538
90	Working Conditions and Environment	11 604 597	12 085 767	12 153 967
100	Sectoral Activities	13 363 921	13 049 149	13 033 755
110	Social Security	4 479 133	4 382 829	4 438 298
115	International Social Security Association	418 800	418 800	432 294
120	Labour Information and Statistics	20 928 622	19 585 108	19 543 295
130	International Institute for Labour Studies	3 650 000	3 650 000	3 651 427
		102 125 977	101 223 048	101 919 029
150	Programming and Co-ordination of Technical Co-operation	2 374 866	2 333 334	2 379 579
160	Personnel	10 599 069	10 669 000	10 442 222
165	Personnel Information and Payroll System	629 901	642 928	644 529
170	Financial and Central Administrative Services	35 828 629	35 499 266	34 211 792
180	Editorial and Document Services	26 382 693	25 638 378	24 685 351
190	Legal Services	1 875 119	1 873 074	1 876 385
200	Programming and Management	3 724 860	3 804 614	3 843 549
		81 415 137	80 460 594	78 083 407
220	Relations and Meetings	21 677 639	20 588 883	20 710 629
225	Employers' Activities	2 809 541	2 887 565	2 945 393
230	Workers' Activities	8 715 728	8 723 500	8 897 173
235	Public Information	3 812 492	3 754 442	3 744 694
240	Liaison Office with the United Nations, New York	1 508 384	1 432 384	1 576 720
		38 523 784	37 386 774	37 874 609
250	Field Programmes in Africa	22 994 964	23 142 199	24 499 286
260	Field Programmes in the Americas	20 625 238	20 639 104	21 490 868
270	Field Programmes in Asia and the Pacific	20 906 080	20 940 690	22 404 974
280	Field Programmes in Europe	5 735 298	5 105 564	5 760 937
285	Field Programmes in Arab States	4 078 743	4 103 337	4 421 812
		74 340 323	73 930 894	78 577 877
290	Other Budgetary Provisions	6 044 685	12 384 704	14 103 652
	Sub-Total	324 042 477	326 595 649	331 316 838
	Adjustment for Staff Turnover	(1 989 773)	(1 610 264)	(1 751 838)
	Total of Part I	322 052 704	324 985 385	329 565 000
Part II. Unforeseen Expenditure				
295	Unforeseen Expenditure	875 000	875 000	875 000
Part III. Working Capital Fund				
296	Working Capital Fund	8 059 627	-	-

Item	Title	1988-89 Approved Budget	1990-91 Estimates	
			in constants 1988-89 \$	recosted
Part IV. Effects of Exchange Rate Adjustments				
297	Effects of Exchange Rate Adjustments	26 000 000	-	-
	Effective Working Budget (Parts I-IV)	356 987 331	325 860 385	330 440 000
Part V. Undistributed Reserve				
298	Undistributed Reserve	35 702	-	-
	Total (Parts I-V) . . .	357 023 033	325 860 385	330 440 000

APPENDIX III

INCOME BUDGET FOR 1990-91 STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1990 (In Swiss francs)

State (French alphabetical order)	Percentage 1990-91	Gross contribution for 1990	Credit in respect of 1982-83 cash surplus	Net contribution for 1990
1. Afghanistan	0.01	28 914	—	28 914
2. Algeria	0.15	433 703	—	433 703
3. Germany, Federal Republic of	8.02	23 188 625	—	23 188 625
4. Angola	0.01	28 914	—	28 914
5. Antigua and Barbuda	0.01	28 914	—	28 914
6. Saudi Arabia	1.01	2 920 262	—	2 920 262
7. Argentina	0.65	1 879 376	—	1 879 376
8. Australia	1.56	4 510 504	—	4 510 504
9. Austria	0.73	2 110 684	—	2 110 684
10. Bahamas	0.02	57 827	—	57 827
11. Bahrain	0.02	57 827	—	57 827
12. Bangladesh	0.01	28 914	—	28 914
13. Barbados	0.01	28 914	—	28 914
14. Belgium	1.16	3 353 964	—	3 353 964
15. Belize	0.01	28 914	—	28 914
16. Benin	0.01	28 914	—	28 914
17. Byelorussian SSR	0.33	954 146	—	954 146
18. Burma	0.01	28 914	—	28 914
19. Bolivia	0.01	28 914	—	28 914
20. Botswana	0.01	28 914	—	28 914
21. Brazil	1.44	4 163 542	—	4 163 542
22. Bulgaria	0.15	433 703	—	433 703
23. Burkina Faso	0.01	28 914	—	28 914
24. Burundi	0.01	28 914	—	28 914
25. Cameroon	0.01	28 914	—	28 914
26. Canada	3.07	8 876 443	—	8 876 443
27. Cape Verde	0.01	28 914	—	28 914
28. Central African Republic	0.01	28 914	—	28 914
29. Chile	0.08	231 308	—	231 308
30. China	0.78	2 255 251	—	2 255 251
31. Cyprus	0.02	57 827	—	57 827
32. Colombia	0.14	404 789	—	404 789
33. Comoros	0.01	28 914	—	28 914
34. Congo	0.01	28 914	—	28 914
35. Costa Rica	0.02	57 827	—	57 827
36. Côte d'Ivoire	0.02	57 827	—	57 827
37. Cuba	0.09	260 222	—	260 222
38. Denmark	0.68	1 966 116	—	1 966 116
39. Djibouti	0.01	28 914	—	28 914
40. Dominican Republic	0.03	86 741	—	86 741
41. Dominica	0.01	28 914	—	28 914
42. Egypt	0.07	202 395	—	202 395
43. El Salvador	0.01	28 914	—	28 914
44. United Arab Emirates	0.19	549 357	—	549 357
45. Ecuador	0.03	86 741	—	86 741
46. Spain	1.94	5 609 217	—	5 609 217
47. United States	25.00	72 283 748	—	72 283 748
48. Ethiopia	0.01	28 914	—	28 914
49. Fiji	0.01	28 914	—	28 914
50. Finland	0.51	1 474 588	—	1 474 588
51. France	6.21	17 955 282	—	17 955 282
52. Gabon	0.03	86 741	—	86 741
53. Ghana	0.01	28 914	—	28 914
54. Greece	0.40	1 156 540	—	1 156 540
55. Grenada	0.01	28 914	—	28 914
56. Guatemala	0.02	57 827	—	57 827
57. Guinea	0.01	28 914	—	28 914
58. Guinea-Bissau	0.01	28 914	—	28 914
59. Equatorial Guinea	0.01	28 914	—	28 914
60. Guyana	0.01	28 914	—	28 914
61. Haiti	0.01	28 914	—	28 914
62. Honduras	0.01	28 914	—	28 914
63. Hungary	0.21	607 184	—	607 184
64. Solomon Islands	0.01	28 914	—	28 914
65. India	0.37	1 069 800	—	1 069 800
66. Indonesia	0.15	433 703	—	433 703
67. Iran, Islamic Republic of	0.68	1 966 116	—	1 966 116
68. Iraq	0.12	346 962	—	346 962
69. Ireland	0.18	520 443	—	520 443
70. Iceland	0.03	86 741	—	86 741
71. Israel	0.21	607 184	—	607 184
72. Italy	3.96	11 449 744	—	11 449 744
73. Jamaica	0.01	28 914	—	28 914
74. Japan	11.30	32 672 253	—	32 672 253

State (French alphabetical order)	Percentage 1990-91	Gross contribution for 1990	Credit in respect of 1982-83 cash surplus	Net contribution for 1990
75. Jordan	0.01	28 914	—	28 914
76. Democratic Kampuchea	0.01	28 914	—	28 914
77. Kenya	0.01	28 914	—	28 914
78. Kuwait	0.29	838 492	—	838 492
79. Lao People's Democratic Rep.	0.01	28 914	—	28 914
80. Lesotho	0.01	28 914	—	28 914
81. Lebanon	0.01	28 914	—	28 914
82. Liberia	0.01	28 914	—	28 914
83. Libyan Arab Jamahiriya	0.28	809 578	—	809 578
84. Luxembourg	0.06	173 481	—	173 481
85. Madagascar	0.01	28 914	—	28 914
86. Malaysia	0.11	318 049	—	318 049
87. Malawi	0.01	28 914	—	28 914
88. Mali	0.01	28 914	—	28 914
89. Malta	0.01	28 914	—	28 914
90. Morocco	0.04	115 654	—	115 654
91. Mauritius	0.01	28 914	—	28 914
92. Mauritania	0.01	28 914	—	28 914
93. Mexico	0.93	2 688 954	—	2 688 954
94. Mongolia	0.01	28 914	—	28 914
95. Mozambique	0.01	28 914	—	28 914
96. Namibia	0.01	28 914	—	28 914
97. Nepal	0.01	28 914	—	28 914
98. Nicaragua	0.01	28 914	—	28 914
99. Niger	0.01	28 914	—	28 914
100. Nigeria	0.20	578 270	—	578 270
101. Norway	0.55	1 590 242	—	1 590 242
102. New Zealand	0.24	693 924	—	693 924
103. Uganda	0.01	28 914	—	28 914
104. Pakistan	0.06	173 481	—	173 481
105. Panama	0.02	57 827	—	57 827
106. Papua New Guinea	0.01	28 914	—	28 914
107. Paraguay	0.03	86 741	—	86 741
108. Netherlands	1.64	4 741 812	—	4 741 812
109. Peru	0.06	173 481	—	173 481
110. Philippines	0.09	260 222	—	260 222
111. Poland	0.56	1 619 155	—	1 619 155
112. Portugal	0.18	520 443	—	520 443
113. Qatar	0.05	144 568	—	144 568
114. German Democratic Republic	1.27	3 672 013	—	3 672 013
115. Romania	0.19	549 357	—	549 357
116. United Kingdom	4.83	13 965 219	—	13 965 219
117. Rwanda	0.01	28 914	—	28 914
118. St. Lucia	0.01	28 914	551	28 363
119. San Marino	0.01	28 914	—	28 914
120. Sao Tomé and Príncipe	0.01	28 914	—	28 914
121. Senegal	0.01	28 914	—	28 914
122. Seychelles	0.01	28 914	—	28 914
123. Sierra Leone	0.01	28 914	—	28 914
124. Singapore	0.11	318 049	—	318 049
125. Somalia	0.01	28 914	—	28 914
126. Sudan	0.01	28 914	—	28 914
127. Sri Lanka	0.01	28 914	—	28 914
128. Sweden	1.20	3 469 618	—	3 469 618
129. Switzerland	1.07	3 093 743	—	3 093 743
130. Suriname	0.01	28 914	—	28 914
131. Swaziland	0.01	28 914	—	28 914
132. Syrian Arab Republic	0.04	115 654	—	115 654
133. Tanzania, United Republic of	0.01	28 914	—	28 914
134. Chad	0.01	28 914	—	28 914
135. Czechoslovakia	0.65	1 879 377	—	1 879 377
136. Thailand	0.10	289 135	—	289 135
137. Togo	0.01	28 914	—	28 914
138. Trinidad and Tobago	0.05	144 568	—	144 568
139. Tunisia	0.03	86 741	—	86 741
140. Turkey	0.32	925 232	—	925 232
141. Ukrainian SSR	1.24	3 585 272	—	3 585 272
142. USSR	9.92	28 682 190	—	28 682 190
143. Uruguay	0.04	115 654	—	115 654
144. Venezuela	0.57	1 648 069	—	1 648 069
145. Yemen	0.01	28 914	—	28 914
146. Democratic Yemen	0.01	28 914	—	28 914
147. Yugoslavia	0.46	1 330 020	—	1 330 020
148. Zaïre	0.01	28 914	—	28 914
149. Zambia	0.01	28 914	—	28 914
150. Zimbabwe	0.02	57 827	—	57 827
Total	100.00	289 135 000	551	289 134 449

APPENDIX IV

AMENDMENTS TO FINANCIAL REGULATIONS (AMENDMENTS AND ADDITIONS ARE IN ITALICS. DELETIONS ARE SHOWN IN PARENTHESES)

Article 2

- (1) For every financial period, the Director-General shall prepare programme and budget proposals containing estimates of the income and expenditure of the Organisation *and the proposed budget rate of exchange between the United States dollar and the Swiss franc;*
- (2) the estimates of expenditure shall be expressed in United States dollars. *The estimates of income shall be expressed in United States dollars and in Swiss francs converted at the budget rate of exchange.*

Article 9.3 (New)

- *The assessed contributions shall be payable in Swiss francs.*

Article 10.2

- As soon as possible after the Conference has adopted the budget and the total amount appropriated has been apportioned among the Members of the Organisation in the manner prescribed by the Conference, the Director-General shall transmit all relevant documents to the Members of the Organisation, indicating that the contributions for the financial period are due and payable *in Swiss francs* on 1 January of each of the years to which they relate and requesting each Member to remit its contribution on or as soon as possible after the due date. (The Director-General shall, at the same time, request each Member of the Organisation to state the methods it desires to employ for cash remittance.)

Article 10.5 (New)

- *All contributions received in a financial period shall be accounted for in United States dollars at the budget rate of exchange for that financial period.*

Article 18

- If the difference between budgetary income and expenditure in any complete financial period *expressed in United States dollars* constitutes a credit balance, the *Swiss franc equivalent* of the

corresponding cash surplus, *calculated at the budget rate of exchange for that financial period*, shall be used to reduce the contributions of Members in the following way: Members which paid their ordinary contributions in the financial period in which the cash surplus accrued shall have their share of the cash surplus deducted from their contributions assessed for the second year of the succeeding financial period; other Members shall not be credited with their share until they have paid the contributions due from them for the financial period in which the cash surplus accrued. When they have done so their share of such cash surplus shall be deducted from their contributions assessed for the first year of the next financial period for which a budget is adopted after such payment.

Article 21.2

- If in any calendar year sums withdrawn from the Working Capital Fund or borrowed to finance budgetary expenditure pending receipt of contributions or other income and/or expenditure incurred in the financing of contingencies and emergencies under prior authorisation of the Governing Body cannot be reimbursed in the course of the same year owing to the fact that the total budgetary income for that year falls short of total authorised expenditure incurred during the year, the sums so borrowed or withdrawn shall be reimbursed to the lender or lenders and to the Fund in the second year following the year of such withdrawal by adding to the contributions assessed on member States for that year an additional assessment *in Swiss francs*, equivalent to the amount so borrowed or withdrawn; provided that temporary surpluses of budgetary income over expenditure occurring at any time shall be utilised to the extent possible to reduce the amount of outstanding loans or advances.

Article 26

- The final accounts of the Organisation shall be prepared in United States dollars. The accounting records may, however, be kept in such currency or currencies as the Director-General may deem necessary. *Details of contributions assessed, received and outstanding shall be presented in Swiss francs in supporting schedules.*

CONTENTS

	Page
<i>Second item on the agenda: Programme and budget proposals and other financial questions</i>	
Report of the Finance Committee of Government Representatives	1
Resolutions submitted to the Conference	9
Appendices	11



Provisional Record

Seventy-sixth Session, Geneva, 1989

Nineteenth sitting

Friday, 16 June 1989, 10 a.m.

President: Mr. Nkomo

COMPOSITION OF THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE

The PRESIDENT – I give the floor to the Clerk of the Conference who has an announcement to make.

The CLERK OF THE CONFERENCE – The Employers' Electoral college of this 76th Session of the International Labour Conference met on 15 June 1989, in accordance with article 54, paragraph 4, of the Standing Orders of the Conference. Mr. Oechslin, France, was elected as Chairman; Mr. Hammar attended the meeting as representative of the President of the Conference.

The Electoral College unanimously elected the following Employers' members of the Governing Body:

For Asia: In replacement of Mr. Naval Tata (*India*), as regular member: Mr. Rowe (*New Zealand*); in replacement of Mr. Rowe, as deputy member: Mr. Pande (*India*), Secretary of the All India Organisation of Employers; in replacement of Mr. Mah (*Singapore*), as substitute member: Mr. Harjono (*Indonesia*), General Secretary of the Employers' Association of Indonesia.

For the Americas: In replacement of Mr. Brillinger (*Canada*), as deputy member: Mr. Villalobos (*Venezuela*); in replacement of Mr. Villalobos, as substitute member: Mr. de la Grenade (*Trinidad and Tobago*), President of the Caribbean Employers' Confederation.

This communication is signed by J.-J. Oechslin, Chairman of the Employers' Electoral College, and H. Hammar, representative of the President of the Conference.

SEVENTH REPORT OF THE SELECTION COMMITTEE SUBMISSION AND ADOPTION

The PRESIDENT – We now move on to the first item on our agenda which is the seventh report of the Selection Committee. I invite Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the reports to the Conference.

Mr. HAMMOND (*Government adviser, Canada, Chairman of the Selection Committee*) – I have the honour to submit to the Conference the seventh report of the Selection Committee which is to be found in *Provisional Record* No. 4F. The report deals solely with changes in the composition of committees.

I commend the report to the Conference for adoption.

The PRESIDENT – I submit the seventh report of the Selection Committee to the Conference for discussion. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT – We shall now resume our discussion of the reports of the Governing Body and of the Director-General.

Original – Spanish: Mr. CARRILLO ROJAS (*Workers' delegate, Colombia*) – This year the entire world is celebrating the bicentennial of the French Revolution, one of the memorable acts of which was to proclaim the Declaration of the Rights of Man and of the Citizen. This Declaration, which was very fruitful from the political point of view, though incomplete socially, served as an inspiration to a great majority of countries that have enshrined in their constitutions the basic rights of man. The Universal Declaration of Human Rights adopted by the United Nations General Assembly in Paris in December 1948, exalted the dignity of the human being and proclaimed equality of rights for all human beings without any discrimination whatsoever.

Historically, the ILO has the merit of having signed in Philadelphia several years before the Universal Declaration of the United Nations, the Declaration of Philadelphia which stated that "All human beings without distinction of race, creed or sex, have the right to pursue their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equality of opportunity." Since its inception in 1919 the ILO has been in the forefront in the protection human rights and in 70 years of intense activity has adopted a good number of instruments concerning the protection of the workers' fundamental rights.

Deplorably, we forget the bitter lessons of the past and continue to ignore human rights and act in barbarous ways which are unworthy of rational beings. Methods of dialogue, consultation and co-ordination in a search for peaceful solutions as set out in the Charter of the United Nations seem to lose all value before the impulse of violence. Faith in the fundamental human rights, in man's dignity, his high destiny, are pushed into the background, and the life of a human being is worth nothing. Unfortunately my country, Colombia, is one of the places in which vio-

lence and inequitable conditions of development have produced one of the most serious situations as regards violations of human rights. Last year an ILO mission went to Colombia and could not but express consternation before the extremely high number of assassinations and disappearances, particularly, of trade unionists linked to the CUT, the trade union that is the most representative in my country. Two hundred and seventy-six trade unionists have been assassinated, more than 300 threatened with death, almost 100 having had to leave their homes – this is the tragedy that besets the trade union movement in my country. We must recognise that our Government, headed by Dr. Virgilio Barco, the President, has taken courageous steps to protect the life of citizens, but we need the solidarity of the international trade union movement and the countries and governments of the democratic world so that these efforts will lead to finding those guilty of the murders and dealing with these under the law.

In September 1976 Colombia ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). In accordance with Article 15 of the Convention, it came into force in my country towards the end of 1977. However, 12 years later the Government has still not submitted to the Parliament the changes that have to be made to the Labour Code to adjust it and bring it into line with the provisions of the Convention. Although the Committee of Experts on the Application of Conventions and Recommendations has pointed out to the Colombian Government that the articles of the Code are contrary to the Convention, neither my Government nor the members of the National Congress have done anything to change the situation. The Government continues to suspend trade unions' legal staff through administrative means, although Convention No. 87 prohibits this. The result is a catastrophe. Last year, in October, there was a strike by the CUT, CTC and CGT, so the Ministry of Labour decided to suspend the legal sections of various trade unions thus removing legal recognition of 40,000 workers and leaving them with no protection from the arbitrary actions of employers.

International trade unionism last year celebrated the 40th anniversary of its adoption of Convention No. 87 in San Francisco on 9 July 1948. That was the outcome of more than a century of heroic struggle during which trade unions were considered "organs of conspiracy" and strikes were a "crime". However, in these last years of the twentieth century there are countries that have still not yet ratified this Convention; and nations that have ratified it but do not comply with it. This is a Convention that promotes recognition of one of the fundamental rights proclaimed in the Universal Declaration of Human Rights, it is worth continuing to fight without any break therefore until trade union freedom of association is respected and protected throughout the world. Referring to human rights, I would now like to turn to the Convention on Discrimination (Employment and Occupation) 1958, (No. 111), ratified by Colombia in 1967. In my country, there has always been extremely odious discrimination, in both private and public undertakings, between permanent workers and workers supplied by employment agencies. Last year I had an opportunity of referring to this serious problem and I told you that, according to a National Planning Department study, 40 per cent of industrial

labour is provided to factories by employment agencies. This proportion, instead of dropping, has increased, since it means a very high saving to employers. The worker is bound to a temporary contract, generally of six months or one year, for work of permanent nature. He is paid the minimum salary, despite his professional capacity, he has no right to promotion, he cannot belong to the trade union, or to any of the collective bargaining agreements and he cannot strike. His position is lower than those of his neighbours who are doing the same work. It is a clear violation also of the Convention on Equal Remuneration, (1951 (No. 100) ratified by Colombia in 1962. This is why, in the trade union movement, and, most particularly, in the CUT over which I preside, we insist that the Colombian Government eliminate all intermediaries in employment and that Convention No. 111 prohibiting all kinds of discrimination in work be reflected in its legislation.

The revision by this Conference of the Indigenous and Tribal Populations Convention, 1957 (No. 107) is of extreme importance to us in Colombia. There is an indigenous population of about 400,000 people, belonging to more than 700 different ethnic groups, situated in isolated areas far from highly developed urban and rural centres. Nevertheless, they are literally under siege by newcomers invading their lands and destroying their social organisation and their culture. Huge indigenous reservations were established by the Colombian State, but this is no guarantee of respect for the legitimate claim that "land, autonomy and culture" should be protected. This Conference must adopt the revision of the Convention as proposed and then take the necessary action for its genuine application and implementation.

The Director-General's Report talks about recession, recovery and economic readjustment in the 1980's. This obviously refers to foreign debt in developing countries.

Since the Latin American countries began to carry out the readjustment programmes dictated by the International Monetary Fund, in conjunction with private international banks, unemployment has grown. In 1980, officially recognised unemployment, according to the ILO, was 4.7 per cent; in 1985, after several years of "adjustment", unemployment reached 10.6 per cent. There has also been an increase in underemployment and uncontrolled growth in self-employment and service employment, which, in fact, is a way of hiding unemployment.

The high rates of interest have also destroyed productive sectors in our underdeveloped countries as well as in developed countries. For instance, if the Latin American countries had paid only the rate of interest they were paying in 1977, they would have saved 150,000 million dollars. In other words if, in 1978, the banks had not unilaterally raised their rates of interest on the loans they had signed earlier, we would not have had to pay 150,000 million dollars; 150,000 million dollars of our present debt are just the increases, the surcharges, in the rates of interest.

The industrialised countries will have to explain the effect of these high rates of interest in their own countries. How many farms, how many productive companies, small and large, have had to close their doors because they cannot pay these high interest rates? How many jobs have been lost in advanced sectors because of these high rates of interest? How much capital which used to be invested in productive

activities generating work has just had to be used to repay this interest?

Paradoxically, the International Monetary Fund that is pressuring industrialised countries to lower their rates of interest is carrying out a campaign for our governments to raise theirs.

Deplorably, the International Monetary Fund has become the executive body of a supranational economic dictatorship. With great reason the document of the Pontifical Commission *Iustitia et Pax* on "an ethical approach to international debt" says that the IMF exercises an abusive pressure on debtors and that, in many cases, the IMF's decisions have not been well received by the leaders and by public opinion in the countries in difficulty. The same document recommends that we examine openly the loan conditions imposed by the IMF. It recommends that we lower the rates of interest and mobilise all available national resources, material and human, in order to promote sustainable economic growth and secure development in these countries.

This year, the ILO is celebrating 70 years of untiring, fruitful work. Seventy years devoted to study and investigation of labour problems as well as adoption of international standards – Conventions and Recommendations – that, since 1919, have been protecting the rights of workers and orienting the social policy of governments. Undoubtedly, the fundamental key to the ILO's survival is its tripartite approach which enables governments, employers and workers to talk on an equal footing, identify their problems and pinpoint reasonable solutions that will enable them to work in an atmosphere of understanding and reciprocal trust.

May I take this opportunity on behalf of the workers of Colombia to thank the Director-General, the Governing Body and the Committee on Trade Union Freedom, for their co-operation in this difficult era in my country. We are convinced that the future of the ILO will be bright because it has remained faithful to its objective of promoting the cause of social justice and so contributing to bringing about a universal and lasting peace.

Original – Chinese: Mr. SHA (Employers' delegate, China) – Mr. President, I should like to begin by warmly congratulating you on your election to the presidency of this session of the Conference. I am confident that under your guidance it will surely be entirely successful. I also warmly congratulate Mr. Michel Hansenne, who was elected in February as the Director-General of the International Labour Office. On behalf of the Chinese business circle, I wish moreover to express our thanks to the former Director-General of the ILO, Mr. Blanchard, who gave a creditable performance during his 15 years of service in that post.

In his Report to the current session, the Director-General reviewed global economic development in the 1980s, from recession to recovery and adjustment, outlined a future perspective of economic development and employment problems in the 1990s and set forth macro- and micro-economic policies aimed at stimulating economic recovery. The Chinese business community is of the view that the principles suggested by the Director-General to encourage employment and ensure social justice along with economic progress are in keeping with the needs of global economic development in the next decade.

These principles are valued in China, too, as we can draw on them when we sum up the experience of the past ten years and formulate development strategies for the next decade.

With respect to economic development, enterprise adjustment and social equity in China in the 1980s, the Director-General noted in his Report that China was the only country in the world which had registered faster economic growth in the 1980s than in the 1960s and 1970s. In my view, it was our Government's persistent efforts in adhering to correct reform policies and opening up that enabled China to maintain a high level of economic growth for the past ten years. Here, I wish to emphasise that enterprise restructuring has also given positive impetus to structural adjustment and rapid economic growth.

However, the restructuring of Chinese enterprises in the 1980s fell short of the needs of economic development as serious imbalance still exists, particularly in the industrial internal structure. This has been reflected mainly in the relatively slow progress in the development of certain sectors, where bottlenecks are taking shape, namely, energy, mining, raw and processed materials, transport, power and communications. In addition, improvement is also called for in social welfare, culture, education, environmental protection and public health installations, which have failed to keep pace with the rapid economic growth.

In the course of economic development and structural adjustment over the past decade, the Chinese business community, the Government and the trade unions have worked hand in hand to maintain social equity, with priority consideration given to creating employment opportunities. In spite of the pressure of a huge population, the unemployment rate in China fell from 4.19 per cent in 1980 to 2.1 per cent in 1988. The credit should go, to a great extent, to the medium- and small-sized enterprises in China. For example, medium- and small-sized enterprises with a workforce of under 500 account for 99.5 per cent of total employment and the workers they employ make up 81.39 per cent of the national total. It should also be mentioned here that the rural, medium- and small-sized enterprises have absorbed about 80 million surplus labourers in the country over the past ten years. Furthermore, no polarisation has been seen in terms of distribution among the workers in the enterprises in China.

It is evident that, during the past decade, China has had no problem maintaining high employment rates and fair distribution. However, the price China pays for a low unemployment rate is, as acknowledged by the Chinese business community, to keep a large number of surplus workers in the enterprises. As shown by statistics, the total number of superfluous people in the State-run enterprises amounts to 15 million. At the same time, the directors and managers of State-run and collectively owned enterprises are under pressure from their workers who complain about the excessively high income of some private and individual business owners. It should be admitted too that serious problems have cropped up during the speedy economic surge over the past decade, i.e. enterprises seeking short-term economic results at the expense of environmental protection, excessively large-scale capital construction and the swelling of consumption. These problems have already captured the attention of the Chinese Government, business community and the trade unions and China has al-

trative means to improve the economic environment and restore economic order.

With respect to China's enterprise development strategy for the 1990s, the Director-General said in his Report that the most effective way for the developing countries to resolve economic and social crises is to implement structural adjustment while attaining economic growth; and that we should constantly strive to integrate structural adjustment with balanced growth, while focusing our attention on expanding employment and reducing poverty. This, I believe, is a correct development strategy. China, a developing country, is engaged in the adjustment of the 1980s' economic pattern in its current biennium and intends to build its economic development in the next decade on the basis of such adjustment. I wish to stress that the adjustment under way in China now is not intended to halt or reverse reform, to the contrary, it runs parallel with measures for deepening reform. It is aimed at eliminating the imbalance in economic development and inequality in the society so as to make it possible for us to successfully continue with the reform and opening up programme and to maintain a balance in economic development, structural adjustment and social equity. We, in the Chinese business circle, therefore support the Government's improvement and adjustment programme and have formulated, on this basis, the development strategy for Chinese enterprises in the 1990s. The main points of this strategy are outlined below. While progress in the tertiary industry is being promoted, energetic efforts will be made to develop the sectors of energy, mining, raw and processed materials, power, transport and communications, to appropriately curb the manufacturing industries, and to further encourage defence enterprises to turn to the production of civilian commodities. Emphasis will be placed on the continued development of diverse economic factors, with public ownership playing a dominant role. Efforts will be made to reform the State-owned enterprises, to build more export-oriented enterprises, to encourage Sino-foreign joint equity or co-operative ventures, to strengthen technological co-operation and trade between Chinese enterprises and business communities abroad and to actively attract foreign funds and spend them on production with high economic returns.

While supporting government and trade union efforts to establish and improve a social protection scheme, an employment system based on labour contracts will be introduced, which should give both enterprises and workers greater choice regarding employment, thus facilitating a rational use of workers and stimulating enterprise productivity and market competitiveness.

Efforts will be made to improve further the reformed wage system which links the enterprise payroll with its economic returns, to continue to follow the principle of keeping workers' actual wage increase below the labour productivity growth rate, and to contain soaring consumer expenditure. In the meantime, the Government's tax policies must be implemented so as to adjust individual income distribution and ease inequality in this regard.

Emphasis will be placed on the wide implementation of training programmes, first for directors and managers, especially of small enterprises, so that they can keep pace with economic development and

workers and staff, especially those temporarily out of a job, enabling them to adapt to vocational changes and to learn skills which may become necessary when new technologies are introduced into the enterprises.

Another objective will be to try to maintain a balance between the development of production in enterprises and the protection of the rights and interests of the workers and staff by promoting democratic management of enterprises, bringing into full play the role of the Workers' Conference, and encouraging dialogue between the business community and the social partners of the trade unions.

Great attention will be paid to the problem of industrial pollution and the preservation of the ecological environment in the course of economic development.

It is the view of the business circle in China that the improvement and adjustment programme being implemented in our country in the current biennium will effectively curtail investment and consumption demand, cool off the over-heated economy and curb inflation, thus facilitating the implementation of the enterprise development strategy for the 1990s.

From a global perspective, it is hoped by the Chinese business community that the 1990s will be a decade of relaxation and dialogue, of peace and co-operation and of balanced progress in economic development and social equity. This calls for concerted efforts on the part of the East and West and the North and South. In this connection, the major industrialised countries should, as suggested by the Director-General in his Report, assume greater responsibility and make increased contributions to the balanced development of the world economy. With the aim of sharing more significantly in a future economic upswing, the Chinese business community is ready to work together with the ILO and business circles in other countries for the further strengthening of technological co-operation and friendly exchanges.

Original – Arabic: Mr. SAHBANI (*Workers' delegate, Tunisia*) – In the name of Allah, the Merciful, the Compassionate! May I begin by congratulating you most warmly, Mr. President, on your election to the presidency of this session. I am sure that thanks to your experience, wisdom and clear mind, your election will lead us toward the successful conclusion of our work.

I would also like to congratulate Mr. Michel Hansenne on my own behalf and on behalf of the workers of Tunisia, for his election to the post of Director-General of the ILO. Mr. Hansenne's skill and his experience in industrial relations give us every confidence in the future and fate of this important international organisation, which always has and continues most effectively to consolidate policies to further the cause of social justice and promote the development and prosperity of mankind.

I would also like, on behalf of the workers of Tunisia, to present to Mr. Francis Blanchard our warmest thanks for his steadfast defence of humanitarian principles, and for his assistance to our national organisation, the Tunisian General Workers' Union.

We have read the Director-General's Report which contains a courageous and objective assessment of the problem of development in the course of this decade. While we agree with the contents of the Report and with the analysis of economic imbalance

throughout the world, as regards its causes and its effects on workers and other social groups, especially in the developing countries, we must recall that the consequent negative growth, unemployment and poverty directly touch the lives of millions in the poorer countries. This major obstacle calls for immediate action so that millions of young people may hope for a better life.

A world in which one half lives in affluence whilst the other half is afflicted by hunger, unemployment and illness is precarious, for it holds the seeds of war and disruption. The spectacular progress made by man in science and technology must be considered as incomplete as long as millions continue to die of hunger, and as long as millions of children are deprived of the right to knowledge and education.

On the eve of the twenty-first century, we are distressed by the fact that in Africa, Asia and Latin America there are still hundreds of millions of people who live in inhuman conditions.

The solution to this problem, as we see it, can only lie in the gradual transfer of resources which today are used to produce means of destruction, for the promotion of development in the Third World. This is not utopia; this is a very realistic solution to our problems, and the most appropriate in the present state of affairs. We feel that solving the problem of the external debt, which weighs so heavily on poor countries and middle-income countries, forcing them to forego growth and development, is a major obligation of the international community. Vast sums of money flow every year from the poor countries to the rich countries simply to service their debts. This merely impoverishes the developing countries while lining the pockets of the developed countries. We must put an end to this phenomenon, which is the source of many crises in the world today. The rich countries must show a greater readiness to sacrifice and greater generosity. We also appeal for the re-scheduling of the debt, and the cancellation of a large part of the debt of the poorest countries. We are convinced that it would be wrong to expect the poorest countries to suffer the consequences of a major economic crisis which has left its mark in several regions of the world. I would like to take this opportunity to appeal to the representatives of the affluent countries to provide assistance to countries still suffering from the economic crisis. Let us do what we can to make this a better world, where men live in peace and security.

Millions of workers throughout the world have to leave their countries in search of living. These migratory trends have grown since the Second World War. It has especially affected African countries, which export labour to the industrialised countries of Europe. As a result of this phenomenon there are hundreds of thousands of migrant workers who live in circumstances which are anything but natural, and who are moreover the victims of shameful racist campaigns. We demand that the basic rights of these workers be respected, and that they may exercise the same rights as those enjoyed by the citizens of the European communities. Many of these migrant workers live in uncertainty and fear as 1992 approaches. We only ask that these migrant workers be treated in a civilised manner, and sheltered from narrow-minded nationalism and short-term economic considerations. We believe that the first duty of the European countries is to pursue a policy which will accord to migrant work-

ers a civilised treatment by today's standards. I therefore urge the ILO to undertake a major effort on behalf of migrant workers, and in particular on behalf of their children.

Democracy and human rights are gaining support throughout the world. The winds of freedom are beginning to be felt in parts of this world which previously were considered impervious to freedom. My country has taken an initiative in improving the political climate. A number of political reforms have brought Tunisia to the forefront of Third World countries which have sought to institutionalise democracy in government and society. The credit for this goes to Mr. Zein El-Abedine Ben Ali, President of the Tunisian Republic, and to all the democratic forces which support him in this transitional period and which seek to make democracy a reality for everyone. After working on the problem for a year, we have also managed to solve the trade union crisis facing the Tunisian General Workers' Union and the country as a whole since 1985. We have reorganised the entire basic trade union structure and last April held an extraordinary assembly which, as the international and regional trade union organisations themselves recognise, elected democratic and representative trade union leaders.

For tens of years now, my organisation has played an important role in Tunisian life and within the International Labour Organisation. The Tunisian General Workers' Union is determined to continue along this path and to defend the material and moral rights of the Tunisian workers in the cause of freedom and justice throughout the world.

The progress that has been made in the furtherance of democracy and peace, the end numerous regional conflicts and the détente in East-West relations should not make us forget that there are many nations and minorities that are still living under the yoke of occupation, who are the victims of racial discrimination and oppression.

Our thoughts turn to the Palestinian people in the Arab occupied territories and in Palestine who every day are the victims of arbitrary practices. The "intifadah", this popular uprising led by the workers and all the people of Palestine, has now been going on for over a year in an attempt to defend the trade union and political rights of the Palestinian people and their right to freedom and dignity. They need the assistance and support of free men all over the world in their effort to get rid of the tyranny under which they are living. It is the duty of our Organisation to stand by them in their legitimate struggle. The resolution which many governments and organisations have tabled, including my own organisation, might be the best way for us to come out strongly on the side of legality, justice and human rights and to express our rejection of arbitrary practices wherever they are to be found. I therefore invite all delegations to vote for this resolution before this 76th Session which condemns the arbitrary Israeli practices against the Palestinian people.

While I am on the subject of freedom, I have to mention a problem which has been with us for all too long. I am talking about the system of apartheid inflicted on the Black majority in South Africa. What is happening there is a disgrace for us all. It is our duty to put the thumbscrews on this racist regime and to impose an economic boycott on it so as to create a situation that can put an end to apartheid.

In conclusion, I repeat my wishes for the success of this session and trust that it will adopt resolutions that serve the cause of social justice and peace in the world.

Mr. MARTOS (*Employers' delegate, Hungary*) – Mr. President, let me express my congratulations first of all to you and all the Vice-Presidents of the Conference on the occasion of your election and wish you much success in your responsible activity.

I consider the current issue chosen by the Director-General, namely the relationship between recovery and employment, both highly important and timely. We in Hungary are also keeping this issue on the agenda, owing to the extremely rapid transformation of the economy. Nevertheless, first we have to take steps and measures to ensure that the market economy gains ground, at the same time dealing with the positive and negative effects it involves. The activity in this direction has started already last year. Parliament has adopted a new company law and passed an Act for greater facilitation and protection of foreign investments in Hungary.

The isolated regulation of wages was gradually terminated, making it possible for enterprises to take efficiency into consideration in manpower management. Negative factors still exist too, however. Restrictive economic policy, high taxes and other curtailments are narrowing the home market and decreasing enterprises' opportunities to increase production. Structural problems in the economy restrict exports as well. Thus, tension is forming on the labour market, which requires greater attention than would have been necessary without an objective shortage of manpower.

In this situation, the Hungarian employers and their most representative organisation, the Hungarian Chamber of Commerce, supports some of the measures taken by the Government while opposing others.

We are fostering the development of the market, the involvement of foreign capital and the lifting of legal restrictions hindering management and are demanding from the Government an economic policy to promote initiative and activate the economy, at the same time decreasing direct taxes and budget deposits, which add to business costs. In this way, the market, and therefore the employment necessary for increased production can be expanded. We oppose the continuation of bureaucratic budgetary policy, which holds back the economy, but we are also against unbridled monetarism.

Hungary's economic recovery has to combine considerably greater economic openness with the necessary improvement of micro- and macro-economic conditions. On the one hand, we have to adapt to world economic trends – for which the further liberalisation of imports, a correct exchange policy and the acceleration of the necessary structural adjustment is needed – while, on the other hand, we have to solve the economic and accounting problems of our traditional trade relations with our Eastern neighbours. Should we achieve all these targets, we can expect a considerable modification of enterprise requirements in the field of manpower. Professional knowledge, quality and creativity are becoming more important and the demand for retraining and further education is also growing. To this end, a Government programme is necessary, along with the positive atti-

tude of enterprises, to create new jobs, develop the service sector and organise public works if necessary.

In Hungary, a vigorous democratisation process is taking place with a view to establishing political pluralism and a multi-sectoral economy. This process is affecting the political and economic institutions too. The law on associations, in conformity with the United Nations Declaration of Human Rights and the ILO instruments, has abolished the remaining obstacles to freedom of movement and organisation of both employers and employees. In this context, the National Association of Entrepreneurs – gathering small entrepreneurs and individual businessmen – has been set up and we sincerely hope that it will participate in the future work of the ILO.

In recent months several hundred different organisations have exercised their right of association, demonstrating the change that has taken place in this field. A vital factor of reform has been the transformation of the wage policy and system and the end of State intervention. The differences between micro- and macro-level interests has to be overcome through the development of a bargaining process, as already carried out in practice by various countries.

A major step in recent years has been the establishment of the first institutions representing a real tripartite system. The Government has set up a National Interest Conciliation Council in order to provide a forum for settling disputes concerning the working and living conditions of workers and employees. Its members are representatives of the State, employers and employees. Decision-making takes place in the Council essentially by consensus. In the long run, the Council's aim is to co-ordinate interests on the macro-level, on the one hand, and to settle medium-level conflicts on the other. Its first decisions have been taken with respect to wage regulation for 1989. A minimum wage and minimum wage increase have been set by Government approved legislation. The Council's activity is supplemented by the medium-level co-ordination of interests and the system of collective bargaining, which is based on the modified Labour Code. The Council's main task for this year is to monitor the elaboration and implementation of an up-to-date wage scale system.

As in previous years, I should like to say a few words about the activity of the Hungarian Chamber of Commerce with respect to the current political and economic reform process in our country; the Chamber is clearly the appropriate body to represent the interests of economic organisations. The Government and the trade unions are increasingly aware of this, which has facilitated the development of a more balanced relationship.

This new co-operation has led to meetings between Government members and the Chamber's leaders, which facilitate the exchange of views on major economic issues. A similar process is under way in the relations between the Council and the trade unions, both on macro and medium levels.

The Chamber is also steadily modernising its own structure in order to achieve equal representation of employers in all sectors of the economy. In this framework, it has become possible for companies with a foreign capital share and even 100 per cent private ventures to become full members of the Chamber, contrary to the past.

The Chamber, as before, is entitled to participate alongside the Government in the drafting of econ-

omic measures and thereby to represent the interests of the employers. In this context, a new feature of our work is that we can forward our opinion, criticism and proposals not only to individual members of the Government, but through the press we can reach public opinion too. Today there is no doubt, as already underlined above, that the Hungarian Chamber of Commerce is indeed an employers' organisation.

In the course of the 1987 session of Conference, the participants discussed and accepted the new Constitution of the ILO which, by increasing the number of the Governing Body members, and by further modifications, widened democracy within the Organisation. Thanks to these modifications, the Employers' representatives of the socialist countries may be able to play a full role in the management of the Organisation. We therefore back the modification of the Constitution and express our concern about the long process of ratification which stands to hinder the 1990 elections due to take place in conformity with the new regulations.

We consider as an important step and a new stage in co-operation, both for the Hungarian Chamber of Commerce and for the Employers' group, the visit by the Chairman of the ILO Employers' group to Hungary this spring at our invitation.

On the basis of this visit and the multilateral programme, we think that Mr. Oechsli's personal impressions will also confirm the changes going on in our country – the ever-increasing role of the Chamber as the representative of employers and the freedom of organisation among various groups of employers.

The Chamber, as before, continues to issue a publication, together with the State Office for Labour and Wages and the Trade Union Centre, introducing the ILO and its activities, listing the international labour agreements and reproducing the integral text of the treaties ratified by Hungary. We believe that the availability of this publication to the general public will further strengthen the process of democratisation.

The activity of the Hungarian Chamber of Commerce that I have just outlined above clearly shows our intention to co-operate in a constructive spirit with all organisations, among them first and foremost the ILO which, on the basis of mutual interests, promotes the achievements of our targets and forwards the interests of the Hungarian employers.

Original – Arabic: Mr. MOUBARAK (*Minister of Labour and Social Affairs, Iraq*) – In the Name of God, the Merciful and Compassionate! I am pleased to speak before your distinguished Conference in the name of all the Arab delegations, representing the Governments, Employers and Workers, in order to express their views on Appendix III of the Report of the Director-General on the situation of Arab workers in Palestine and in the other occupied Arab territories.

At the outset, I should like to commend the efforts made by Mr. Francis Blanchard, the former Director-General of the International Labour Office, and his dispatch of fact-finding missions which for 12 years have prepared regular reports on the situation of Arab workers in Palestine and in the other occupied Arab territories, in fulfilment of the Organisation's international responsibility and in pursuance of

the 1974 and 1980 resolutions of the International Labour Conference on that subject.

The new Director-General, Mr. Michel Hansenne, will undoubtedly devote particular attention to this issue so that the ILO, which embodies international social awareness, will contribute to alleviating the oppression and discrimination to which Arab workers and employers in Palestine and in the other occupied Arab territories are subjected. I should like also to thank members of the fact-finding mission for their preparation of this truthful and fact-filled report and to underscore its conclusions which point to continued violation by Israel of workers' rights, trade union rights, international labour standards, the Constitution of the Organisation and the resolutions of the Conference. We believe that it is appropriate to recall here the most important facts underlined by the mission's report, which confirm the correctness of our point of view and our repeated demands.

The mission emphasised that the recommendations contained in the previous report are still on the whole valid. This means that these recommendations have not been implemented owing to the arrogance of the Israeli occupying authorities and their continued practice of racial discrimination and inequality in labour relations and social security matters. Those authorities have continued their policies of colonisation, of confiscation of Arab land and water resources and imposition of restrictions on Palestinian firms and trade, of detention and expulsion of trade unionists, of police raids on trade union premises, many of which were forcibly closed down, of prohibition of trade union activities and of imposition of severe restrictions on Palestinian citizens' freedom of movement. This led the mission to reiterate its call on the Israeli authorities to take new and effective measures in order to put an end to these many forms of inequality and discrimination in practices and employment conditions which have existed for a long time in many sectors.

The mission underscored the discrimination to which the national enterprises and Palestinian employers are subjected, namely, exorbitant taxes, the freezing of bank accounts and prohibition against receiving any financial assistance from other countries, all as a means of ensuring that the Palestinian territories shall continue to provide a market for Israeli goods and products. This has led to a 30 per cent drop in economic activity and a 50 per cent decline in living standards.

The mission has paid special attention this year to the question of social insurance deductions. Paragraphs 51 and 52 of the report show that these deductions exceed 18.5 per cent in industry and services and 41 per cent in construction. They are used in financing and insurance system from which these workers are not allowed to benefit, including, namely, insurance with respect to old-age, disability, occupational diseases, dismissal, unemployment, illness and convalescence. The mission emphasised also that this situation is unacceptable and has not evolved, along the lines recommended in the preceding reports, towards the elimination of unequal treatment between the Palestinian workers in the occupied territories and the Israeli workers. The mission emphasised also that the existing system constitutes a fundamental and disturbing problem for which solutions must be found in order to put an end to this discrimination, particularly as it affects between 105,000 and

109,000 Palestinian workers. The mission called also for the establishment of a fair system which would provide for Palestinian workers and their families adequate and effective social protection.

As for trade union rights and freedoms, the mission expressed its grave concern over the deterioration of the trade union situation in occupied Palestine, which constitutes a flagrant violation of the principles of trade union freedoms. This violation has taken the following forms: measures of oppression, administrative detention and expulsion of trade union leaders; police raids of trade union premises and the closure of those premises after the destruction of furniture and confiscation of documents; interference by the Israeli army in trade union activities; prohibition of meetings, restrictions of the freedom of movement of trade union members, their house arrest and expulsion.

The report has confirmed the determination of the Israeli occupying authorities to increase the number of settlements, which now stands at 243. The confiscated land now represents 52 per cent of the total area of the West Bank, and 40 per cent of the total area of the Gaza Strip.

The mission also underscored that the situation had deteriorated in the occupied Syrian Golan territory as a result of the practices of the Israeli occupying authorities, compounded by the methods of repression and terrorism they use. Those practices include confiscation of land, expansion of colonisation, appropriation of water sources and land necessary to agriculture, restrictions on the marketing of agricultural products, and dismissal of teachers who have not signed a document of loyalty to the Israeli Government. The mission demanded an immediate end to the economic and administrative measures taken against Syrian citizens. This honourable Conference is aware that the resolutions of the United Nations do not recognise annexation of the Golan and Jerusalem. This is something which we ask the mission to take into account in the future.

Technical co-operation projects set up for Arab workers in Palestine and in the other occupied Arab territories are fewer than the minimum required in view of the difficult situation which the Palestinians are facing under Israeli occupation and do not meet their true needs. We therefore call on the Governing Body and on the ILO to undertake their full responsibility in providing the Palestinian population with the technical and material support needed in the areas of vocational training, trade union formation, social insurance and rehabilitation of handicapped persons, whose numbers have increased owing to the measures taken by the Israeli authorities to put an end to Palestinian resistance.

The report drawn up by this year's mission elicits a number of comments which, we hope, will be taken into consideration by the Director-General in the future, in order to ensure that future reports will better reflect the situation in Palestine and world-wide as a result of the "intifadah" and the declaration of the Palestinian State.

It is important and necessary to respect the terminology used in the resolutions adopted by the Conference in 1974 and 1980. This terminology conforms in general to the practices established by the United Nations, especially since the United Nations General Assembly, in its Resolution No. 43/177, decided to use the word "Palestine", after hearing the speech

given by the Palestinian leader and President of the State of Palestine, Yassir Arafat, in this very room.

The recommendations included in the previous reports, which have not even begun to be implemented by the Israeli occupying authorities, should now be supplemented and strengthened with new proposals that take into account the present situation created by the Israeli Government's efforts to repress the heroic and popular uprising of the Palestinian people. That situation is characterised by the problems of people who have been mutilated and become handicapped as a result of action by the Israeli army, abortion and malformed babies as a result of the exposure of Palestinian women to toxic gases, imprisoned young people and workers who have been left without shelter after the destruction of their homes, administrative detention, etc. We call on the ILO to give special attention to these problems and to contribute to devising appropriate solutions in order to alleviate the suffering of the Palestinian people.

In view of the importance of the problems of social security deductions and to put an end to unfair treatment and discrimination, we call on the Director-General of the ILO to closely follow the situation in the course of this year. In so doing, we urge him to: (a) calculate the total sums which have been systematically deducted from the earnings of Palestinian workers since 1967, to calculate the amount of those sums which has been spent, and to prepare proposals for investing those sums for the benefit of Palestine workers and their families; (b) propose a programme establishing a special fund for Palestinian workers in which those sums and the interest earned on them will be placed, and then invest that amount in order to provide Palestinian workers with services and social protection and to eradicate the conditions which deprive them of their right to insurance.

With those observations, I should like to conclude my statement on behalf of the Arab group. But before I give up the floor, I should like to stress that the image of the Israeli military occupation, which is detested by all peoples, cannot be improved or embellished by claims made by the Israeli authorities that they are introducing reforms designed to improve the living conditions of the Palestinian people. Under the occupation and the policy of racial colonisation, there can be no development or progress in Palestine or in South Africa. For this reason, the end of the Israeli occupation and the granting of the legitimate and inalienable rights of the Palestinian people, including the establishment of an independent Palestinian State with its capital in Jerusalem, under the leadership of the Palestinian Liberation Organisation (PLO), its sole legitimate representative, is the key to peace, stability, development and progress in Palestine. These objectives should be achieved through an international peace conference held under the auspices of the United Nations, with the participation of the PLO on an equal footing with all the parties concerned.

To enable the Palestinian people to attain this goal, we call on the United Nations and their specialised agencies, first and foremost the International Labour Organisation, to follow closely the Palestinian situation, to defend the rights of the Palestinian people and to provide them with every form of support and protection, in conformity with the noble principles and objectives for which the ILO has been established and for which the Charter of the United

Nations and the Universal Declaration of Human Rights have been written.

Original – Russian: Mr. ANDREEV (*Workers' delegate, Bulgaria*) – I would like to associate myself with the congratulations conveyed to you on your election to this responsible office, and I wish you and your Vice-Presidents every success in your work.

The International Labour Organisation is now 70 years old. This is a respectable age. We have come a long way, which itself is confirmation of the vital force of the ideas on which our Organisation was founded. During these seven decades the International Labour Organisation has given a great deal to the world, in particular to the world of labour, for which it deserves recognition. We are convinced that, increasingly, the ILO will come into its own as an instrument and a centre of social dialogue and will make a growing contribution to the solution of world-wide problems of vital importance for humanity and individuals.

This year's session of the Conference is taking place at a time of great hopes. The new political way of thinking, which is now gaining ground in spite of difficulties, is changing the international climate. For the first time in the history of mankind, a real step has been taken towards disarmament by eliminating one class of nuclear missile. Confrontation is giving way to constructive dialogue. Regional centres of military tension are being defused one after the other. The creation of a European home is an idea which is increasingly capturing the minds of the old continent. The positive changes in Europe were also reflected in the Final Act of the Vienna Conference, which we all welcome. Each new day gives us new evidence of the fact that the world is inter-related and interdependent, that today no State can solve its problems at the expense of another, that confrontation, with all its consequences, is fatal for human civilisation, and that each nation has the right to social choice and this right is the basis of security and progress.

Of course, not everything is running smoothly. Some quarters are still counting on nuclear force, interfering in the affairs of other countries, assuming the right to judge and claiming to be sole possessors of the truth, all of which goes to show that we are still on shaky ground, which needs to be actively defended and strengthening in order to achieve social justice and lasting peace.

This is why we condemn apartheid in South Africa, and support the "intifadah" and the natural right of the Palestinian people to their own State.

The Report of the Director-General to this session of the Conference is a serious attempt to find answers to the most acute problems of social and economic development in the world, and this is creditable. I feel that the picture given by the Report is a correct one, although not entirely optimistic. We must agree that the social cost of world economic recovery gives reason for concern. However, we cannot accept the reasons given for the economic decline and the burden of foreign debt of the developing countries.

It seems to me that the main reason for growing poverty and the paradoxical fact that the developing countries today are net exporters of capital is a social one related to social inequality and exploitation, to protectionism and inequitable trade and to the economic diktat imposed on these countries. Is it not

alarming that the measures for economic recovery of the developing countries which are prescribed by the International Monetary Fund most often lead to the ruin of these countries, that their debts today exceed 1.3 trillion dollars, and that one after the other, these countries are being crushed by this burden of debt?

This is why, throughout the world, a powerful movement is growing against the anti-popular and anti-social nature of foreign indebtedness. We support the just demands of the workers and peoples of the world, which show that today, more than ever, we need a new economic order. Such an order, however, can be created only if we put an end to the domination of the transnational corporations and to inequitable economic relations, and eliminate all forms of discrimination and exploitation.

There is no doubt that, as a result of a just social policy, we would find better solutions to the problems of employment in the developed capitalist countries, where in recent years unemployment has become a real nightmare for millions of people, whose fundamental right to work is flouted. We share the concern of the trade unions of these countries and support their demands that measures of economic recovery should go hand in hand with social progress. The god of the economy needs sacrifices, of course, but social progress is not the kind of sacrifice we should make to gain his mercy.

The Report of the Director-General states that the socialist countries are carrying out economic and social reforms aimed at strengthening long-term growth and achieving their stable integration in the world economy. Such a transformation is also being carried out in Bulgaria. In recent years, we have designed a new model for building socialism. It is radically different from the concept we had up to now of the development of the economy, economic management, forms ownership and the exercise of power. The core of this in-depth restructuring is the democratisation of the whole social system. Firstly, democratisation of ownership: In the future, together with state ownership and under the same conditions and in mutual competition, we will also develop co-operative, individual and mixed forms of ownership, as well as companies with foreign capital participation. Secondly, we will have a democratisation of power: companies, enterprises and their work collectives will fix their own growth objectives, organise production and distribute profits. Thus, real power will move downwards to the producers, and the State will gradually withdraw from management of the economy and will solve strategic development issues by enacting laws and regulations. Thus, on the one hand, we will strengthen the economic independence of enterprises in conditions of complete self-sufficiency and self-financing. On the other hand, there will be increased competition amongst them, which will give a new impetus to economic growth on the basis of interests.

We can definitely say that these changes have already breathed new life into the economy. Investment policy is aimed at renewal and restructuring of the economy. New technologies are being introduced very rapidly. Industrial, trade and agricultural enterprises operating on a privatised, lease-holding basis and joint-stock companies financed out of individual capital are especially active.

This progressive and democratic process, however, is by no means one-sided. It is completely overturn-

ing the centralised administration system of the economy, doing away with wage-levelling and creating conditions for the full application of a fundamental principle of socialism – to each according to his work. It is well-known that we have not had unemployment for decades in Bulgaria. However, we realise that the current reforms could lead to a certain destabilisation of employment. There are many reasons for this; I will just mention a few of them.

First of all, this is due, of course, to the introduction of new technologies in the national economy. It is well known that new technologies not only generate, but eliminate many jobs. While introducing new technologies we must take account of their social impact and neutralise their negative repercussions.

The second reason is the incentive of higher labour productivity. This factor stimulates economic growth, but it also reduces employment, since fewer jobs means higher profits.

The third reason is conversion. It is well-known that Bulgaria has carried out a significant unilateral reduction of its armed forces and military expenditure, and this also involves releasing and retraining many people.

These and other problems require greater attention to employment problems. There is no room for complacency here. Socialism's ability to guarantee full employment will happen by itself. The manpower shortage in the services, construction and agriculture is no guarantee that we will not have temporary unemployment. This is why the Government and the trade unions are designing special measures to ensure a flexible response, aimed at redirecting investment and retraining released workers and providing new jobs for them. This is an important social task, all the costs of which are borne by society. Of course, there are difficulties. We do not have enough experience. However, we in Bulgaria feel that economic growth will be all the more successful if the social problems of working people are properly solved.

The social needs are a priority in the activities of the Bulgarian trade unions. The latter exercise their right to initiate legislation and to propose and defend alternative programmes and solutions, and to carry out public supervision as regards issues relating to work, social security and the standard of living. In accordance with the Labour Code, in our country no one can take a decision or enact laws or regulations without the participation and agreement of the trade unions. Of course, the Bulgarian trade unions have never confined themselves to making demands. Their concern for production is equal to their concern for an equitable distribution of wealth.

We are on the eve of the hundredth anniversary of May Day, a day of solidarity among workers. During this century the world has changed, largely as a result of the struggle of working people to defend their interests. The international workers' movement has become the initiator of new social ideas, the driving force of social progress. This is certainly also due to the ILO. No one can imagine human society now without the positive role of the workers' movement and the trade unions.

Today, more than ever, we are justified in saying that the time is near when the natural state of the world will be peace, and its only ruler will be labour.

Mr. MALLIA MILANES (*Employers' delegate, Malta*) – Mr. President, I would like to add my con-

gratulations to you on your election to the important position of President of this international Conference. I have no doubt that you will ably steer its proceedings to a successful conclusion.

The theme of this year's Report by the Director-General is "recovery and employment". While describing the net flow of capital from South to North as a "haemorrhage" which would only stop with a solution of the debt problem, he rightly reiterated that the ultimate goal of development is "the well-being of man". All the efforts of this Organisation and of its Members, whether governments, employers or workers, have to be directed towards this goal.

The Director-General felt the need to draw the attention of the Conference to the fundamental truth that "human beings are both the means and the end of economic development". Whenever and wherever this is forgotten, humanity is diminished. Our task is to see that this does not happen. We are helped in this by recent successes in the reduction of conflicts and the causes for them. Whilst peace is not breaking out all over, we do seem to be moving consistently towards the finding of lasting solutions. The world community should, in consequence, be able to concentrate on development and devote more of its resources to improving the human condition.

Progress in the political areas has not seen corresponding improvements in the economic and social fields. Indeed, the Director-General has painted a sombre picture of economic and social developments during the eighties. He stressed that "the resumption of growth and social progress cannot be attained without a serious effort of adjustment to new realities on the part of both industrialised and developing countries". Economic growth, employment creation and social progress are the mountains we have to climb during the nineties. Recent development give rise to the belief that the mountain crests are within our reach.

The attainment of these targets will require a great and conscious effort. The Director-General has reminded us that "the emphasis in the 1980s on macro-economic problems of adjustment, external balance and fiscal deficits has distracted attention from the social dimensions of development, including poverty alleviation strategies". In part, this may have been due to national policies, some of which, however, may have been devised because of the lack of global policies or of extraneous pressures. We must seek to avoid repeating the mistakes of the past and start thinking and acting in more global terms.

We support the Director-General's view that the right prescriptions call for an awareness of "the factors which influence need for structural adjustment and the differential capacity of countries to adjust". Not only does each continent have different problems, but there are even substantial differences within each continent. The emphasis everywhere must be on the attainment of achievable targets from which all sectors of the population benefit. Only if, at the end of the nineties, the divide between North and South lessens and the lot of all mankind improves, would we be able to show that we have learnt from past mistakes and, equally important, that we have thought and acted in global terms.

The importance of training and retraining policies is highlighted in the Director-General's Report. This is an area to which a small country like Malta, whose only resource is its manpower, has to devote particu-

lar attention. The past year or so has seen the creation of an auxiliary workers' training scheme which provides training and retraining to unemployed persons, whether skilled or unskilled. Under this scheme unemployed persons start receiving the national minimum wage, instead of unemployment benefit, and are given a skill which they actually put into practice. The running of the scheme is supervised by a nationally representative board of an essentially tripartite nature. Incentives have also been offered by the State to workers and to those signing up for work to set up their own businesses or to move from public sector to private sector employment. These are steps in the right direction which have already started to produce results.

Employers feel that the problem goes deeper. We need to know the likely requirements of the labour market over a certain period and to train and retrain men and women to cope with the more sophisticated jobs which the market is likely to produce. This need has been recognised by the Government, which is using technical assistance to conduct a manpower survey, to identify job requirements and then to provide training to people to take up these jobs. This is an approach which we feel would be suitable for other countries with similar levels of development to ours. None of us can afford underemployment or low productivity. Where structures exist, surveys of this nature are always useful, if only to establish a manpower base for development.

We, as employers, believe that employers and unions need to be associated with training at all levels. This reflects the value we put on social dialogue. We believe that economic growth and social progress can be advanced through such dialogue. We are in full agreement with the Director-General that "the more the social partners are involved in decision-making, the greater the chance of success". The chances of recovery and employment can only be improved through dialogue.

We believe in the value of social dialogue and are in favour of working hand-in-hand with government and unions in improving the lot of our country, ourselves and our workers. We seek to practise dialogue, while recognising that the existence of mostly small-sized predominantly family-owned enterprises may give rise to problems. In whatever we do, we seek to avoid the creation of obstacles in the way of the transfer of new and sophisticated technologies to our country. Such transfer is even more important in the light of the Government's declared intention of seeking membership of the European Community by the end of next year.

During the past 12 months, it has become clear to employers that industry required the freedom to employ female operatives on night work. This requirement is pressing for advanced technology industries and we have sought to convince the other social partners of the need for deregulation in this area. The Conference, this year, is currently reviewing the Night Work (Women) Convention (Revised), 1948 (No. 89). We favour its abolition. Night work, whether by males or females, is a condition of work which is as amenable to collective bargaining as any other condition of work.

Malta's lack of resources, other than its manpower, is partly offset by the existence of a cohesive society and basic structures which serve as a platform for

growth and by the absence of an external debt-servicing problem.

Other countries are not as fortunate. Not only do they lack social and administrative structures but they are in thrall to heavy debt-servicing. Yet if the condition of their people is to improve, they have to break out of this limiting circle.

While such countries need material help, both bilateral and multilateral, what they require even more is the avoidance of policies which, while attractive at first sight, can be counterproductive where cohesive back-up structures do not exist. The writing on the wall is clear to all – each country must construct its own particular road to recovery and employment.

Mr. BAYART (*Government delegate, Mongolia*) – Mr. President, allow me to congratulate you on your unanimous election to the presidency of this session of the International Labour Conference. We are confident that under your experienced leadership and able guidance this session will reach effective and substantive conclusions. I should also like to extend our congratulations to the vice-presidents and other Officers on their well-deserved election.

May I take this opportunity to extend my delegation's warm welcome to Mr. Hansenne, who has been elected as the Director-General of the ILO, and assure him of our support in discharging his responsible duties. It also gives me pleasure to express our sincere thanks to Mr. Blanchard for the worthy contribution he has made as the head of this Organisation over the past 15 years.

This Conference is taking place in the year of the 70th anniversary of the International Labour Organisation. On this occasion, the Head of the Government of the Mongolian People's Republic has conveyed a message to this august assembly. With your permission, Mr. President, I will read it out.

To the participants of the 76th Session of the International Labour Conference, Geneva:

On behalf of the Government of the Mongolian People's Republic and in my own name may I extend to the participants in this Conference sincere congratulations on the occasion of the 70th anniversary of the International Labour Organisation and best wishes for greater success in the work of the session.

I am pleased to recall that the International Labour Organisation, whose 70th anniversary is being observed, has played an important role in the effective development of international co-operation in social and labour spheres. The ILO over the past years has adopted numerous Conventions and Recommendations on fundamental rights in the field of labour, and has rendered technical assistance and counselled the member States in conducting their social and labour policy. The Government and working collective of the Mongolian People's Republic commend the contribution made by the Organisation to the improvement of the living standards of the working people around the world.

The improvement of the political climate in the world and the new thinking evolving in international relations positively influence the ILO activities and create favourable conditions for further enhancement of its effectiveness. Mongolia consis-

tently favours the intensification of the Organisation's activities in conformity with the interests of all the groups concerned.

The Mongolian People's Republic supports the noble objectives of the ILO Constitution and, as a developing socialist country, will actively co-operate in expanding the Organisation's activities, especially in the field of technical co-operation.

I am convinced that this session, which is taking place in the year of the 70th anniversary of the ILO, will make its own contribution to strengthening universal peace and social justice.

(Signed) D. SODNOM,
*Chairman,
Council of Ministers,
Mongolian People's Republic.*

The Report of the Director-General on recovery and employment deserves our appreciation. It gives a thorough analysis of the most acute socio-economic problems of the contemporary world and proposes a wide range of measures to overcome the present imbalances and dangerous social tensions in the world economy, while highlighting the creation of employment as a priority objective in development and adjustment policy.

The Report rightly emphasises the fundamental link between economic development and social progress and their complementarity. Indeed, without growth it is difficult to tackle the social problems. Therefore, the priority task is to re-establish a capacity for growth which can combat poverty and expand employment.

In this context my delegation shares the view of the Director-General that "growth – and more particularly, growth which creates employment and fights poverty – is a precondition for progress". In spite of the encouraging rate of growth of the world economy, many of the developing countries are still facing severe problems of famine and poverty, underdevelopment, unemployment, external indebtedness, pollution and environmental degradation.

My delegation fully supports the view that economic growth, the creation of employment, the solution of the debt problem, the promotion of international trade can be achieved only on the basis of a global approach. Adjustments will be required not only in national economic policies, but also in international economic relations, since the two are interdependent. Thus, the ever-increasing external indebtedness which constitutes one of the most urgent problems for developing countries can be settled only through united efforts at the global level. In this context, may I express our appreciation to those countries which have declared their willingness to decree a moratorium on the servicing of the debt or to cancel it entirely for some developing countries.

My delegation favours the proposal that the ideas contained in the Report should be seen as a part of the ILO's contribution to the process of elaboration of the Strategy for the United Nations Fourth Development Decade. The ILO has an important role to play in ensuring that social ideals are placed on an equal footing with economic and other ideals, in placing the human being at the centre of development.

Among other programmes referred to in the Report, I wish to single out the issues of conservation and restoration of the environment as an immense

task that must be undertaken without delay. We are convinced that the ILO can contribute to the efforts being made by the international community to ensure environmental protection and that the current session will make its contribution in this direction by adopting an appropriate resolution.

The Mongolian delegation welcomes the idea of launching an appeal to use the savings realised from disarmament in financing concrete activities at the regional or sub-regional level, many of which could be devoted to the conservation of the environment.

Taking this opportunity, I would like to inform this Conference that my Government has recently taken the decision to reduce the numerical strength of our country's armed forces by 13,000 in 1989-90 and to convert 1,000 transport vehicles and 90 tracked and armoured vehicles for civilian use.

It is gratifying to note that the programme and budget proposals for 1990-91 were adopted unanimously by the Governing Body. The Government of my country appreciates this fact and fully endorses the programme proposals and budget estimates.

The point which I would like to highlight here is the skill and competence with which the Director-General and his staff have managed to reflect the major concerns of our time and the interests of all groups of member States and to take our discussions on the Medium-Term Plan held here a year ago fully into account.

At present one of the important aspects of the ILO's activities is the strengthening of its regional dimension. I am pleased to express our support for the priority objectives outlined in paragraph 270(1) for strengthening the link between technical co-operation and international standards. My Government is keenly interested in expanding its co-operation with the countries of the region and in participating fully in the activities of the ILO's Asian regional office.

In the light of our discussions I would like to say a few words about the measures which have been undertaken in the field of socio-economic development in my country.

Today, in Mongolia, an intensive process of socio-economic renewal is underway. One of its main objectives is to increase the efficiency of production by making fundamental changes in the field of economic management, planning and distribution, expanding the rights and financial independence of enterprises and developing the initiatives of self-reliance of working collectives. The Law on State Enterprises which was adopted last year envisages the wide application of various new methods of economic management.

The draft law on co-operatives which has been elaborated is now being submitted for nation-wide consideration. I am pleased to note that the ILO has provided us with valuable assistance by sending a consultant to Mongolia. We hope that our co-operation will be further developed, in particular in the field of co-operative education, vocational training, skills development and occupational safety and health.

The right to self-determination for all people is an inalienable right which is enshrined in the United Nations Charter and the International Bill of Human Rights. Yet despite its general acceptance millions of people are deprived of this right, particularly the peoples of Palestine, South Africa and Namibia. I would like to reiterate my Government's strong con-

demnation of the apartheid regime in South Africa and denunciation of the deplorable situation of the population in the occupied Arab territories.

Original – French: Mr. JOUEN (*representative of the International Federation of Free Teachers' Unions*) – Mr. President, on behalf of the International Federation of Free Teachers' Unions I would like to congratulate you on your election to the presidency of this general Conference.

This year, the Director-General's Report is devoted to economic recovery and employment. A relevant theme, if ever there was one, and a report of a very high standard.

A majority of countries, be they industrialised or developing countries, are facing serious economic problem with obvious social consequences.

A report of a high standard because it tackles the problems in a positive manner and devotes a large section to possible strategies to be implemented for the promotion of the sort of economic recovery which would bring about job creation.

The proposals made in the Report are a step in the right direction. They encourage governments, employers and workers to favour the adoption of macro and microeconomic provisions to bring about economic recovery; in other words, employment. For these reasons, my international organisation supports the conclusions of the Report.

The economic situation of many countries throughout the world today is, of course, having serious social consequences which are particularly apparent in the professional sector we deal with: education, vocational training, research and culture.

For our colleagues in the indebted developing countries the situation is much more serious. It is not an exaggeration to say that what we are seeing today is in fact a pauperisation of the teaching profession, at the very moment when the representatives of this profession are expected to be making exceptional efforts to innovate and to participate more in education and vocational training programmes for young people with a view to contributing to the economic recovery effort which is of focal concern in the Report of the Director-General.

There can be no economic recovery without appropriate trade liberalisation, exchange rate and investment policies. But it is also going to require an outstanding effort at injecting vitality into the workforce.

Yet it is precisely those who are in charge of revitalising the workforce, our colleagues, members of the teaching and training profession, who are seeing their social and professional status going steadily downhill. There is a very large gap between what our societies expect of the members of the teaching and training professions and what these same societies are prepared to give them.

The recent decision taken by the Governing Body of the ILO, following a proposal made by our organisation, the ICFTU, and the Workers' group, to organise, in 1991, a joint meeting on the status of teachers and to establish the principle of regular tripartite technical meetings, appears to be a response, a little late in the day perhaps, but none the less a realistic response, intended to restore dignity to a professional sector which could play a decisive role in the economic recovery of our countries.

This session of the Conference also has before it a report from the Fifth Session of the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers.

The information contained in this report is of the greatest interest. But it is still not a realistic reflection of circumstances since the work is based only on the responses of governments. We would like to reiterate our wish for the ILO to find an original means, based on the principles of tripartism, of allowing the Committee of Experts to carry out direct consultations, in particular with international trade union organisations representing members of the teaching profession.

The report of the Joint ILO-UNESCO Committee of Experts suggested a number of specific measures to be taken (translating the Recommendation into the various national languages, organising seminars, and so forth) with a view to promoting the implementation of the Recommendation. These are all useful measures and will indeed contribute to a more widespread implementation of the Recommendation. But this must not hide the fact that the difficulties encountered in bringing about a wider implementation of the Recommendation are also relative to the fact that all too often teachers' unions are denied full enjoyment of trade union rights and the right to strike in particular, and the practice of collective bargaining as provided for in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Labour Relations (Public Services) Convention, 1978 (No. 151) of the ILO.

Thus, before there can be a better implementation of this Recommendation, we must ensure the full implementation of these Conventions to the members of the teaching profession.

What is provided for within the framework of this ILO-UNESCO Recommendation is useful and helpful and should be pursued, but what is being done at the moment does not provide maximum safeguards in terms of protecting and promoting appropriate employment and working conditions for teachers. The Joint ILO-UNESCO Committee of Experts is aware of the fact that this Recommendation is not legally binding upon governments and as such can only be an instrument of a promotional nature.

This is the reason why, considering that our professional sector today represents over 40 million workers throughout the world, considering that improved status for teachers is likely to promote greater teaching efficiency and consequently allow for better integration of young people into economic and social life, we think that the time has come to give serious thought to an ILO Convention to supplement the Recommendation which already exists. As part of this exercise, the ILO would be well advised to agree here and now on the idea of a global review of already existing standards which apply to teachers or which could be made to apply to teachers.

On the subject of trade union rights, although the situation is still worrying and at times a cause for serious concern in many countries, and that includes the industrialised countries such as Great Britain where collective bargaining rights are ridiculed, such as the Federal Republic of Germany where *Berufs Verbote* is still applied and where teachers are ill at

ease if they go on strike, such as Japan where teachers are still denied the right to strike. Positive developments have taken place over the last few months in Poland and Hungary, developments which will need to grow and consolidate themselves to be credible.

All too often there is a tendency to forget that economic development can only really properly get off the ground in a general context of political and trade union freedom.

Before I close, I would like to thank the Director-General and his staff for the very open and interested attitude he has shown with regard to the issues affecting public sector employees in general, and people working in the education and vocational training sector in particular. The meeting we had with him on 2 June, together with the other ICFTU international trade secretariats, augurs well for further fruitful co-operation.

I would also like to thank the Workers' Education Department in particular for the understanding they have always shown us and for their contribution towards improving the trade union training of a number of the leaders of our affiliated trade union organisations.

Original - Russian: Mr. YANAIEV (Workers' delegate, USSR) - The Report of the Director-General of the ILO, which is before us for consideration, is of exceptional interest, deserving our closest attention. Not only does the subject of the Report show that the International Labour Organisation has really placed the burning issue of employment at the forefront of its efforts, but the content of the Report, the analysis of the world economic situation, shows the realism and objectivity of the ILO's approach to this question and the search for solutions to structural and unemployment problems, foreign debt and poverty, which weigh so heavily on much of humanity today.

We are also pleased to note that central to the Report is the notion that questions of structural change must go hand in hand with social justice, that economic and social progress are closely linked. In this connection there can be no quarrel with the Report's conclusion that priority in the allocation of government resources must be carefully determined and social funds must be targeted on the needs of the poorest sector and provide for systematic financing of social institutions.

The problems of poverty, unemployment and foreign debt in developing countries, addressed in the Report, are vitally important. On their solution depends much, if not all, of normal economic development, wellbeing of workers and provision of social justice in the future. However, merely to define the problems is not enough. We must find specific means of solving them and develop constructive programmes to find a way out of the current situation.

For example, much attention is paid in the Report to the foreign debt of developing countries, with the admirable observation that while the current problem of indebtedness remains unsolved, there will be a constant and growing danger of world collapse leading to internal and external tension, with serious consequences now and in the future. On the other hand, we find no mention in the Report of the reasons for such an alarming situation. Reference is made only to the protectionist policies of certain industrialised countries. Surely the ILO could roundly denounce the disastrous policies of such major international fi-

nancial institutions as the International Monetary Fund and the International Bank for Reconstruction and Development, among others? The heavy conditions that they dictate have made, and will continue to make, the debt problem far more acute, increasing the disproportion and worsening of social conditions in most developing countries.

The Report gives similar treatment to the means of solving the debt problem. It takes refuge in generalisations about solidarity on the part of the richest countries or about indebted countries needing a breathing space in order to improve their economic position. There is even the suggestion of a modern version of the Marshall Plan.

We see here a recurrence of the ILO's old disease, namely a tendency to go for half measures, taking into account the experience of only one of the world's social systems.

I should like to recall the constructive proposals made by the Soviet leader Mr. Gorbachev at the last session of the United Nations General Assembly, which shows a realistic, practical approach to a radical solution of the problem. A lengthy moratorium, up to 100 years if necessary, should be imposed on debt repayment by the least developed countries. In some cases it should be completely written off. The appeal of the United Nations Conference on Trade and Development concerning reducing indebtedness to commercial banks should be upheld; and a specialised international institution should be established to buy up debts at reduced rates, etc.

The Report is also far too timid in discussing the possibility of solving the problem by cutting down expenditure on arms and solving regional conflicts. Yet there is no good reason why the ILO should not carefully study and implement proposals drawn up by various international and regional trade union bodies. According to calculations carried out by UNICEF, a mere 10 per cent reduction in world armaments expenditure would suffice to wipe out completely the burden of foreign debt for over 20 Latin American countries. The trade unions have held a number of major conferences on this theme, providing the ILO with a wide range of conclusions for study and implementation. It would be particularly appropriate for an organisation like the ILO to lend its full support to the idea of convening a world trade union conference on this important topic in the near future.

The second matter of global application dealt with extensively in the Report is the question of employment, unemployment and poverty.

It has to be said that the unemployment situation in the world is becoming catastrophic. While developed countries with market economies have over 30 million unemployed, Western economists estimate that developing countries are suffering a rate of 40-50 per cent unemployment or underemployment.

The Report rightly points out that the unemployment level in many industrialised countries is the highest since the Second World War. We have no hesitation in agreeing with the Director-General's conclusion that we must redouble our efforts to find a way out of this, the gravest economic and social crisis confronting the world in recent years, without jeopardising the principles of social justice and the aims of social progress.

It is particularly characteristic of unemployment nowadays that it is growing more and more interna-

tional. The blame for this lies with the transnational corporations, which effectively monopolise all scientific and technological achievements. By developing production in countries or regions which can provide the cheapest workforce, they bring about mass migrations of workers, make the problem of exporting unemployment more acute and intensify the different levels of unemployment in various countries.

It is this policy of the transnational corporations, though they are hardly mentioned in the Report, which leads to division among workers and the emergence of an elite, leading to highly paid, well-qualified specialists, on the one hand, and the broad mass of workers engaged in unskilled labour, or so-called "social" and temporary employment, on the other.

It should be said that, in contrast with previous years, when ILO documents dealing with employment often tended to disperse resources and efforts on second-rate, unimportant projects with no serious bearing on resolving this burning issue, the present Report contains a realistic, objective assessment of national and international factors affecting the problem and indicates a wide range of directions in the search for an equitable solution of unemployment and poverty.

It is regrettable, however, that while it gives a correct assessment of the role of economic and social organisation in the USSR and other socialist countries, and its influence on world economic development, the Report draws very little on the accumulated experience of these countries in achieving full employment.

In my view, a fundamental document such as this, which aims to find a solution to the problem, should not restrict itself to stating that the economic and social reforms in the Eastern European countries "will probably enhance their longer-run capacity to grow but is at present affecting labour stability and working conditions".

The crisis in the world of labour requires that the ILO should analyse and take into account the experience of countries with varying social systems in order to develop objective, wide-ranging action and take specific measures towards working out a global policy of full employment.

The experience of our country and others of the socialist partnership indicates that the essential element in solving the employment problem is to create the requisite jobs on the basis of a balanced development of the economy and modernising and reorganising undertakings with an eye to the manpower available. We are convinced that the right to work, to choose one's profession or occupation, guaranteed by the USSR Constitution, together with the right to professional training, will always remain unaltered. These rights are guaranteed by the socialist economic system, by the steady planned growth of the economy, by free education in any chosen field or speciality and by the fullest opportunities for further qualifications.

The best guarantee of employment lies in active participation by workers themselves, work collectives, and trade union bodies in discussing and shaping economic and social development plans, as well as the right to direct participation and control in matters of engaging and dismissing workers, planning and distributing the incomes of the undertakings and all savings, production and social development funds.

At the same time Soviet trade unions are fully aware that such guarantees must be underpinned by specific measures. Reorganisation – *perestroika* – is under way in our country, economic growth is speeding up through a reorganisation and reconstruction of production, the introduction of new technology and the growth of productivity.

All this brings in its wake new problems for the trade unions, who are called upon to play an important role in social re-education in society. The XVIII Trade Union Congress concluded that the prime task of the trade unions would be to tackle social problems directly. This is a new departure in our activity and in this connection we are currently considering the whole future course of our work.

The employment problem is naturally a matter of concern to trade unions throughout the world, as they become an increasingly powerful and authoritative force in carrying out socially oriented policies and protecting the basic interests of the workers. We can confidently say that only with the active participation of trade unions can a truly equitable situation of this "contemporary challenge" be worked out.

It was a hundred years ago that working people first made themselves felt as a powerful organisation force. The day of international solidarity, 1 May, declared by the First International Socialist Congress, is still the symbol of unity among working people throughout the world in their struggle for their essential needs, social progress and peace. Now that the International Labour Organisation is celebrating its own 70th anniversary it must acknowledge and understand that trade unions express the fundamental interests of working people and help them to unite all sectors of workers in solving the major problems facing the world: to attain full employment, wellbeing and peace.

There can be no doubt that many major programmes in the social sphere can only be carried out in an atmosphere of peace and a slowing down of the arms race. The ILO, working within its frame of reference, should make its own weighty contribution to the development of international co-operation in this area.

The Report rightly points out that measures taken over the recent period with regard to solving regional conflicts give every ground for hope that the process will continue and gather speed, with the result that large, medium or small Powers will refuse to waste resources on the often over-estimated requirements of their defence.

We can, indeed, go along with the author of the Report when he says that the time has come for member States of the United Nations and its specialised agencies to come together in joint financing from the resources saved through disarmament to introduce wide-ranging measures to combat unemployment, poverty and the other ills of contemporary society which weigh heavily on the shoulders of working people.

Original – Arabic: Mr. ELAMAWY (Workers' delegate, Egypt) – In the Name of God, the Merciful, the Compassionate! On my own behalf and that of the workers of Egypt, I should like to congratulate you, Mr. President, on your brilliant election to high office at the 76th Session of the International Labour Conference. As Africans, this election fills us with

pride and it is a clear demonstration of the extent to which the African continent supports peace, social justice and freedom throughout the world, those noble objectives which the ILO pursues. Your experience and wisdom augur well for the future of our work and the achievement of our objectives.

I should also like to congratulate Mr. Michel Hansenne, the new Director-General of the International Labour Office, on his election to this responsible position at the head of the executive body of this Organisation; we wish him every success in accomplishing his new task.

The Organisation has many serious responsibilities because of its specific structure and also because of the hopes which are vested in it, particularly by the developing countries. I should like to assure the Director-General of the full co-operation of the Egyptian workers and all those who share the ILO's objectives with a view to their realisation.

I should also like to pay tribute to the positive co-operation between the ILO and the Egyptian Trade Union Federation, in particular in the field of workers' education, as well as in the collection and distribution of information and statistics on workers. We hope that this co-operation will continue and grow in various fields of common interest.

We feel that it is a good omen that the mandate of the new Director-General coincides with the 70th anniversary of the International Labour Organisation. Ever since its inception, in 1919, this Organisation has demonstrated that it can effectively work to strengthen human rights and ensure social well-being based on economic progress. We cannot but note the continued increase in economic problems and crises throughout the world, particularly in developing countries. It is going to require more imagination and effort to mobilise all our resources to increase the contribution our Organisation can make towards a solution of these problems.

I belong to a developing country, which for 25 years now has been calling for reform in the structure of the International Labour Organisation, a reform which would make it possible for the ILO better to represent various social and economic interests, to be more democratic in its activities and decision-making and to cope with the developments and challenges confronting countries throughout the world today.

I would like to appeal to all member States, particularly the major industrial Powers, and above all those who have not yet ratified the Instrument of Amendment to the Constitution of the Organisation adopted by the General Conference in 1986, to do so without delay, in order that these amendments may become effective.

We read the Report of the Director-General, *Recovery and employment*, with the greatest interest. The theme is highly relevant and topical. The Report contains a realistic and objective analysis of the world economic situation, its developments and their social consequences. It also suggests a number of effective policies which will help to promote development and social progress in the Third World.

We fully support the view of the factual situation and the essential points set forth in the Report, in particular the following: progress and development in the world demand concerted action by both advanced and developing countries, all the more so as most developing countries are still labouring under a heavy burden of external debt and have become net

exporters of capital despite the fact that they are poor and in dire need of liquid assets to promote their development. Economic development cannot be carried out to the detriment of the working classes and the low-income groups. Although reconciling economic and social requirements is not easy, it is not impossible if there is sincere and constructive dialogue between the social partners. Rational use of resources is the only means of ensuring development in the Third World countries. Protection of basic human rights also contributes substantially to economic progress.

The Report sets out a number of effective and positive measures to promote economic progress, under what it refers to as the "adjustment programme". Although we approve of the general measures proposed, we do not agree with the arrangements for the implementation of some of them. The Report calls for "trade liberalisation" and "the phasing out or privatisation of loss-making state enterprises". In our opinion this policy cannot be applied across the board because of the social and economic differences between the developing countries. In Egypt, for example, we resort to a number of protectionist measures to limit imports of luxury goods and to protect infant domestic industries. Public enterprises are a pillar of development and have a very specific role to perform in the social context. Therefore we cannot eliminate them just because they happen to be in difficulties. On the contrary, we try to take remedial measures to address the causes of these losses and to enable these public enterprises to continue to survive and contribute as they should to the socio-economic equilibrium of society. Secondly, the Report calls for policies which will reduce consumption so as to reduce internal demand, by means of "credit restriction" and "tighter monetary and fiscal policy". As we see it, the only objective which such policies can achieve is recession and further stagflation and still higher levels of unemployment. Thirdly, the Director-General's Report claims that "theoretically, the free interplay between supply and demand should pave the way to optimal economic development". Therefore the Report recommends that "there should be minimal interference with the functioning of economic forces". We are convinced that the free interplay of market forces can promote the economic progress of the developed countries, but that in the developing countries, economic progress can come about only by means of government measures and policies aimed at modifying the structures of production and creating the necessary basic infrastructure. Appropriate state policies can reconcile economic and social considerations, which is one of the ILO's principal objectives.

Notwithstanding what I have just said, we feel that this Report is very positive in many respects and that it is an excellent way of reminding the international community of the need to attach priority importance to "the social aspects of adjustment policies". It also reflects the important role which our Organisation is to play in the United Nations Fourth Development Decade.

We read with regret Appendix III of the Director-General's Report which is devoted to the findings of the ILO mission to Palestine and the other occupied Arab territories. The mission has been going into the field for the past ten years to take stock of the situation, and we thank the Office for its work.

The report shows that the economic and social conditions of Arab workers in the occupied territories have deteriorated since the beginning of the "intifadah", the heroic uprising of the Palestinian people against the occupying forces in an attempt to end the Israeli occupation and to ensure that the Palestinian people can exercise their legitimate right to self-determination and control over their own territory.

The findings of this mission sent by the ILO confirm what we read every day in the media about the tragic fate of the Palestinian workers and people in the occupied territories.

This report and the information it contains have strengthened our conviction and I suspect the conviction of all thinking people that the fundamental rights and freedoms of man in the labour field – as the Conference has been able to witness over many years – cannot be respected in a context of occupation and repression. And these rights are part and parcel of civil liberties.

We therefore believe that it is not enough for the ILO to adopt reports and resolutions and try to improve the working and living conditions of the Arab workers in the occupied territories of the West Bank, Gaza and the Golan. It is absolutely vital now that international pressure be exerted to relieve Israeli pressure in the occupied territories and to allow the Palestinian people to exercise their legitimate right to set up a Palestinian State on their territory, a State which would have for its capital Jerusalem. The Palestinian people must be allowed to live in freedom and dignity.

Recent developments on the international scene, which have demonstrated the intention of the PLO to work for peace based on dialogue, justice and right, must sooner or later meet with a favourable response within the International Labour Organisation and prompt the ILO to step up its activities in favour of peace so that the peoples in the region can at last devote themselves to construction, development and stability after so many years of war and destruction.

It goes without saying that we lend our full support to the efforts made by the ILO to condemn the flagrant violations of human rights and the apartheid policy perpetrated by racist South Africa, whereby a White minority is imposing itself on a Black majority in South Africa and Namibia.

We would also like to say how pleased we are that an agreement has been reached in the United Nations on the need to implement Security Council resolution 435 on the independence of Namibia. We must continue to give our unrestricted support to the struggle of the people and workers of South Africa and Namibia. We must maintain international pressure on the racist regime and eliminate apartheid, which is a slur on humanity, in order that Namibia can accede to independence.

Original – Spanish: Mr. MENESES FONSECA (Minister of Labour, Nicaragua) – I would like, first of all, to congratulate you on your election as President of this 76th Session of the International Labour Conference. I wish to endorse the words of previous speakers who have praised your qualities and have reaffirmed their trust in our success under your guidance.

I would also like to avail myself of this opportunity to welcome Mr. Michel Hansenne, the new Director-

General, who was appointed to this lofty post by the Governing Body in February of this year. Aware as we are of his sterling qualities and of his successful career, we know that he will confront energetically the vast and arduous tasks that await him.

The work carried out by Mr. Francis Blanchard deserves special mention. He devoted many years of his life to this Organisation and over the past 15 years, as Director-General, he overcame many obstacles and difficulties in a masterly fashion and secured the smooth operation of this body. We would like to express our recognition of his efforts.

We are celebrating the 70th anniversary of the founding of our Organisation, at a period in history when there are great upheavals in the world of labour, when peoples are struggling against an acute economic crisis and are confronting forces and interests that do not recognise their just aspirations.

Thanks to their sacrifices and efforts, the polarisation of the world, as it was in the past, has now given way to a new perspective. We have finally come to understand that the earth is the home of man and must therefore be protected at all costs.

The first great challenge facing us at the end of this decade is to ensure that there is peace, so that we can confront all the social, political and economic problems that now beset us.

Undoubtedly, there are still very powerful forces and interests that try to put a spoke in the wheel of our advances towards a firm and lasting world peace. However, initiatives in the field of disarmament and attempts at dialogue to reduce sources of tension at the regional level are an encouraging sign and truly represent the wishes and legitimate aspirations of all peoples.

In addition to these efforts, we must tackle with equal energy the economic problem and the still unbalanced relationships in international trade. Even if we only glance at the figures in the Director-General's Report, we can see that the situation in the Third World countries has not improved in this decade; in fact, it has considerably worsened.

Our countries have had to confront a further deterioration in terms of trade, with the obvious repercussions this has had on our economies; consequently, the depressed prices of our products has wiped out any additional resources we might have gained from the increase in our expansion of exports in some areas.

The foreign debt has reached such a level that we must take firm steps to redress the situation because, as every day goes by, it becomes more impossible to discharge this debt; as a result the social debt is growing in our countries.

From 1960 to 1980, the number of inhabitants in Africa and Latin America living in poverty dropped from 51 per cent to 31 per cent; however, in the middle of this decade it had grown to 39 per cent according to the official figures of the World Bank.

There has been a dramatic increase in the real interest rates in our indebted countries. They increased sixfold between 1979-1981 and 1980-1983, and this tendency has prevailed throughout the decade. Thus, with reference particularly to Latin American countries, we have become net exporters of capital – and this has disastrous implications on the domestic front.

We are experiencing higher global unemployment and extended urban underemployment, along with a dramatic drop in the real salaries of millions of work-

ers. Our rate of investment, and thus the productive capacity of our national economies, has shrunk considerably, alongside a flagrant deterioration in our level of overall growth. To this we must add an acceleration of inflation and a regressive tendency in the distribution of income.

However, there is another side to the coin; the developed countries that benefit directly from our disadvantages in trade have managed to reverse the trend towards recession which prevailed in the first years of the decade. They have even reached positions of self-sufficiency which, every year, increase the gap between them and the developing countries, as protectionist trends have brought benefits to their economies with deplorable repercussions for the Third World.

In addition to these external factors, there are also internal inequalities; incomes are unfairly distributed and minorities appropriate most of the social wealth, thus denying the rest of society any right to well-being and economic stability.

Consequently, structural readjustment policies which have failed to take social costs into consideration have resulted in a resurgence of the crisis and brought an even greater deterioration in the living standards of our populations in Latin America and in the rest of the Third World. When we talk about dialogue and the participation of the less advantaged sectors within the context of our adjustment policies, this should not be impelled exclusively by a desire to have the workers moderate their claims and put up with a social system and a national and international economic order that has historically denied them their rights and aspirations. The workers in Latin America and in the Third World are not prepared to undergo any more sacrifices to prop up a structural situation in which they have always had the worst share.

The Ministers of Labour of Central America and Panama, who met in Antigua, Guatemala, in April of this year, drew up a statement on the social debt, in which they asserted that the increase in this debt could not be checked with more economic theories but that we had to address directly the structural causes that gave rise to it in the first place.

This perspective is intimately linked to the problem of economic growth and employment and requires a set of conditions and substantial changes, without which neither will be possible.

There cannot be any economic growth unless: there is a radical change in the present conditions of trade; the basic aspects of the international economic order are transformed; our countries are given a genuine opportunity to develop; and there is not a drastically new approach towards the transfer of technology which has turned the Third World into a sort of garbage can for obsolete technology. The use of new technology should not merely be designed to increase capital, denying basic rights such as the right to participate in the development of society and the right to work. Technological development shows, once and for all, that it is not the privilege of minorities but rather the heritage of mankind.

Logically, structural modifications of the international economy should be accompanied by profound changes within our societies, putting an end to the inequalities and social injustice and breaking the continuity of historical patterns of domination and exploitation which bring only misery and social tension.

The time has come to review the standards of economic relations. We do not share the opinion that the solution of the crisis lies in fully exploiting the potential of free trade and competitiveness. We believe that we must promote relationships between States and among men on the basis of solidarity and co-operation. The solution to the crisis cannot be a further extension of the conditions that have caused it.

Nicaragua has not been spared by the effects of the world economic situation. In our case, unfortunately, other factors have made it even worse.

The conditions prevailing before June 1979, characterised by a profound social inequality and much injustice, sharpened our people's awareness of a need for change in the structural situation. This resulted in a revolution which is now ten years old, and which, from the very moment it came to power, had to confront regressive forces which object, in an intransigent fashion, to any new relationships between men anywhere in the world.

In the pursuit of our objectives, we have not only had to confront problems arising out of international economic imbalances, the deterioration of the terms of trade, technological backwardness and foreign indebtedness, but also to withstand aggression at every level. Military aggression, through mercenary forces, economic and financial blockade, attempts to isolate us in international fora through pressure on regional governments and the permanent threat of direct intervention – are all expressions of this will to block at any cost the construction and consolidation of a new society in Nicaragua.

This aggression began in the 1960s in Latin America, against the heroic people of Cuba whose successful resistance has been an example to humanity.

Despite all these obstacles, we in Nicaragua have managed to advance and succeed in an unprecedented fashion.

We have installed an agrarian reform that has directly benefited 123,000 peasant families.

We have created conditions for the development of labour claims and freedom of association to such an extent that there were more than 1,300 trade unions in 1989. There is trade union pluralism in our country, evidenced by the fact that there are trade union federations with clearly distinct political and ideological options. As regards collective bargaining, 1,400 collective conventions have been signed in the ten years since the revolution, as opposed to 122 in 40 years of dictatorship.

We have also scored successes in the field of health, education and housing. However, these victories of our people have been seriously affected over the last few years, on account of two reasons: the economic and material consequences of the war of resistance against the aggressor and the international economic crisis.

To avoid a further deterioration of our economy, we have been carrying out a set of measures of economic reform since February 1988 to bring our levels of national production back to earlier levels, reduce public costs, orient labour towards priority sectors in the economy and to maintain a vital minimum in basic services.

Although we have to suppress some subsidies, the Government has taken compensatory measures.

Our Government's response to the war options before it has been to combat this option by trying to

find concerted solutions. We continue to hold out the olive branch of peace and political negotiations as a civilised alternative, as a civilised way for a nation to solve its problems, with the convictions of our people remain unchanged and that this form of struggle is a purification; if we were able to defend freedom with a gun in our hands, we are able to do so with civic voting.

We condemn and reject any attempt to interfere in the internal affairs of the Panamanian people. Consistent with the elementary principles of the revolution, we are, and remain, in solidarity with the cause of the Palestinian people whose courage and heroism have surprised the world in the last few months as they have struggled in difficult conditions.

We support the struggle against apartheid only which survives because of the covert complicity of the great Powers.

We join with the cause of indigenous peoples to obtain a clear recognition of their legitimate claims to cultural identity and absolute human respect. We wish to convey to them, through our indigenous representative, member of the Government delegation of Nicaragua and spokesman of our country in the Committee on Convention No. 107, our total support for the revision of this Convention and the total suppression of the colonial residues which contaminate it.

Ten years after the triumph of the revolution, the Government of Nicaragua wishes to ratify the aspirations to peace of our people and the use of dialogue as a civilised instrument to resolve differences between men and States. We hope that the last decade of the 20th century will witness the realisation of the fondest dreams and hopes of man: peaceful coexistence, solidarity, harmony and social well-being.

Original - Russian: Mr. ALENCHUK (*Employers' delegate, Byelorussian SSR*) - Mr. President, first of all I would like to associate myself with the congratulations addressed to you and to the Vice-Presidents on your election to these high offices at our Conference. I am convinced that under your guidance we will succeed, in a spirit of mutual understanding and constructive dialogue, in achieving practical results in the interests of developing extensive international co-operation in the social and labour field.

This 76th Session of the International Labour Conference not only coincides with an important anniversary, but also takes place at a crucial time, a time of developing and extending political dialogue, during which a common search has begun for solutions to contemporary problems and the foundations are being laid for new inter-State relations.

I believe that against this political background, now that the need for change is strongly felt in the world, the time is ripe to give a new impetus to the development of international co-operation, including those areas which fall directly within the competence of our organisation.

Realising that today's world, although made up of contradictions, is nevertheless a single interdependent organism in many respects, we must face the fact that it is only by joint efforts that the countries of the world will succeed in overcoming negative trends in the development of the world economy, characterised by the aggravation of social and economic prob-

lems, a high unemployment rate, poverty, an unbalanced trade and monetary system, the debt crisis and other negative phenomena eloquently depicted in the Report of the Director-General, *Recovery and employment*.

Viewing the Report in a positive light, I should like to point out that employment issues are analysed in relation to the numerous contemporary problems, laying a firm foundation for constructive dialogue and setting out guide-lines for the future activities of the Organisation.

In our view, an important aspect of the Report touches on the role of new technologies as a means of raising productivity, which can ensure that profits are achieved and increased while enabling new capital investment to be made and jobs to be created in other sectors.

It is well-known that major changes are under way in our country, with a view to achieving a complete renewal of our society. A radical economic reform is being carried out, a process of democratisation has begun, and workers and all sectors of the population are taking a more active role in society.

As the director of a major production association, I should like to give an account of how some of these issues are being addressed under the new conditions in our country. Our production association has begun to introduce cost-accounting, and to convert to self-financing and self-sufficiency. This will provide an incentive for workers to utilise resources effectively, while involving them more closely in management.

One of the major social problems in our production association, and one which calls for an urgent solution, is the housing problem. In the exercise of the new rights granted to us by the Act on the state enterprise (association), and together with the trade unions and the work collective council, we have examined the social development plans for the association, and have significantly increased allocations to housing construction, with the aim of solving the housing problem by the end of 1995. In this connection, I should like to point out that we already have no shortage of places in kindergartens, out-patient clinics and holiday homes.

In the context of rapid scientific and technological progress, the introduction of advanced technologies, and the operation of a new system of management, the number of workers who are released and offered new jobs is increasing. If a worker needs to acquire a new occupational skill, once the contract of employment has been concluded he may undergo vocational retraining, either full-time or while continuing to work.

Equally important are the systematic measures carried out, which includes training and further training for managerial personnel, manual workers and engineering and technical personnel.

The main forms of further training for manual workers are special-purpose courses, instruction in advanced working methods and processes, courses for brigade leaders which they may attend while continuing to work, and instruction provided in industrial training facilities and scientific and technological information centres.

Matters relating to the improvement of cost-accounting, work organisation, occupational safety and health, and staff training are discussed at the production association level with the participation of all the interested parties.

These, briefly speaking, are the activities of an industrial enterprise under the economic reform now under way in our country.

We attach a great deal of importance to participation in international co-operation in the social, economic, scientific and technological fields, as the Soviet leader, Mr. M.S. Gorbachov said in his address to the United Nations on 7 December 1988. In the Byelorussian SSR, the restructuring of the system of management of the economy also includes the development of foreign economic relations by the following means: the setting up of foreign trade organisations and companies; the development of direct contacts between domestic and foreign enterprises; the setting up of joint ventures with foreign companies; participation in international programmes for conservation of the environment; the development of tourism, and the organisation of international exhibitions and symposiums on a commercial basis.

In describing the progress achieved in this area, I shall confine myself to pointing out that our Republic

currently sells its products to over 100 countries; ninety enterprises have established direct contacts with foreign companies in 50 different countries; and the *Byelorusintorg* foreign trade association established contacts with 150 foreign companies in 40 countries in the past year. Trade with these companies amounts to over 1,000 different items.

In addition, joint ventures with the participation of foreign companies have recently begun to operate in the Byelorussian SSR in the fields of powder metallurgy, research and design and footwear manufacturing. New negotiations are now under way.

I should like to conclude my statement by expressing the hope that the current session of the Conference will inaugurate a new era in the activities of the ILO, with the aim of establishing stable and extensive economic relations in the interests of all States, which is one of the purposes of our Organisation.

(The Conference adjourned at 1 p.m.)

Twentieth sitting

Friday, 16 June 1989, 3 p.m.

President: Mr. Gazarin

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (cont.)

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – We shall now continue our discussion of the reports of the Governing Body and of the Director-General.

Original – Portuguese: Mr. BRITO GOMEZ (Minister of Health, Labour and Social Affairs, Cape Verde) – Allow me first of all to express, on behalf of my delegation and on my own behalf, very warm congratulations to the President upon his election to the presidency of this 76th Session of the International Labour Conference.

I should like to take this opportunity to pay a well-deserved tribute to Mr. Blanchard for his enormous accomplishments within our Organisation and to welcome Mr. Hansenne, reiterating his hope that he will do “as well as his predecessor”.

The Director-General could not use a better term than “recovery and employment” in the case of Cape Verde, where since November 1988, if we have seen great changes following the adoption at the Third Congress of our Party of a resolution on reorientation of the economic system.

Indeed, considering the characteristics of our national economy which prohibit any development other than that of an autarchic nature within an international context of fast and in-depth changes, described so well elsewhere in the Director General's Report, the main features of which are internationalisation of the productive apparatus and systems and greater independence, it became necessary, for the viability of the country, to explore new ways and means of facing the future challenges in a more autonomous and dynamic manner.

For this, it was necessary to reorientate our economic system and move systematically from dependent to independent mechanisms based on an integrated and coherent strategy aimed at opening up our economy to the outsider and thus enabling its integration into wider economic systems.

In the present economic situation in Cape Verde, this means that we must reorientate the economic system in the following manner: a more systematic exploitation of our national resources; the broadening of the productive base; a closer domestic economic network; better use of the domestic market; the conquest of external markets; and, finally, increased and improved production in order to maintain high levels of growth.

This orientation is translated particularly in terms of development of sectors of industry where priority

will be given to exports, fisheries, tourism and international services by exploitation of our geo-economic base. Consequently, we shall be open to other formulae and mechanisms capable of contributing to the country's effective integration into more international labour activities such as offshore undertakings, free zones, warehouses, teleports and so on.

In order to implement this resolution of our Party, the National Assembly has partially revised our Constitution in respect of state monopoly, and last week, at one of its ordinary sessions, the Assembly voted in a law defining property sectors and the economic activities which, in its Article 1, stipulates that “the existence of public, co-operative and private property sectors and economic activity shall be recognised and guaranteed”.

At the same time, this Assembly also voted in a fundamental law on industrial development and the investment code.

As you can easily guess, the problem of employment, one of the focal points of our economic policy, is of serious, coherent intent, aimed at the well-being of man, the basis of our political change.

This new employment policy should favour the production sectors and lead to more jobs in independent enterprises.

The activities thus generated by the opening up of the economy should enable the creation directly or indirectly of a significant number of jobs particularly in the main areas of development through economic expansion and the setting up of related enterprises.

The problem of employment continues to be a source of concern for my Government and a focal point of the main problems to be solved.

According to the latest figures unemployment was 15 per cent in 1980, 16 per cent in 1985, and next year (1990) is expected to reach a figure of 27 per cent, affecting young people in particular.

In the rural areas we note a slight improvement of income per inhabitant. In the urban areas, the average income per inhabitant of family is stagnating and decreasing due to increasing unemployment.

The undoubted and considerable progress achieved since independence in the satisfaction of the basic needs of our population is closely linked to the level of foreign aid received. However, the firm will of our Government to solve social problems through massive state intervention has resulted in a welfare state mentality which is incompatible with our Party's principles of participation and with the country's financial, budgetary and economic realities.

It is now a question of breaking with the dynamics of “assistance” welfare in order to stimulate private initiative so that the population may assume some

responsibility for itself, the costs for essential needs being in accordance with the social strata concerned – costs the State can no longer bear from its own resources or from funds placed at its disposal by the international community.

It is within this context that we must situate new decisions with respect to the reorientation of our economic system, where foreign investment is considered as an essential vector for a viability strategy of opening up our national economy.

The Government has just launched a campaign to mobilise the population in general, and management in particular, around national development. It will exploit our human resources to the maximum and create conditions for the active and dynamic participation of all sectors of the economy in this hard struggle for development.

In other words, it is a question of stimulating the creation of a veritable development culture in our society, and, more specifically, as the economic sphere in Cape Verde.

In his Report, the Director-General reminds us that tripartism as conceived by the ILO is an essential element of economic growth. The participation of social partners in decision-making represents a twofold advantage: it increases political efficiency of the decisions and ensures a more equitable distribution of its effects.

The Government of Cape Verde fully shares the view that participation is one of the fundamental requirements of the process we have begun.

For this purpose, we will be setting up national, regional and local machinery to enable all areas of the economic to participate in decision-making and in development policies, be they sectoral, regional or global.

Within the framework of the 3rd Party Congress to which I have referred, it was considered the opportune time for the establishment of permanent machinery for social coordination which would involve the various social partners in the major national political, economic and social decisions.

The action of the ILO is highly appreciated in Cape Verde. Permit me, therefore, to pay tribute to our Organisation on its 70th birthday, congratulate it for the immense contribution it is continuing to make, especially in the poorest countries where we note with satisfaction that the technical co-operation budget has been slightly increased.

I do not wish to conclude without reiterating our solidarity with all the peoples who condemn the degrading and inhuman situation facing the Black workers in South Africa and praising the efforts of all the forces involved in the process of peace in Namibia, so that the latter may effectively recover its international sovereignty next November.

Original – Spanish: Mr. MARTANS (Minister for Labour and Social Welfare, Panama) – First of all, allow me to express my warmest and most sincere congratulations to Mr. Nkomo on his appointment to chair the discussions of the 76th Session of the International Labour Conference. I would like to join those who have taken the floor before me in expressing my complete faith in his vast experience and in his considerable personal qualities which, I am sure, will be a guarantee of the wise guidance which we will receive in our debates.

We are celebrating on this occasion the 70th anniversary of this Organisation, one of the longest-standing in the United Nations system, and no doubt one of the organisations that has made the most efforts towards ensuring man's dignity and the respect of justice in a century of tremendous advances and violent social upheavals. I would like to take this opportunity to extend a warm welcome to the new Director-General, Mr. Michel Hansenne, wishing him much success in his very delicate tasks.

It is with great interest that we have read and analysed the Report of the former Director-General, Mr. Francis Blanchard, devoted to analysing the enormous problem of economic recovery and employment. We agree wholeheartedly that this is the most important issue facing developing countries today, following a decade during which the problems of employment were dealt with, to a great extent, on the basis of the efforts of the public sector; however, the international crisis of the present decade, the increase in foreign debt and the adjustment policy introduced by the recommendations of the World Bank and the International Monetary Fund, have put an end to this strategy.

The inevitable reduction of investment by the State, which entailed a reduction of expenditure in the fields of education, health, housing and the well-being of the population, combined with the increase in global unemployment, gave rise to socially explosive situations in Latin America which, unfortunately, have taken the lives of thousands of innocent victims.

Obviously, Panama has not escaped the effects of the current economic recession, one of the worst ever experienced in the Western world, since it has caused great financial problems in the countries of those regions to which the Panamanian economy traditionally provides services.

However, its effects were felt quite late in Panama because, up until 1983, the country was able to overcome the crisis, thanks to the expansion of the Canal activities, the construction of the coast-to-coast pipeline, and the investment and public expenditure policy which it was still possible to carry out on the basis of this new income, as a way of helping to revitalise the economy. Thus, the gross domestic product, which had experienced hardly any growth between 1982 and 1984, (-0.4 per cent), increased by 4.7 per cent in 1985 and 2.9 per cent in 1986.

However, a large part of the income generated by this growth began to be exported to service the debt and, therefore, from 1983 onwards, when the adjustment process began, the Government had to cut down its expenditure. As of that date, public investments began to be drastically cut back, and were reduced to half the 1980 level. Private sector investment was also reduced.

All of the above has had very serious and negative repercussions on the labour market. Whilst the open unemployment rate was fairly stable during the late 1970s and the early 1980s, at a level of approximately 8.5 per cent, it rose above the 10 per cent level from 1984 onwards, a level which we have so far been unable to regain.

To this situation of open unemployment we had to add the problem of underemployment which affected about one-third of those actively employed: independent farmers in rural areas and unskilled workers in urban areas.

In 1986 and 1987, although we were obliged to allocate a large part of our earnings to servicing the foreign debt, the Government introduced programmes to try to compensate for the reduction of investments in the poorest sectors. One of the most important of these programmes was aimed at coordinating and promoting activities in marginal areas which, with the support of the United Nations Development Programme, sought to establish an anti-poverty strategy which, although it did not provide definite solutions, did introduce factors which checked the effects of social decline in the areas where it was implemented.

However, the problem which Panama is facing today is of a much more serious nature. It is not only linked to the problem of foreign debt. As we have already mentioned, despite the whole adverse situation, in 1986 the Panamanian economy recorded a 2.9 per cent growth rate, but as of the following year, the problem of destabilisation of the national Government began, which was abetted by a foreign government with the local support of the most anti-national and reactionary sectors.

This violent foreign aggression has meant a great deterioration in the Panamanian economy and in the situation of the poorest sectors, whose overall number has increased, and whose quality of life has further deteriorated. In 1988 GDP fell by an average of 15 to 20 per cent, which meant the greatest economic recession ever witnessed by a generation of Panamanians since Panama became a Republic.

There is probably no point in us outlining one by one all the violent measures of economic aggression which have been taken against our small country. However, it is absolutely essential that this forum recognise the very negative impacts that these measures have had on our working population.

In 1988, when attacks on our economy became more severe, concentrating on the banking system and public finance, the country experienced a 17.1 per cent reduction in the value of the production of goods and services. We should highlight the reductions of 60.75 per cent in the building industry, 28.3 per cent in the trade sector and 25.4 per cent in the manufacturing industry. In 1988 these figures represented a decrease of 19.3 per cent in the per capita GDP, which is equivalent to the level recorded ten years ago.

The slump in economic activity, the lack of credit, the weakening of public finance and the negative expectations created by foreign aggression created a reduction of total investment, estimated to be only 2 per cent of GDP in 1988, which will have negative repercussions on the economic activity of the coming years.

In 1988, the financial year recorded a decrease of 44 per cent in the current income of the central Government, which forced us to make substantial slashes in public sector expenditure. Despite this, we granted priority to the payment of wages and pensions so as not to worsen the fall in demand, which would provoke an even greater recession. Obviously, this situation caused a growing deterioration in basic services such, roads as hospitals and health systems, aqueducts, schools, housing, etc.

The decline in economic activity had repercussions on the labour market situation where there was an increase in the rate of open unemployment from 11.8 to 16 per cent in 1988, with the additional setback

that in the metropolitan area this rate varied from 14.1 to 20.8 per cent.

As a consequence of the above, in 1988 more than 60,000 workers were dismissed from the labour market. Our Government had to create legal instruments to restrict these lay-offs. But in spite of this step, the Ministry of Labour has recorded a total of 4,782 new dismissals between 1 January and 31 May 1989, which means that the figure is probably even higher.

In 1988 one out of four employees of private companies had problems in the normal carrying out of their duties, either because of the reduction in working hours, the reduction of wages or a temporary suspension of contract.

The unemployment situation has had very serious repercussions on the coverage of the social security system since not only the workers who were laid off lost their rights, but also their dependents, which increased the pressure exerted on the service of the Health Ministry, which were already in a precarious state because of the same problem.

The drastic rise in the unemployment rate increased the number of workers in unskilled activities, increasing the presence of minors in these activities and also increasing the number of beggars and delinquents.

In 1988 according to the estimates of the Ministry of Planning and Economic Policy, 33 per cent of the Panamanian population was in a state of poverty; in other words, their income was not sufficient to cover the minimum requirements of food, housing and clothing. However, this figure has recently gone up to 40.2 per cent, which means that 151,000 new Panamanians have swelled the ranks of the poor.

As you can see, it is an obligation for me to mention the brutal economic aggression that my country is a victim of. With the myth that these sanctions, although they are illegal, have been designed to destroy a government, their serious consequences have had repercussions on the whole of the Panamanian population. There is no economic or social activity which has not been affected in one way or another by the consequences of this aggression. All Panamanians, without any distinction between social class or political creed, have felt the violent effects of this aggression and; obviously, the most affected are the workers.

How can we not denounce in this forum, before the workers of the world, the aggression that we, the people and Government of Panama, are victims of, by the sole fact of wanting to maintain our dignity as a free and sovereign nation?

How can we not remind our Latin American brothers in this forum, under the pressure of the tremendous burden of the foreign debt and therefore the victims of blackmail and other pressures, that the fight Panama is waging is not for Panama alone; it is to defend the freedom and the right to self-determination of each and every one of the Latin American peoples?

We cannot involve ourselves in economic recovery programmes when we are struggling for our own survival as a nation. With the force of reason we will continue doing our utmost to forge ahead with dignity and with integrity.

Original – Farsi: Mr. KAWESH (Government delegate, Afghanistan) – I would like to express, on behalf of the delegation of the Republic of Afghanistan,

my sincere congratulations to Mr. Nkomo on his election as President of the 76th Session of the International Labour Conference. I am confident that under his guidance, this Conference will have a successful outcome.

Availing myself of this opportunity, I assure you of the full co-operation of the delegation of the Republic of Afghanistan in making the deliberations of the Conference successful. Also, on behalf of the delegation of the Republic of Afghanistan, I would like to express my deepest and sincere congratulations to Mr. Michel Hansenne, who has been elected as Director-General of the ILO, and I wish him every success in the fulfilment of the great task which he has before him.

The Report of the Director-General to the Conference this year comprises two parts: the theme of Part I is recovery and employment. This part of the Report will contribute to the discussions in the Governing Body Committee on Employment and to discussions concerning the elaboration of the International Development Strategy for the United Nations Fourth Development Decade, in which the reduction of poverty and unemployment will figure as important objectives.

Part II of the Report contains an account of the activities of the Organisation during 1988. Among the work achieved last year it is noteworthy to recall the Director-General's report on the occasion of the 40th anniversary of the Declaration of Human Rights – *Human rights – a common responsibility* – which received the support of the International Labour Organisation.

The subjects included in the agenda of this year's Conference are of special importance. I hope that with the full co-operation of the representatives of the member countries attending this Conference, positive steps will be taken towards solving these problems and that the activities of this international organisation will, as always, focus on the real improvement of the working and living conditions of the workers of the world.

The 76th Session of the International Labour Conference is taking place almost 70 years after the first session in Washington in October 1919. Looking back at the activities of the ILO, there can certainly be cause for satisfaction with what has been achieved in the last 70 years, despite the existence of numerous problems, particularly after the Declaration of Philadelphia in 1944.

By 1988, 168 Conventions and 176 Recommendations, which are used as a basis for legislation in over 150 member States, had been ratified. These instruments serve as a good guide in the enactment of labour legislation and their contribution towards the organisation and management of improved labour relations and conditions in the respective countries is to be praised. For example, in our country, maximum use has been made of the provisions of ILO Conventions and Recommendations to enact and enforce labour law and other legislative documents related to labour.

It has been pointed out that the Director-General has included interesting subjects in this Report in which he seeks to outline a feasible approach to reduce unemployment and to raise the level of employment of the world.

We share the view that despite the fact that economic development plays a significant role in the pro-

motion of the level of employment, it should be stressed that it cannot solve the employment problem by itself and cannot play a decisive role in raising the level of employment. Therefore, the solution of this problem requires other efforts as well, which have been enumerated in the Report of the Director-General. We are confident that these constructive proposals which are being discussed at the Conference will prove to be effective in tackling this problem.

In recent years in our country multiple and serious measures have been taken to eliminate social and economic backwardness, as a result of which noticeable changes and developments have taken place in the socio-economic, political and cultural spheres. However, it should be pointed out that the extensive damage done to the economic structure of the country due to the imposed war amounting to billions of afghanis has slowed down the growth rate of the country.

Despite a number of successes scored in certain areas, there has been a marked backwardness in other areas as well; the major reasons for this are the intensification of outside armed interference and aggression, the ensuing destruction, the involvement of our country's forces in defence activities and unfavourable climatic conditions.

There have been many shortcomings due to the continuation of the war and bloodshed. These include: the shortage of raw materials, fuel, construction materials and electric energy; disruptions in the normal transport of goods arising from the lack of security on the highways and communication lines; lack of spare parts and equipment; and, in some respects, lack of effective management due to the shortage of experienced and educated managers.

These factors had an adverse affect on the Gross Domestic Product of our country for the year ending 21 March 1989; it amounted to 129.9 billion afghanis, which was down on the preceeding year. The unfavourable effects of the war are further felt in the sectors of agriculture, industry, transport, trade and social services.

It is noteworthy that, despite the above-mentioned barriers and difficulties, the Government has drawn up extensive plans and put them into effect by utilising domestic, financial and material resources and with the assistance of friendly countries and United Nations humanitarian assistance for the rehabilitation of Afghanistan. The socio-economic development plan for the current years has been drawn up in such a manner as to ensure the consolidation of the socio-economic order and the execution of the Government's economic policy, so as to achieve the policy of national reconciliation.

The socio-economic development plan sets out in the first place to solve urgent socio-economic problems and to continue development projects. Maximum use will be made of existing capacities and the reserves of the national economy will be maintained. The normal running of the process of production, exchange, distribution and rehabilitation of untapped capacities constitute the programme for the current year. In order to rehabilitate and provide technical equipment for projects destroyed during the war, about 18.6 per cent of the total development investment has been allocated to the basic aspects of economic and social growth.

After the proclamation of the policy of national reconciliation regarding private sector incentives in

the national economy, measures have been adopted to stimulate the private sector. For instance, after the declaration of the policy of national reconciliation, 230 projects were approved in different fields, out of which 100 projects have started functioning with a working capital of about 2 billion afghanis. The Government has provided the private sector with the necessary facilities and grants. For instance, according to the new law on private investment, the private sector is exempted for a specified period from paying income tax and customs and excise taxes on exports. Private entrepreneurs also receive bank credits under easy terms. They also receive assistance for the construction of factories, commercial buildings, markets, warehouses and other facilities.

Wide-ranging measures have been taken to regulate water and land problems in the Republic of Afghanistan, to ensure a fair solution of the agrarian question through the enforcement of relative documents. The land policy reflects the interests of the country's peasants and farmers and the principles of the sacred religion of Islam; due respect is paid to people's rights and traditions.

The economic policy of the Government of Afghanistan encompasses the following areas: elevation of the level of plant and animal production; implementation of the land and water programme; rehabilitation of the development of irrigation systems and the construction of new establishments; the provision of chemical fertilisers to peasants' and agricultural co-operatives at subsidised prices; improving sowing seeds; extension of agricultural services and livestock; promotion of different types of rural workers' and agricultural co-operatives and the establishment of private and state farms.

In 1989 the major objective of the agricultural sector is to increase production and to provide it with banking facilities. During the current year beginning 20 March 1989, 145,000 tonnes of chemical fertilisers, 15,000 wheat seeds, pesticides and insecticides will be distributed to peasants and livestock holders. Serious attention will be devoted to irrigation systems and to the betterment of the sewage system. The Government plans to give the necessary assistance for the creation and normal activities of large agricultural networks, particularly in the private sector, in order to step up the production of people's requirements and to export agricultural products to the world markets.

As regards socio-economic programmes for the period 1986-1991, and up to the year 2000, the ways and means to tap the productive potential of social sectors have been determined. The expedient use of available and new resources, the development of the management of production affairs and effective administration in all spheres of the national economy have been envisaged.

The realisation of the above-mentioned objectives, besides the endeavour of the Government of the Republic of Afghanistan, call for the assistance of the United Nations and international organisations and all the countries which may help morally and materially in the reconstruction and rehabilitation of our country. On behalf of the delegation of the Republic of Afghanistan, I appreciate the initiative of Mr. Pérez de Cuéllar, Secretary-General of the United Nations, with respect to his appeal to the United Nations humanitarian assistance for the rehabilitation of Afghanistan. My sincere thanks also go to

Prince Saddrudin Aga Khan, the co-ordinator of the above assistance, for his honest endeavours.

The Government of the Republic of Afghanistan attaches special importance to the improvement of workers' living conditions. The Constitution of the Republic of Afghanistan and the labour law of the Republic have made provisions for the setting up of trade unions and public organisations. The Government's assistance in the formation of these organisations has often been reiterated to promote their role in all spheres political, social, economic and cultural life. For instance, lawyers', writers', journalists' and artists' unions were earlier established and the union of craftsmen was formed last year.

The world community is aware that, based on the valuable initiative of the Government of Afghanistan in accordance with the will of the Afghan people, the policy of national reconciliation to end war, bloodshed and fratricide was proclaimed on 15 January 1987.

National reconciliation is indeed the only alternative to war and is a wish emanating from the heart of our people in clear and unmistakable terms. The main objectives of national reconciliation are: cessation of hostilities; a halt to armed conflict and bloodshed as a way of solving today's and tomorrow's issues; the guarantee of just representation in political and economic affairs; a general amnesty for past political activities; the preservation and strengthening of historical, national and cultural traditions; respect for and the observance of the sacred religion of Islam.

The policy of national reconciliation, announced over two years ago, demonstrates our new political orientation. The adoption of practical measures to implement this policy has further promoted the prestige and credibility of the Government of the Republic of Afghanistan and the PDPA. It holds brilliant and spectacular prospects on a world scale. Only a policy of national reconciliation can pave the way for the political settlement of the situation in Afghanistan, put an end to war and fratricide, ensure throughout the country and establish the coalition government with the participation of all segments of Afghan people, including the opposition, in a free, independent and non-aligned Afghanistan on a multi-party political and multi-structural economic basis. In today's Afghanistan, the sacred religion of Islam is fully and deeply being observed. All the sectors of Afghan society and all nationalities have equal political, economic and social rights; equal opportunities are open to all Afghans to work for the benefit of their country and participate in political life. The national reconciliation policy enables the settlement of problems in Afghanistan by Afghans themselves.

With the announcement of the humane policy of national reconciliation in our country, the ground will be further paved for the solution to problems in Afghanistan and the ensurance of peace and security in the country. As the world public understands, the peaceful policy of the Government of the Republic of Afghanistan contributed to the Geneva Agreements which were signed about a year ago. The Afghan and the Soviet sides have been strictly observing the provisions of the Geneva Agreements. It was in compliance with the Geneva Agreements that the Soviet troops withdrew completely from Afghanistan. However, over four months have already elapsed since the Soviet soldiers returned to their homeland, but

war and fratricide have not only not been extinguished but further intensified as a result of the continued violation of the Geneva Agreements by the other party.

The Government of Afghanistan is continuing its untiring efforts by putting forward constructive and flexible proposals for the solution of the situation in Afghanistan and the observance of the provisions of the Geneva Agreements. It is noteworthy to point out that the President Najibullah of the Republic of Afghanistan, in his statement delivered at the Loya Jirgah (Grand Assembly) in May 1989 in Kabul, put forward proposals aimed at ensuring peace, ceasing fratricidal war and the rehabilitation and reconstruction of the country.

This proposal starts with a call on all armed opposition forces to observe a ceasefire and to start simultaneously holding talks and having dialogue. It was also proposed that an international conference on the implementation of the Geneva Agreements and the establishment of permanent neutrality status of Afghanistan and the demilitarisation of Afghanistan, guaranteeing all political rights, national sovereignty and the territorial integrity of Afghanistan, should be convened. A peace conference should be convened for the equal participation of all armed opposition forces and influential figures inside and outside the country for the formation of a leadership council. The leadership council should form a broad-based coalition government with the participation of all political forces. The coalition government, in addition to controlling the ceasefire, should work out a new Constitution. Of course, all opponents should have the rights to take an active part in the preparation of the Constitution. This Government will call the Loya Jirgah of Afghanistan with the participation of representatives of all opposition forces, nationalities and tribes of the country to endorse the new Constitution of the country. A nation-wide election should be held for the parliament and, after the formation of the parliament, the future government should be formed on the basis of the new Constitution. Based on the proposal of President Najibullah, the Loya Jirgah of the Republic of Afghanistan formed a mediatory commission for the purpose of establishing contacts with the representatives of the opposition groups inside and outside the country, including Mohammad Zaherm, former king of Afghanistan, and his supporters.

Mr. CALAMATTA (*Workers' delegate, Malta*) – On behalf of the workers of Malta, on behalf of my Union – the General Workers' Union – and also on behalf of the other Maltese unions grouped in the Confederation of Malta Trade Unions, I warmly congratulate the President on his prestigious appointment to lead this 76th Session of the International Labour Conference.

The main theme for general debate at this session is based on the Director-General's Report entitled *Recovery and employment*. This Report advances ILO policy proposals for restoring world economic growth in the 1990s. But this growth, in order to lead to a better world, must develop on an equitable basis and in parallel with social progress so as to lift the poorer developing regions out of the stagnation of the so-called "lost decade" of the 1980s.

At present there are many dangerous imbalances in the world economy and these should be redressed

without delay. This urgent task is incumbent on all countries and to be effective its carrying out requires the full solidarity of the industrialised North in aiding the countries of the developing and underdeveloped South, who should at the same time show greater efficiency in the use of resources. Otherwise, greater poverty in many of the Third World countries will follow.

In order to have real and tangible international economic growth with all its ensuing benefits for all mankind, it is essential and vitally important to ensure security, stability, peace and harmony in all the regions and countries of the five continents.

Therefore all of us bear the responsibility of striving harder to curb all the factors which lie at the root of present tensions and conflicts in many parts of the world. These factors, which constitute an affront to all civilised humanity and democratic values, include domination of one country over another; dictatorships of both the right and the left; suppression and degrading treatment of workers and whole populations; intolerance between nations and within nations themselves in regard to political ideology, racial differences and religious beliefs; blatant violations of fundamental human and trade union rights that lead, in certain countries, to the arrest and in some cases the torture and even murder of workers' leaders.

In mentioning these forces of human evil, I have especially in mind the situation in some Latin American countries where there seems to be no respect for human dignity; the plight of the Black majority in South Africa who are still struggling against the oppression of the apartheid regime; the just cause of the Palestinians who are fighting so hard and with so much courage and determination to regain what is by right their homeland.

My country – Malta – is an island situated right in the very centre of the Mediterranean Sea, in the midst of a region which is very turbulent, volatile and explosive, particularly as a result of Israel's dispute with the Palestinians, the civil war in Lebanon and also the division of Cyprus. The existing tension is regrettably being further fuelled by the presence of naval fleets of the two super-powers in the Mediterranean which, after all, is a sea alien to both the United States and the Soviet Union.

We therefore insistently demand that the two super-powers withdraw from the Mediterranean Sea their naval fleets, which also comprise nuclear-armed warships. We want the Mediterranean to be not only free from foreign military dominance but also to be a nuclear-free zone. We seek this for the sake of security, stability, harmony and peace so that the working peoples of the Mediterranean countries can move steadily forward in a healthy environment towards more beneficial economic progress and social progress.

It was for this reason that in June last year that my union joined forces with the Social Democratic Labour Party in a big national protest against a so-called "courtesy visit" to Malta by nuclear-capable and nuclear-armed warships of the British Royal Navy.

During that national protest the shipyard and port workers staged strikes directed by my union and also succeeded to block with tankers, freighters, tugboats, barges and anything that could float, the entrance to the country's Grand Harbour and the Port

of Marsaxlokk where the warships were scheduled to berth.

The Malta anti-nuclear blockade – as it has become known – was a big success. The warships with all their nuclear might were defeated by the workers and had to lay anchor in open sea outside a small remote bay in the north of Malta.

Our actions in the anti-nuclear protest aimed, in particular, to arouse greater world-wide consciousness of the need for total nuclear disarmament and for the attainment of peace. But peace is not just the absence of conflicts and wars. To have real peace there must be other factors – foremost of which are respect for fundamental rights and freedoms not only in regard to individuals but also in regard to trade unions.

And here I must express my regret that in Malta, since the present Government took office two years ago, we have had to witness flagrant violations of basic trade union rights. For example, in July last year during a strike at a state-controlled bank, officials and activists of the General Workers' Union who were forming a peaceful and legal picket line were brutally attacked with tear gas bombs and mercilessly beaten with truncheons by the police riot squad. During that onslaught I myself was seriously threatened by a riot squad policeman who told me: "Now is my chance to kill you!"

On another occasion the police riot squad was deployed (although it did not go into action) near one of Malta's big and prominent hotels during a strike there by another union which had the full backing of the General Workers' Union. Naturally the presence of the riot squad was intended to instil fear in the striking workers and demoralise them in the fight for their rights.

Apart from infringing on trade union rights by instilling violence and fear, the Maltese Government is in certain instances not respecting my union's right to be consulted and given the opportunity to put forward and discuss its views on important matters of great relevance to workers. To prove this I shall give some examples.

This year, the Government submitted to Parliament a Bill amending the Industrial Relations Act. In spite of the fact that this legislation affects to a large extent the trade union movement in Malta, the Government did not hold any consultations with my union.

Last year the Government set up a commission to carry out a general and wide-ranging reform in the public services, a reform which concerns many thousands of state-employed workers. Pursuant to the terms of reference given to it by the Government, the Public Service Reform Commission is carrying out its work without any consultations and negotiations with the unions in spite of the fact that this reform stands to also affect the conditions and wages of the workers involved. My union protested against this and pointed out that the lack of consultations and negotiations goes against the letter and spirit of ILO Conventions.

A matter of immense importance is the Government's intention to apply for Malta's full membership in the European Community, and it appears that the application is to be made by the end of 1990. In April last year – that is more than a year ago – my union submitted to the Government a memorandum expressing its initial views on Malta-EEC relations and, while not committing itself in favour or against mem-

bership, it raised a lot of searching questions to which, by right, as the representative of the majority of unionised workers, it should be given answers.

The Foreign Minister described my union's memorandum as an extremely positive and objective one that raised very valid points. Meanwhile we repeatedly requested discussions with the Government, but until now the Government has not found time to hold such discussions with my union on this vital issue upon which there must be national consensus.

There is another case of lack of government consultations and discussions which I am duty-bound to expose at this Conference during which I am participating in the Committee on the Use of Chemicals.

In the introduction to the ILO Report on this subject it is stated that the Government of Malta was among 47 member States who said that they replied to an ILO questionnaire on chemicals at work after consultations with organisations of employers and workers. I have to state and emphasise strongly that my union was never consulted by the Government on this matter.

As regards the broader issue of occupational safety and health, I wish to point out that in 1987 my union suggested to the Government the setting up of a Workers' Health and Safety Authority in Malta on a tripartite basis. Eventually the Minister of Social Policy acted very positively and appointed a national commission composed of representatives from the Government, trade unions and employers' associations.

The commission studied the matter further, surveyed the existing services relating to occupational safety and health and even proposed draft legislation for the establishment of the Workers' Health and Safety Authority. This was in early 1988. When the Minister of Social Policy addressed last year's session of the International Labour Conference, he announced that the authority was to be set up shortly. But with much regret I have to state that until now the draft legislation has not even been submitted to Parliament for its enactment.

My union is proud that, together with the Labour Party which was in government for 16 years between 1971 and 1987, it has pioneered workers' participation in the management of state-owned or state-controlled enterprises in Malta. The present Government says that it wants to strengthen the concept of workers' participation whereby, under existing systems, the workers elect from amongst themselves representatives to sit as workers-directors on the boards of directors. My union also wants to give more effectiveness to this concept and even wishes to see it spread to companies in the private sector.

However we have serious doubts about how good the Government's intentions are – and I say this because the Government has permitted and is still permitting reactionary forces to hinder the existing democratically elected worker-directors in their work as representatives of the workforce with the aim of rendering workers' participation ineffective and bringing about a situation where the workers lose interest in the concept and it thereby gradually ceases to exist.

Earlier I referred to several instances in which the Government of Malta failed to carry out consultations with my union. Such situations would never have arisen had the Government accepted to set up a permanent tripartite committee to ensure continuous dialogue on all matters relating to the world of work

and also – and this is very important – to seek ways and means of implementing recommendations made by the International Labour Conference and to follow up the work of the Maltese delegation at this Conference from one session to another.

On behalf of my union – and I believe that the other trade unions and employers' associations in Malta would agree with me – I appeal to the Minister of Social Policy to consider this matter with the seriousness it deserves and appoint without delay the proposed tripartite committee bringing together the three social partners.

Furthermore I propose that this permanent tripartite committee should be set up on a statutory basis – that is under a specific law and backed in its work by legal provisions so that the decisions it takes shall be legally binding on the Government, trade unions and employers.

I am far more than convinced of the need of such a committee and of the benefits which would certainly accrue from it. Such a committee would serve as a very effective instrument to create a much healthier industrial relations environment and foster closer co-operation and collaboration between the three social partners.

All these factors, and many others which it is impossible for me to cite here, would lead to greater harmony in the interests of one and all while establishing sounder foundations for more wide-ranging economic progress and social progress for the Maltese society at large.

Original – Russian: Mr. GAIDAIENKO (*Employers' delegate, USSR*) – Allow me to begin by congratulating the President on his election to such a high and responsible office, and to wish him every success in carrying out this honourable and difficult task.

I should like to take this opportunity to express our sincere gratitude to Mr. Francis Blanchard for his many years of efficient work as the Director-General of the International Labour Office.

I should also like to congratulate the new Director-General, Mr. Michel Hansenne, and wish him success in further improving the many-sided activities of the International Labour Organisation.

It would be difficult to choose a more topical subject for discussion at this forum than the theme chosen for the Report of the Director-General this year. Recovery and employment are two key concepts which form the basis of the development strategy of every State and of the world community as a whole.

Irrespective of their social and economic system, States both in the East and in the West, both in the North and in the South, face the need for a restructuring of their economies, which is gradually becoming a world-wide process.

Every State and every social system responds in its own way to this historical challenge and seeks its own ways of overcoming the difficulties and solving the problems involved in restructuring and adjustment to new conditions.

At the same time, the logic of development suggests that there are some common starting-points from which we should proceed in analysing the situation and in framing well-founded recommendations at this session of the Conference.

In this context the thesis of the Director-General concerning the need to seek common solutions and to

devise an integrated approach and constant dialogue with the participation of all interested parties is of crucial importance for the International Labour Organisation.

It is through the prism of these realities that we view the recommendations contained in the Director-General's Report. One can entirely agree with the Report's conclusion that in the course of recovery and structural change, there is need for social dialogue, for a combination of economic growth with social progress and the participation of all population groups in the development process.

To sum up, I should like to express our high appreciation of the Director-General's Report which, in accordance with the best traditions of our Organisation, gives food for thought and analysis.

The theme of the Director-General's Report is of particular interest to us in the light of the transformations of the political system and the radical economic reform now under way in the Soviet Union. Radical transformations in the social and economic spheres constitute the basis of "perestroika" and are a key factor in its success. In recent decades, the economy of the Soviet Union has unfortunately become markedly resource- and production-oriented. Investment in the productive sphere has increased twice as fast as that in the social sphere. Together with other unfavourable trends, this factor has led today to an imbalance in the domestic market and to a state budget deficit.

The Congress of People's Deputies which has just ended in Moscow affirmed the need for a real social reorientation of the country's economy to meet people's needs and to solve human problems.

Actively supporting the urgent and decisive measures undertaken by the Government in the social sphere, Soviet employers and directors of industrial enterprises and associations take a keen interest in stepping up economic reform, for it is the only way to release the factors and sources of intensive economic growth.

As of 1 January 1989, we have embarked on a large-scale transition to a new system of management based upon the self-financing of enterprises and of entire branches of industry.

The main principle of the reform is the autonomy of the enterprise and its independence from the centre. Central planning in our country is gradually moving further away from *dirigisme*.

We are seeking the most rational forms of ownership and management: contracts, leasing and share-capital, not only in small and medium-sized enterprises but in large enterprises too.

The co-operative sector of the economy is being considerably expanded. Since the entry into force of the Act on co-operatives in the USSR two years ago, some 75,000 new co-operatives have been established, today employing one and a half million people. It is only fair to point out that in our country co-operatives now enjoy substantially more favourable terms than state enterprises: whereas the latter must pay 40 to 60 per cent of their profits in the form of taxes, co-operatives, on average, only pay 3 to 5 per cent. Such tax advantages for co-operatives are probably not to be found in any other country in the world. It is therefore no accident that at the Congress of People's Deputies some deputies who are directors of enterprises in the state sector called for identical

tax conditions to be applied to state enterprises and co-operatives.

The Act on individual labour activity adopted in 1987 provided an impetus to the development of the self-employment sector of the Soviet economy. In the past two years, 700,000 people bought licenses to engage in individual activity, mainly in the small-scale service sector.

The state sector is the basis of our economy and accordingly, that of the Soviet enterprise. In appraising the state of affairs in our country's economy, our employers agree that today enterprises have acquired extensive rights and independence, but they are not yet able to make effective use of these, because there is as yet no developed domestic market in our country; wholesale trade is not properly organised. In other words, rights and opportunities have been proclaimed, but the economic situation does not allow them to be fully and effectively used.

Today our employers are most concerned about the financial situation in our country, and the state budget deficit in particular. In our view, it is caused mainly by the structural and investment imbalances. I have mentioned, and faulty wage-fixing methods.

In 1988 the cash income of the population rose by 9 per cent as against the 4.5 per cent fixed by the plan, while the domestic trade turnover rose by only 6 per cent.

The discrepancy between the cash income of the population and the volume of trade in a context of stable state prices has exacerbated the problems of the consumer market and led to many shortages. The reform of the system of price formation, in which enterprises take the keenest interest, will be no easy matter and in any event will not proceed as quickly as we had hoped two or three years ago.

At the same time, I should like to tell you that in the year that has passed since the last session of the Conference, new factors have also emerged which encouraged the development of a spirit of enterprise in our industrial managers. Restructuring of the economy and the new political way of thinking call objectively for the creation of a flexible and open economy which forms an integral part of the international division of labour. The past year has been particularly productive in this regard.

Firstly, since 1 April this year all Soviet enterprises producing competitive goods have been given the right of direct access to foreign markets. A considerable portion of their foreign currency earnings now remains at the disposal of the enterprises themselves, which have been given the right to use these resources not only for the purchase of equipment and raw materials but also to meet the social needs of their workers.

Thus, Soviet enterprises have been given a real opportunity to become active participants not only of the domestic market, but also of the world market, with all its characteristic "rules of the economic game".

Secondly, we have stopped regulating the partners' percentage of the capital of joint ventures within the USSR. We have considerably simplified the procedure for their registration and created more flexible conditions for hiring and firing personnel and allowing a foreign national to be appointed manager of a joint venture. More flexible tax rules have been introduced with special tax breaks for joint ventures set up in the Far East.

The preparation of legislation for the creation of "joint venture zones" in the USSR has now entered the practical stage.

As a result of these measures, in the past year the number of joint ventures in the Soviet Union has increased more than fourfold and now exceeds 400.

The figure I have given you bears out the Director-General's conclusion in his Report, that the changes now under way in the socialist countries of Eastern Europe are facilitating their closer integration in the world economic system.

Thirdly, employers in our country welcome the process which has now begun, of reduction of military expenditures and conversion of military production.

On 30 May this year at the Congress of People's Deputies in Moscow, Mr. Gorbachev announced that the military expenditures of the Soviet Union in 1989 amounted to 77.3 thousand million roubles and proposed to reduce this figure by 14 per cent in 1990-91.

It is expected that by the end of 1989 civilian production will already account for 40 per cent of the output of the defence industry in the Soviet Union.

The reduction in the military budget is accompanied by a decrease in the manufacture of armaments and military technology. The industrial potential thus released will be used to saturate the market and to meet social needs.

We do not rule out the possibility of international co-operation in enterprises undergoing conversion, in particular in the manufacture of new technology-intensive consumer goods.

It is perfectly obvious that the economic reform in the Soviet Union is entering a new and more intensive phase.

The main task facing it is the creation of a vigorous, dynamic domestic market, with a clear division between state regulation of the economy and operational independence at the regional and enterprise level.

Enterprises, concerns, joint-stock companies and co-operatives must become the principal agents in our economy. Their common economic interests will prompt them to set up associations, consortiums and other groupings.

Thus, Soviet employers are preparing for a difficult and pains-taking task, in which we shall have to tackle many new and unfamiliar economic problems.

We therefore intend to intensify our contacts with employers in other countries and to participate more extensively in the activity of the ILO, whose 70th anniversary we celebrate this year, and which we regard as a unique international machinery for tripartite co-operation. In this context, we look forward to a deeper mutual understanding within the Employers' group of the ILO and the development of constructive dialogue and mutual trust. We are convinced that adequate expression can and must be given to the interests of the employers of all groups of countries represented in the Organisation.

In conclusion, I should like to express the hope that the implementation of the development strategy for the economic recovery of our countries outlined in the Report will help to secure the well-being of our peoples in conditions of equality, freedom and human dignity.

Mr. TITIMUR (*Workers' delegate, Papua New Guinea*) – It is my pleasant task to congratulate

Mr. Nkomo on his election as President of this 76th Session of the International Labour conference, on the threshold of the last decade of the twentieth century.

At the same time, I wish to congratulate the Director-General for the usual excellence of the Report and other documents which have been submitted for the considerations of the conference.

The Director-General's Report on the ILO's activities also gives coverage of the widespread involvement of the ILO's many programmes in various countries.

We must, however, point out that Papua New Guinea is mentioned only once and this figure denotes the totality of ILO programmes conducted in our country.

We must also observe with regret that a workers' education project proposal developed by the ILO some two years ago has still not come into being. We are a young organisation and need this project to become operational as a matter of urgency and express the hope that the Office will pursue the matter.

Before proceeding further, I wish to place on record, on behalf of the workers of Papua New Guinea, our admiration of the epochal achievement of the Solidarity trade union movement and its leadership, who through their sustained struggle and their commitment to the cause of fundamental human rights, have finally obtained recognition that they are the legitimate representatives of the workers of Poland.

The Director-General has very appropriately titled his Report *Recovery and employment* and had proceeded to discuss the various factors that have come into play in relation to the problems that the world continues to face in relation to these aspects.

The Director-General has also outlined the endeavours made over the years to ease the problem of employment, particularly in the developing countries and the fact that, despite all efforts, success achieved had been highly limited.

This is particularly relevant to a small emerging country such as Papua New Guinea, where the bulk of the population work and live in the rural areas. A major factor that would affect Papua New Guinea's economic health would be world commodity prices for such agricultural products as cocoa, coffee, copra, oil palm and tea; these areas not only employ the largest number of workers, but also contain the potential to absorb the swelling numbers of jobseekers.

In reality, however, despite international structures that have been created to stabilise the prices of these commodities, we have continued to witness price spirals which have compelled the government to prop up these industries with financial resources which can only be siphoned off from other areas of development investment.

This position must hold true for all developing countries and underlines the need for industrially developed countries to ensure that the primary products from Third World countries fetch fair prices in order to promote employment and advance social and economic growth.

I am sure that I am not stating anything new, but the fact remains that as long as the affluent countries continue with their protectionist policies which result in depressing the prices of Third World commodities, whatever the strategies that are put in place, the current imbalances will continue.

This gloomy scenario cannot be dispelled unless those responsible for the convulsions of the world market make a genuine commitment to uplifting the living standards of the human race as an integrated global family. It is to be hoped that altruism will be the key element in the decade to come.

My country is caught in the throes of a dilemma due to the exploitation of its vast mineral resources. When making a comparison of the economic growth rate, we may see that investment is highly loaded in favour of the mining and petroleum industry which logically creates a lopsided growth pattern that requires careful balancing to avoid our society from becoming stratified.

Another important side effect of the mining industry in my country is its effect on the ecology and the environment. Mining pollutants, in addition to contaminating our river systems, have also given rise to a series of social problems which have reached explosive proportions. We therefore consider that safety in the use of chemicals at work is an important contribution that the ILO can make in providing relevant guide-lines on the usage of chemicals, not only at the place of work but also outside of the place of work.

The mere adoption of an international instrument is of little use to countries like mine unless structures are put in place under the auspices of the ILO to provide a pool of expertise to help developing countries who are faced with the problems I have just listed.

The Director-General has referred the International Monetary Fund and the World Bank in his Report; these bodies give advice to countries like mine as to how best they ought to make structural adjustments. I am afraid we have reservations with regard to the manner in which they have consultations and the type of advice that they give.

Firstly, consultations are confined to the state apparatus and do not allow the trade union movement to make any type of representation; secondly the stock remedies, such as devaluation, have neither expanded employment nor led to economic growth; thirdly, no emphasis is laid on the social content; fourthly, there is no evidence to suggest that devaluation has led to economic growth or effective structural adjustments.

On the contrary, devaluation, in addition to eroding the real wages of the workers, creates additional burdens in servicing the external debt and contracting employment therefrom.

Therefore, whilst devaluation by itself cannot stand alone, we venture to suggest that structural changes would be more appropriate if the Bretton Woods Institutions become more flexible in their consultative target groups.

We are in total agreement with the observations made by the Director-General, to the effect that tripartite dialogue between the social partners could play a crucial role in the overall spectrum of development strategy. In addition to macroeconomic issues, microeconomic issues and areas of government policy that can affect living standards such as social security, health and education, must encompass tripartite consultation.

It is with full awareness of the potential within a tripartite consultative system that the Papua New Guinea Trade Union Congress has submitted to the Government an agenda that also includes labour market policies, methods of increasing productivity,

a system of consumer protection, the settlement of industrial conflicts and such other wider issues.

We also perceive in the structure that we have proposed, a platform to call for the ratification of international labour standards, which have remained in limbo since Papua New Guinea gained independence in 1975.

We are optimistic that, given the Government's already positive response, a broad and far-reaching tripartite consultative machinery will be put in place in the near future.

In concluding, I would like to make a reference to the opening sentence in the Director-General's Report which says that we are in a paradoxical situation.

Apart from anything else we see the paradox continuing into the next decade, where nations who are vociferous in the protection of individual and collective liberties sail against the wind in suppressing the legitimate aspirations of captive people for independence and self-determination. At the same time we see inflexible and authoritarian ideologies bending before the winds of change.

We also see the superpowers, not so much engaged in an arms race, but jousting as to who can dismantle armaments the fastest.

At the same time, it is depressing to note that whilst between 1980 and 1985 the expenditure and military spending in the western industrial countries grew by only an average of 5.7 per cent, Third World countries increased military spending. According to a study conducted for Worldwatch Institute, if Third World countries had bought no arms between 1972 and 1982 they would have debts that were 20 to 25 per cent smaller.

We also have the other phenomenon of a profusion of multilateral aid packages being offered by certain industrial and newly industrial countries to the developing nations of the Pacific, whilst the marine resources of these countries are being destroyed through the employment of drift-nets which have been described as the "wall of death."

These are some of the issues that we see continuing into the next decade, and we appeal to the nations that chart the course of the future of the world to ensure that the artificial barriers that separate the affluent and the poorest nations are broken down.

Original - Russian: Mr. BODA (Minister of Labour and Social Affairs, Czechoslovakia) - Allow me first of all to congratulate Mr. Nkomo on his election as President of this Session of the Conference and to wish him full success in this responsible task. My congratulations are also extended to his fellow officers.

We welcome the Report of the Director-General on recovery and employment, both for its subject matter and, more especially, for its approach. In my opinion this Report is an important contribution to the 70th anniversary of the ILO, reaffirming its commitments and the fundamental objectives which it set itself in the Constitution, particularly those enshrined in the Declaration of Philadelphia. We consider that its emphasis on the indivisible nature of global development and the mutual interdependence of its social and economic aspects, both nationally and internationally, makes a fundamental contribution to our meeting today. It draws our attention to the need to

study and interpret the social consequences of all economic and financial policy measures, nationally and internationally.

It is not so long since the opinion prevailed, even within the Organisation itself, that it was not competent to assess the causes of social problems in a wider context; it had to restrict itself to concern for the unemployed, without, however, working to solve the fundamental causes of unemployment. It sought to reduce poverty in the developing world without applying itself to analysing the consequences of economic relations nationally and internationally. It concerned itself with the social protection of those who were deprived of it by neo-liberal economic policies, the resulting deregulation of labour relations and the increased flexibility of unilaterally applied working conditions, while at the same time no one recognised its right to intervene in this process, despite the fact that the responsibility and competence of the ILO in these matters have been clearly laid down since 1945 in articles 2 and 4 of the Philadelphia Declaration.

This kind of unilateral interpretation of social development and social protection, bearing no relation to economic systems and financial reports, was clearly the fundamental cause of the increased social bipolarisation in the world during the last decade. At the same time it reduced our Organisation's capacity to contribute effectively to solving the serious problems of workers throughout the world.

The development strategy in socialist Czechoslovakia, with its policy of international co-operation, has always been based on the conviction that the ultimate objective of development has to be the full development of each individual. This entails providing not only the legal conditions but, above all, the material and organisational conditions necessary to offer real scope to all citizens. The principle of social justice is of paramount importance in our development policy. This is another reason why we applaud the fact that the Report of the Director-General roundly defends these ideas, rejecting simplistic financial and monetary approaches to consolidation programmes for economic recovery and structural reforms imposed by creditor institutions on some debtor countries.

The relationship between the principles of social justice and performance is complicated and contradictory. However, all our countries have accumulated a wealth of national experiences, some of which have general validity and demonstrate the basic direction of the path we are following. We are glad that the Report reflects the far-reaching negative social consequences resulting from drastic reductions in domestic consumption and, therefore, national social development. However, the immediate result of the damage incurred is not final. Far from it. The slowing down of social development will make itself felt in the course of time in a potential reduction of qualifications within the workforce, less adaptability to global technological developments and inability to sustain competitiveness in international markets, in other words by a new and greater economic dependence for many years to come. Consolidation programmes have particularly serious consequences in developing countries with a heavy foreign debt, where such consequences cannot be dealt with at the national level. The differences in the global distribution of wealth, both between nations and within the national community, have increased immeasurably during the past ten to fifteen years, constituting an

obstacle to world development as a whole. This is why we must work to reduce them.

At the same time, however, we are aware that unilateral overestimation of social aspects can slow down the increasing pace of economic performance, in particular when social criteria take precedence to the detriment of stimulating economic competitiveness and principles of universality and unity in distribution reduce the scope of individual initiative and creativity. Economic reform – that is, the reconstruction of the economic mechanism in our country and other socialist countries – has a primary objective of increasing the scope for people's initiative by substantially extending their participation in economic life and enterprise activity. The expansion of economic independence to pave the way to undertakings, a wide-ranging development of the functions of entrepreneurs, an increased autonomy for workers' collectives and further democratisation in both the economic and the public spheres of society provide the main foundations. In connection with the reconstruction of economic management, basic changes in the national economic structure are also under way so as to meet the needs of the population better and to achieve greater adaptability to international trade and co-operation conditions.

In order to achieve these objectives, we have adopted during the last months a number of important legislative measures, including laws on state enterprises, agricultural co-operatives, housing, consumption and production co-operatives, and joint domestic and foreign capital undertakings. The changes in the economic system brought about by these laws are having a profound effect on labour relations, requiring a number of changes to the Labour Code. This process is far from finished, since we are drawing up other important legal standards, particularly a complete rewriting of the law on national economic planning and employment regulations. There will also be new measures to extend individual economic activities, increase the number of small enterprises and provide scope for the development of joint ventures. Alongside the huge, high-performance sector of production and agricultural co-operatives, these measures will contribute to satisfying the requirements of the population as regards the quality of products and services. For all their effect in increasing economic efficiency, they are not being implemented at the cost of social protection. We are convinced that full employment will be assured – this is fundamental to social protection – even after the structural changes, and that all workers who have to leave their employment will be offered adequate employment.

This is another reason why we feel, again in agreement with the Report of the Director-General, that growth in economic efficiency is possible while still maintaining the fundamental rights of workers, particularly the right to their livelihood and to full employment. In our opinion, this should be the starting-point for the ILO's future activities. The question as to how and at what pace the problem of foreign debt is solved will be crucial to the solution of the world's most serious social problems. In this context, we should also note the adjustment to the international financial conditions, which are the fundamental causes of the net transfer abroad of the resources of developing countries towards creditor countries. Czechoslovakia has supported and will continue to

support the legitimate demands of developing countries for equality in international economic and financial relations, which is basic to their economic recovery. We believe that the ILO can provide these countries with essential assistance by way of advice in formulating policies for economic and social recovery, on condition that the ILO can assemble and pass on the fruitful experiences of all its members, not restrict itself to selected social systems. We see promise, for example, in the new attitude adopted towards the State sector, as expressed in the Report.

We feel that a substantial improvement in the international atmosphere, particularly thanks to the initiatives of Soviet foreign policy, is creating for mankind as a whole an extraordinary chance to reach agreement and divert funds hitherto spent on arms on a world programme of general progress, thereby progressively reducing and eliminating the most serious social problems. We believe that this favourable climate internationally will also enable us to increase substantially co-operation in Europe, whose problems – I have in mind particularly the threats to the environment, as well as an overall increase in insecurity in many countries – are very serious.

The Report shows that it is high time to check, at least, the worsening economic contradictions as well as the deterioration of the overall social situation of the world. The current development in international relations, the growing mutual trust and a general awareness of interdependence are creating conditions under which agreement can be reached on co-operation, a potential turning-point for world development. The Czechoslovak Socialist Republic is working to that end, in which it is ready to take an active part.

Original – French: Mr. OECHSLIN (Employers' delegate, France) – Since this is the first time that I am speaking as a delegate of the employers of France, may I congratulate the President and Vice-Presidents of the conference on their election.

The title of the Director-General's Report, *Recovery and employment*, is somewhat ambiguous, which makes it all the more topical. It seems to me that its author or authors were prompted by an urge to follow the title with a question-mark or some other typographical device showing that the relationship between these two terms is not quite as simple as might have been thought a few years ago. It is true that economic recovery is a necessary precondition for an upturn in employment, but it is by no means sufficient, at least if one means by "upturn in employment" a lasting and generalised decrease of unemployment in all its aspects.

Today it is clear that economic recovery is an inevitable path to increased employment and that it must be accompanied by job creation; however, it is not always possible to find people who are able, or even willing, to fill the jobs offered; moreover, a lack of certain categories of workers may be a major obstacle to the recovery of an economy which is generally characterised by unemployment and underemployment. One may therefore wonder whether employment should be considered with reference to the level of economic activity or whether it would not be fair of the deal with it as a symptom of the incapacity of the distribution and human resources development systems to adapt to changing economic conditions.

In point of fact, this viewpoint is not contradicted by the approach of the Report's authors, who propose an appropriate national strategy characterised by a dual formula, namely structural adjustment and equitable growth. The first term is well known. It is fashionable and has become the leitmotiv of many international conferences. The second aims to be more original and claims to represent the specific contribution of the ILO to this debate. I must admit, however, that I do not quite understand how growth can be equitable. The word equitable implies a value judgement. This is an ethical concept which inadequately characterises a quantitative concept such as growth. What is meant, no doubt, is that the fruits of growth should be distributed equitably, that the means to be used should respect certain criteria, that the goal should remain a social one, and that the ILO, which likes to say that it is the "social conscience" of the United Nations system – has the responsibility for upholding these principles.

This does not worry me. In the past, one spoke of the "social market economy", the word "social" being used in a similar sense. It is true that the lack of social consensus costs a community dear and impairs its adaptability and economic progressiveness. When all is said and done, democracy and its apparent disorders, such as the exercise of individual or collective freedoms – and the resulting washing of dirty linen in public – remain the least obnoxious way of exercising and overcoming social tension. In this respect and others, regimes based on brute force are the least productive of social systems – as one great country how seems to be realising. Men and women try to excel for the sake of honours, profit, sacrifice or friendship, but never, in the long term, through fear.

It is obvious that a good social policy facilitates growth and adaptation by motivating the workers, by prompting a training efforts (which is always first and foremost an individual effort), by placing a premium on initiative and competence, by creating a feeling of security, by permitting development through demand for goods offered by enterprises.

However, it would be naïve and dangerous to believe or to claim that established machinery for wage fixing and the settlement of collective disputes, or systems of social protection, never have negative effects on adjustment capacities. Whether because of the rigidities they create on the labour market or the extra cost they imply for the labour factor, their effect must be assessed objectively and without bias. The debate is open. The ILO remains the main forum for that debate, on condition that each of us agrees to engage in it without ulterior motives – in other words, without seeking systematically to defend outworn ideas or to destroy the cohesion of the social world.

The ILO must beware of a nostalgic approach to labour problems. For example, we occasionally see in the Report a distinction being made between "good" and "bad" jobs. The former are by nature permanent – of indeterminate duration and tend to be in the industrial sector. The others are "precarious" in industrialised countries, "informal" in developing countries, and mainly in the tertiary sector. I do not deny that in the second group there is still much abuse and exploitation, but I believe this dichotomy is somewhat out of date and that the social evolution which is taking shape can point the other way.

The strategy proposed by the report is divided up into a combination of macro-economic and micro-economic interventions. I shall not emphasise the distinction between these two terms, which is the dearer to the economists in that it is hazy and offers them full leeway to give their demonstrations the meaning they consider most appropriate. But I was rather struck by the word "intervention", which seemed to me somewhat paradoxical, in that one of the main thrusts in the strategy – and quite so – might be the return of the market as a mechanism for regulating the economy. It is true that these interventions aim – we are told – at eliminating distortions, subsidies, restrictions and other crutches which transform markets into so many cripples incapable of moving without outside help. One wonders whether the cripple is not so weak, whether his muscles are not so atrophied that he will not be able to set one foot in front of the other without collapsing unless the helping hand of the State supports him on his tottering way.

But that would mean overlooking the fact that in most countries where the pressure of this hand is the strongest there exists a highly organised black market which operates well without, of course, being under the aegis of the State. This is, of course, a bad thing and should be condemned. However, it does exist and shows the infinite possibilities of human nature to get organised by itself. I believe, therefore, that the concerns voiced by the authors of the Report are exaggerated and that managers of enterprises, wage earners, trade unions and consumers are more capable of operating the markets they are concerned with than is generally thought by economists.

Except where there is imperative planning, a system whose inefficiency is unanimously recognised today, the "interventions" of the State, even when there is tripartite consultation, can only be incentive or prohibitive. The move from the potential to the actual depends on the enterprise and is by nature decentralised. Investment, hiring, purchasing of equipment, choice of technology, are all individual decisions of the enterprise. Regulations can prevent certain actions from being carried out, can make them subject to given procedures but, on the other hand, they can render certain decisions more attractive. It is, however, very difficult to actually force a company manager to do something definite. As we say colloquially, you can take a horse to the water but you can't make him drink. Similarly, a consumer cannot be forced to buy what does not suit him, apart from certain exceptional cases. In other words, the forces of the market, whether covert or overt, cannot be held in check for ever; they will always get their own back on the planners – if only by going underground.

The market is a formidable educator, far better than the wisest ILO expert. It is merciless to the improvident, the incompetent or the scatterbrained. My many travels throughout countries at all stages of development have taught me that really good heads of enterprises have been trained by the market: it was the market which led them, for example, to the choice of the most appropriate technology for the price and quality sought by the customer. It is the market which imposes productivity, not the wish to be congratulated or receive honours. It is the draconian law of the market which is the very source of innovation and the constant search for the best possible organisation of the factors of production.

This does not mean to say that a transition from a planned economy to a market economy will not pose problems for those involved, nor that the ILO cannot help in their solution. In the case of the employers, on whose behalf I am speaking, I note, on the contrary, a wish to benefit from the programmes organised by the ILO on condition that these programmes correspond to their true needs and are designed by people familiar with these needs and, if possible, with the help of other employers.

I would add that the employers' organisations and perhaps also the workers' organisations are not always prepared for tripartite dialogue in a system where the market is predominant. In this field, too, the ILO – upon the request of interested parties – could draw up programmes which would enable them to benefit from the experience of countries with a similar past.

In conclusion, I should like to place the questions dealt with by this Report among the priorities of the ILO.

I have always been struck by the fact that the main themes underlying our activities are presented in isolation: you have standards, the fight against discrimination, improvement of working conditions, training and employment. The link between them is missing. Structural adjustment, or some other more expressive term for this phenomenon, might help us to have a more coherent view of our activities. The Report before us is a first step along this path, but it still seems too cluttered up with dubious dogmatism and unjustified hesitations. However, it has the merit of making us more aware of the relationships existing between our programmes. Although some of our activities seem to have effects other than those intended, we must keep calm and try to find out how to solve and overcome these contradictions. The structure of our services must also be more flexible, thus permitting a more multi-disciplinary approach.

Despite its shortcomings, or perhaps because of them – since they give food for thought and matter for debate – the Report will remain a useful milestone in our search for solutions.

Mr. MULIMBA (*Minister of Labour, Social Development and Culture, Zambia*) – The Zambian delegation, on behalf of the Zambian people, Party and its Government, congratulates the President on his election to the Presidency of this 76th Session of the International Labour Conference. His election is a great honour not just to Zimbabwe but to the African region and to the front-line States in particular. It is an election which will cheer the struggling and oppressed workers of South Africa and Namibia. We also congratulate each and every member of his cabinet on their election to various offices and committees, servicing this Conference.

We welcome the new Director-General, Michel Hansenne, to the International Labour Office and pledge to give him the same loyalty and support that we gave his predecessor, Francis Blanchard, to the over a-decade-and-a-half period which has been already described as a militant humanism for the rights of workers and a healthy concern for the unemployed and the handicapped, which gained the world's attention during his term of office.

We pay tribute to the Chairman of the Governing Body, Mr. Mensah, another distinguished African and his team, for the excellent work reflected in the

Governing Body's annual report to this Conference. The Governing Body's report and that of the Director-General raise many challenging issues requiring serious analysis, debate and decision by this Conference.

The theme chosen for our 76th Session, "Recovery and employment" could not have been more appropriate for Zambia and for the African region. This theme can be traced to the Lagos Plan of Action and the Final Act of Lagos of 1985, which was followed up by the African Plan for Rapid Economic Recovery (APRER) adopted by the OAU at Addis Ababa in 1986 as a recovery strategy. The culmination of this approach as a development strategy was the adoption by a special session of the United Nations of the United Nations African Economic Recovery and Development Programme (UNPAERD).

Zambia, in line with this theme and strategy, decided on 1 May 1987 to break away from the IMF and World Bank-linked Structural Adjustment Programme which had been religiously pursued for over a decade, in favour of its own New Economic Recovery Programme based on the theme "Recovery from own resources", with emphasis placed on the utilisation of local human resources and raw materials for future sustainable socio-economic development. For the 15 years or so that Zambia pursued and persisted with the IMF-linked Structural Adjustment Programme, its economic growth rate averaged 0.5 per cent per annum; its population growth rate rose to 3.4 per cent by 1987; unemployment continued to rise; social services deteriorated; and social unrest began to be a source of political concern.

The Conference may be interested to know that, under the First National Development Plan, launched in accordance with this new development strategy, the Interim National Development Plan from 1 July 1987 to 31 December 1988, the economic growth rate rose from 0.5 to 2.7 per cent over the plan period. We decided to restrict debt service repayments to 10 per cent of our budgeted annual export earnings. We are keeping our fingers crossed that we can maintain and hopefully increase our economic growth rate to 3 per cent per annum during the Fourth National Development Plan which was launched on 1 January 1989.

As a result of our decision taken to depart from the IMF-linked Structural Adjustment Programme, some of our friends in the West decided to cut off aid to our development programme, thereby adding a man-made financial drought to the natural climate droughts which for three successive years had crippled our efforts at achieving a faster economic recovery. It is worth mentioning here that most African countries have responded to the call for structural adjustment programmes – or, as they are sometimes referred to, austerity programmes.

The adoption of the APPER strategy was in response to these calls by our friends in the West. We were encouraged to believe, when the UN unanimously adopted the UNPAERD, that the additional resources which African countries would need to implement a new development strategy would be forthcoming. We were wrong. What we have witnessed by some Western countries is the most dramatic about-turn since the road to Damascus!

Allow me to emphasise what President Kaunda has often stated at other fora on this issue. The prosperity of the West is, to a great extent, dependent on

the capacity of the South as a market, to continue purchasing its finished goods and services. It should concern the West, therefore, to ensure that the purchasing power of the South can be relied upon to sustain the prosperity of the North. We are, in the final analysis, each other's brother's keeper. For Zambia for instance, one tonne of copper in 1973 bought five tractors for agriculture. Today the same tonne produced at higher costs will not purchase a third even of a tractor.

This brings me to the subject of debt. Many seemingly helpful solutions have been suggested to bring relief to debt-ridden developing countries. Zambia is grateful to her partners in development who have decided to write off part of her debt and rescheduling the payment period for the remaining debt. We want to state, however, that this is not a lasting solution to the problem of debt. It is like informing a prisoner sentenced to death of the postponement of his execution.

Let me perhaps put it another way. When a tap is leaking, it is futile to start mopping up the water on the floor. The tap must first be firmly shut, and mopping up can then follow. The answer to debt is to improve the purchasing power of countries selling raw materials to the industrialised countries. Secondly, protectionist walls banning developing countries from gaining access to markets in what we are made to believe are free-market economies must be pulled down. Thirdly, developing countries must have the courage to accept the fact that unless they first add some value to their raw exports, they will continue to earn a pittance for their labour and they will get deeper and deeper into the quagmire of irredeemable debt. To add value to raw materials before export requires the stepping up of the application of science and technology to development which is one of the leading strategies of APPER and UNPAERD. For the majority of us in the South, the more we export the less we earn. The rich get richer and the poor in the end get more children, an expanded labour force without jobs, increasing acute poverty, social instability, fermenting serious threats to peace and democracy.

That is why Zambia attaches great importance to the ILO's technical assistance programme to developing countries in general and to our own country in particular. We remain determined to continue our programme of co-operation in the various fields of development and seek to orient these to our new strategy of development, and priorities outlined in our Fourth National Development Plan, which include the creation of some 400,000 new jobs in the formal sector during the plan period. We are painfully aware that even when this target is achieved, 400,000 jobs are a drop in the ocean of the unemployed in Zambia.

It is for this reason that we hope to improve our technical capacity to expand opportunities in small-scale farming and small-scale industry activities which have a bigger potential to absorb most if not all of the unemployed labour in Zambia.

On apartheid, we want to say this: We do not as yet share with the South African leadership the use of a common democratic dictionary. South Africa is a master in double-talk, surpassing even Humpty-Dumpty of English literature. It appears that George Orwell's 1984 is compulsory reading for all South African leaders. Mr. De Clerk, the new South African

leader has announced that apartheid will be abolished in South Africa. The Western press appears to have been hoodwinked by this. De Clerk also announced in the same breath that group rights for various racial groups in South Africa are not negotiable. Group rights is another term for apartheid. Humpty-Dumpty again. The ILO should exercise caution with those who advise that an age of reasonableness has been born in South Africa.

Let us not forget or ignore the fact that South Africa did not volunteer to let go its stranglehold over Namibia. It was forced to the negotiating table by the victory scored on the battle ground by the heroic fighting forces of Angola, assisted by the great freedom-loving people of revolutionary Cuba, at Quito Canavale. ILO's call for the enforcement of comprehensive mandatory economic sanctions against the apartheid regime must be intensified, and ILO's assistance programme to workers' organisations in South Africa and Namibia, expanded.

We equally reaffirm our support to the fighting workers of Palestine and the occupied Arab territories. Their cause is our cause.

The agenda item on night work for women gives me the opportunity to report to this Conference of the very active and lively debate currently taking place in Zambia on the role and status of women in development. Our population statistics reveal that women constitute more than half of Zambia's population. Zambia's success in its development efforts will depend on what Zambia does to release the energy and potential of its woman-power to participate effectively in the development of the country in all spheres of human activity. The militant women's League of the United National Independence Party is demanding not only the women's right to night work, but to all other work hitherto reserved by law to men only, including underground work as miners.

Preliminary studies reveal that night work distorts the system of wages and the conditions of economic competition. There is no denying the fact that the present regulations governing night work are a blatant discrimination against women in their choice of employment and the development of their working life. The need for special protection of women in relation to certain conditions of work is often explained by reason of the woman's role as a mother; and yet the harmful effects and resultant problems of adapting the rhythms and cycles of production to the biological, psychological and social rhythms and cycles of human beings do not affect the woman alone, but both men and women. Regulations governing night work should be the same therefore for women and men. We fully agree with the call for further multi-disciplinary and internationally co-ordinated studies to establish whether there is medical evidence confirming unequal entrainment of biological rhythms of the long-term effects of night work on men differently from women, and the particular problems raised by different types of employment and climate in various geographical regions.

In concluding my delegation's remarks, I join other delegations in congratulating the ILO in the celebration of its 70th birthday. A lot has been achieved in the 70 years for which we can justly be proud. More work still lies ahead of us. Zambia takes this opportunity to renew its commitment to the ideals and objectives of the ILO. We pledge to strengthen the application in Zambia of the ILO's

tripartite approach to industrial relations both in spirit and in practice. We will continue to favourably consider the early ratification of ILO Conventions and Recommendations not already ratified, consistent with our domestic legislation. We wish the President and the 76th session of our Conference, a resounding success.

Original - French: Mr. TEODORESCU (*Employers' delegate, Romania*) - It is a signal honour for me to congratulate the President, on behalf of the managers of enterprises in Romania, on his election as President of this session of the Conference, and to express my conviction that, thanks to his skills, this session will be crowned with success.

I also take this opportunity of extending my congratulations and best wishes to the new Director-General, Mr. Michel Hansenne, and of wishing him every success in the discharge of his important responsibilities at the head of the ILO.

I should like briefly to address a number of elements bearing on the context in which the employers in Romania carry on their work.

The first of these is growth. This growth has continued despite the unfavourable international economic climate and the pressures on our resources in recent years stemming from the servicing of our foreign debt, which was fully paid off at the end of March last.

In recent years, 2,000 industrial units have been set up in Romania, both in old centres and in over 180 new industrial parks which, together with the new agro-industrial centres and tourist centres, constitute new growth poles.

This August, 45 years will have elapsed since our national and social, anti-fascist and anti-imperialist liberation revolution. During this period, Romania, once a poorly developed country, has advanced remarkably, and is now undergoing full progress. Industrial production is now 135 times what it was in 1945, and agricultural production has increased tenfold, while the national income has grown fortyfold. The Romanian economy today can produce goods of a high technical standard in virtually every sphere.

For the five-year period beginning in 1991, the intention is to continue the intensive development of industry, agriculture and other branches of activity on the basis of new achievements in science and technology. This will make it possible to maintain and intensify the participation of our economy in international trade with all regions of the world.

The second element that I should like to address is that of the economic machinery set up following the economic reforms undertaken over 20 years ago and which, in the framework of the integrated economic and social development plan, guarantees extensive autonomy to enterprises. The plan itself is based on an analysis of the possibilities and prospects for the development of enterprises. Under the system of self-management and self-financing, the enterprise organises its activity according to economic criteria, establishing its own income and expenditure budget. Its relations with other state enterprises or co-operatives are commercial relations based on contracts, both for the procurement of supplies needed for production and for the domestic or foreign market. The control centre of the enterprise features quantitative and qualitative economic indicators. While endeavouring to reach the plan targets, the enterprises set

themselves the objective of raising efficiency and profitability by various means. It is in this context that enterprise directors attempt to solve the problem of utilising production capacity to the full, of using raw materials more effectively and, above all, of increasing productivity.

At present, in all enterprises, the aim is to maximise production and output, using existing capacities, by implementing measures prescribed in organisation and modernisation programmes designed by technical and management personnel, together with all the workers, with a view to making better use of modern management and work organisation methods.

In the present economic system, which has been gradually been adapted to new conditions, the production unit is still the focus of dialogue and co-operation between representatives of the Government, workers and enterprise director. While activities as a whole follow the guidelines contained in the state plan and major decisions concerning operations of the unit will be taken by the collective management bodies, namely the general assembly and the workers' council, day-to-day initiative and management are exercised by the management, by the directors of enterprises.

Their role and their status are by no means inferior to those of their colleagues in the market economy countries. It would be only fair to establish equality within the ILO among all employers of every kind, eliminating the discrimination which continues to be practised against managers from certain countries, including my own. Such an act of recognition of the diverse situations which exist in the world enterprise could only serve to strengthen the ILO, which itself is characterised by tripartism.

I should also like to point out that the employers in our enterprises receive a very thorough professional training at universities and polytechnics, and during regular further training courses. A growing number among them are women who display a high standard of competence.

One last element to which I should like to draw your attention concerns the desire of enterprise directors to contribute to providing training for workers and to improving working conditions and occupational safety in enterprises. Of course, the main role in training is played by schools. In Romania, where a ten-year education is compulsory, by the end of this year we will have extended this to 12 years of education. University education has largely been democratised, providing a supply of senior technical and managerial personnel to all branches of the national economy. The role of the enterprises in training workers is still important. It continues to provide qualifications on the job, maintains regular and contractual relations with the world of education and research, and is responsible for upgrading the skills and qualifications of all workers and technical personnel.

We appreciate the inclusion in the agenda of the item concerning the use of chemicals at work with a view to improving workers' protection and occupational safety at a time when advanced technologies are being introduced in productive processes in all areas of activity, including the chemical industry. We cannot emphasise enough the importance of this issue, both for enterprise and for the environment at the local, national and international levels.

Employers in Romania are concerned to ensure safe working conditions, particularly for those hand-

ling and directing manufacturing processes, production installations and users.

This concern focuses chiefly on the prevention of accidents at work.

Here legislation, supplemented by specific measures tailored to particular areas, helps to ensure that chemical industrial processes take place in environmental and safety conditions aimed at protecting the workers' health workers and the environment of the country.

It only remains for me to express the hope that the Conference will adopt appropriate instruments in this area.

Mr. DELEZA (*Minister of Labour, Malawi*) – It gives me great pleasure to be given the privilege of addressing this august assembly on behalf of the Government and the people of the Republic of Malawi.

First allow me to convey to you the warm and fraternal greetings from His Excellency, the Life President of the Republic of Malawi, Ngwazi Dr. H. Kamuzu Banda and the people of Malawi. I wish on behalf of my delegation and indeed on my own behalf to congratulate the President on his election to the high office of presidency of the 76th Session of the International Labour Conference. I would like to assure him of the high confidence we have in him and his competence to bring this Conference to its successful conclusion.

I would also like to endorse Malawi's acceptance of the appointment of Mr. Michel Hansenne as Director-General of the International Labour Office. On behalf of the Malawi Government I humbly seek the President's good offices to convey to the new Director-General our best wishes to him and heartfelt congratulations on his appointment to his high office. His appointment has come at a time when the world, especially the Third World, is faced with problems of unemployment, indebtedness and social injustice. I have no doubt, however, that his most valued and vast knowledge and experience in the field of labour and other social issues will help a lot in the proper and effective discharge of the activities of the International Labour Organisation and thereby contribute towards finding remedial solutions for the political and socio-economic problems besetting the human community all over the world today.

Malawi would thus once again like to associate itself with the basic founding principles and ideas of the International Labour Organisation 70 years ago to promote social justice, progress and fundamental human freedom. The unique tripartite constitution of the ILO itself gives the best possible structural forum to develop better and meaningful understanding among the social partners in development; namely, Governments, Employers and Workers, who have a collective responsibility in a collaborative spirit to address themselves to the emerging labour and social problems which form the central focus of our discussions.

On a very sympathetic note, please allow me to express to the Director-General of the ILO, on behalf of the Malawi Government, my delegation and indeed on my own behalf, our deepest sorrow and regret on the untimely death of Mr. Elimane Kane, a faithful and very dedicated servant of the ILO and in particular of Africa. The loss of his valued services and his absence at this session will indeed be felt for ever.

With reference to the Director-General's reports on the world economic recovery and employment activities of the ILO during 1988, my delegation considers both reports to be an outcome of excellent work. The Reports deal with very important and pertinent issues, first and foremost among them being the question of economic growth and employment, a subject of utmost importance for developing countries such as Malawi where the creation of productive employment and sustainable economic growth are some of the major challenges to development.

Malawi is in this respect one of those countries which had to take hard decisions on economic management as required by the World Bank and the IMF. The adoption of economic stabilisation and structural adjustment programmes by the Government were considered to be in the best interests of the economy in the long run. As rightly detailed in the Director-General's Report, the economic plight of sub-Saharan Africa, of which Malawi forms a part, is being aggravated by the debt service problem as well as the continued deterioration in the terms of trade. In the case of Malawi, however, due to the austerity programmes instituted earlier on, the economy registered a positive 4.2 per cent economic growth rate in 1988 and this economic recovery has spread to almost all sectors of the economy, including agriculture and the manufacturing sector.

The Director-General's Report also gives an account of the activities of the ILO in 1988 in various fields, including human rights, international labour standards, promotion of equality, industrial relations, social security and vocational training, among others. I would, in this connection, like to comment on the very valuable work being rendered by the Committee of Experts on the Application of Conventions and Recommendations, which provides the basic points of reference to the activities of the International Labour Organisation such as in the development of harmonious labour relations, enactment of national legislation, improved opportunities for training and employment, just to mention a few. As stated in various parts of the Report, Malawi has greatly benefited from ILO programmes through the provision of both financial and technical assistance in areas of human resources development, industrial relations, vocational rehabilitation, social security and occupational safety and health, for which we are most grateful. In addition to our own national efforts of mobilising local resources for national development, it is indeed necessary to emphasise the need for substantial supplementary support from the international community particularly in the flow of capital and other types of assistance from the developed to the developing countries.

Malawi's economy is essentially agricultural. Over 80 per cent of the population reside and earn their living in rural areas through agriculture. Under the wise and dynamic leadership of His Excellency the Life President, Ngwazi Dr. H. Kamuzu Banda, the Government continues to develop this peaceful and prosperous country for all races to live in harmony and participate fully in the development process. The Government has embarked on a rural development programme to improve the general welfare of the people and generate employment, more especially in rural areas. The programme includes raising agricultural production, development of rural infrastructure, provision of social services and giving all

possible support to small- and medium-scale enterprises for self-employment in both rural and urban areas.

Finally, I note that the Conference will consider some technical issues, such as the revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), the issue of night work and safety in the use of chemicals at work, with a view to adopting Conventions or Recommendations. Malawi is one of the countries which has already ratified Convention No. 107 and when agreeing to the final version of this instrument consideration should be paid to the social and cultural differences that obtain in member countries so that those Members who have already ratified this instrument will be able to implement the new provisions that may be incorporated in the revised Convention. As for the other two subjects, on night work and safety in the use of chemicals at work, consideration should also be paid to the differences in the level of development of member States, for indeed it is not such a simple task to come up with provisions in the adopted instruments that would be universally applicable to all member States of this Organisation. This, in our view, is a very important point for delegates to bear in mind when adopting international instruments for possible ratification or adoption by member States.

With these few remarks, I wish the Conference every success.

Mr. ARBUCKLE (*Employers' delegate, New Zealand*) – On behalf of the New Zealand Employers' Federation, I would like to join my voice with those of other speakers in congratulating Mr. Nkomo on his election as President of the 76th Session of the International Labour Conference.

In commenting on the Report of the Director-General, I would also like to pay tribute to Mr. Blanchard's outstanding record as chief executive of the Organisation and also to welcome the appointment of his successor and to wish him well in his difficult task.

The Director-General's Report, *Recovery and employment*, is of great interest to New Zealand. Our country has in the last five years switched its economy from one which was subject to a considerable degree of central control and direction to one in which most, but not all, controls have been removed. The centralised regime which existed up until 1984 had resulted in an economy which contained serious distortions. Our farming industries, for example, are exceptionally efficient by world standards but over the years their markets were restricted by protectionist devices employed in Europe and elsewhere and by dumping of subsidised products on world markets. The result was that by 1984 our farmers were being subsidised through product price support programmes. These programmes were in turn supporting inefficiencies in our processing and transport industries.

The financial system was also subject to centralised control which led to rigidities. Within these rigidities there was a lack of financial discipline so that producers other than exporters could operate on a cost-plus pricing of goods and services. The overall structure appeared to provide full employment but that appearance was under strain with unemployment levels increasing. It also marked decreasing standards of living arising from low productivity in many sectors.

The Labour government elected in 1984 dismantled the previous structure and the dismantling went further, and took place more quickly than in most other countries where subsidies and protection have been removed.

The radical changes were intended to create a so-called level playing field where no sector or group was favoured over the others. The theory was that market signals would trigger profitable change and freedom of competition would lead to lower prices and better services.

While there are critics of the timing and the pace of change, the overall thrust is one which has met with general approval. The effects of deregulation should, in the long run, improve our trading opportunities and ultimately improve prospects for employment.

However, the first and most noticeable effect of deregulation of both the financial and trading sectors has been an unprecedented rise in the level of unemployment in our small nation.

About 10 per cent of our workforce is unemployed. Back in the days before the oil crisis, New Zealand could boast of virtually zero unemployment with only a few hundred people out of work.

Farm production, particularly of meat, has dropped dramatically following the removal of subsidies which protected farm incomes for many years. This has led to large redundancies in the meat industry, one of our largest employers, and to a serious recession in provincial areas as farmers close their cheque books. Despite this, our farming industries can remain internationally competitive, and provided we can obtain the same free access to overseas markets for our most important products, that we as a nation accord to goods imported from other countries, the long-term prospects for our country are bright.

The face of New Zealand has changed in ways which are welcomed by many citizens. Consumer subsidies have disappeared and traditional manufacturing industries are no longer protected from imports. This means that consumers are now treated to a much wider range of cheaper goods. Producers too, can now obtain services and equipment at internationally competitive prices.

Adverse effects have been obvious, as the recession which started in provincial areas has now spread to towns and cities.

This recessionary phase has affected all strata of our society, but there are signs of an upturn. Our balance of trade figures has recovered, our inflation rate is lower than that of many of our trading partners and many industries have been restructured.

The Director-General of the ILO, in his Report on recovery and employment, deals directly with the issue of deregulation of the labour market. He points to three objectives of labour legislation: to guarantee a minimum level of protection for workers; to guarantee that workers will share in the fruits of development; and to allow the participation of workers in steering the course of developments to ensure that it will satisfy their aspirations.

These objectives will be very widely accepted. However, a substantial group of New Zealanders would suggest that they can only be attained in an economy which has been deregulated in an even-handed manner. They consider that in New Zealand progress is inhibited by various restrictions.

Most importantly there needs to be reform of the labour market in two areas: the restructuring of bargaining arrangements; and the removal of barriers to employment.

The most important legislation impinging on conditions of employment is the New Zealand Labour Relations Act. Some aspects of the legislation trouble New Zealand employers.

The philosophy behind the Act was to free the way for change to take place on the industrial scene, rather than to impose such change. There is a good argument for such an approach in matters which affect the working lives of most of the workforce. People and institutions do not find it easy to respond quickly to change. Evolution is preferable to revolution.

We see two difficulties, however. The first is that employers and workers need to have equal opportunities to control or influence the evolutionary process. In New Zealand, the Labour Relations Act gives special rights to unions, which are not available to other parties.

The second difficulty is that the slow change in labour market conditions has meant that different parts of the economy have moved at different speeds. Farmers and manufacturers in particular are operating in a partially deregulated environment. They have to sell their goods on deregulated markets and they have to pay high transport and other costs due to regulated labour practices. This has a depressing effect on profitability and an adverse effect on employment.

Other areas creating difficulties are taxation and non-wage labour costs which have increased substantially in recent years.

In earlier times, New Zealand was known as the social laboratory of the world. What I am saying is that the experiments are still going on, but that the present mixture of ingredients is not producing the required result quickly enough.

My suggestion is that changes need to be managed so that the various parts of the economy remain in harmony. This means taking into account not only financial and labour markets, but also areas of tax and welfare systems.

Having looked at some specifics about deregulation and what the employers would like to see, let us now go back to the guiding principles set down by the Director-General of the ILO.

The first was to guarantee a minimum level of protection to workers. In New Zealand, the Government sets minimum wages and conditions by various legislative provisions. However, in our country as elsewhere, if the minima are too high, they will have the reverse effect from that intended. If minimum conditions are inappropriately generous, there will be fewer jobs and this will disadvantage those least well-equipped to look after themselves.

The second of the Director-General's objectives was to guarantee that workers would share in the fruits of development. We believe that a study of market economies shows that no guarantees are necessary. The system automatically passes on a share of increased productivity to workers. Guarantees impose rigidities, and rigidities can prevent an adequate share of this year's fruits being reinvested to increase next year's crop.

The Director-General's final objective is to allow the participation of workers in steering the course of development to ensure that it will satisfy their aspira-

tions. This question is being addressed to New Zealand by a Committee of Inquiry into industrial democracy.

Employers generally agree that programmes of employee involvement in the workplace are to the advantage of everyone in society. They result in greater productivity and the main beneficiaries of the wealth created are ordinary working people.

I would now like to turn from reform of the New Zealand economy and labour market to say a few words about reform in the ILO.

The New Zealand Employers' Federation has a long history of participation in, and support for, the International Labour Office. That record of support provides me with a firm base from which to voice support for the views expressed by the New Zealand Minister of Labour, the Honourable Stan Rodger, in his address to this Conference on 9 June.

I must say that people like myself, who see the Organisation and the way it operates for the first time, feel that there is a need for change. Large complex organisations are by their very nature slow to change and resistant, and they often have great difficulty in keeping focused on their true objectives.

Everyone knows that it is more comfortable to stick to the old ways than to change. Employers have had change forced on them by competition, by governments. They must change to survive.

The ILO has not yet been exposed to pressures which will force it to develop, at a reasonable pace, to meet new circumstances. It will require strong and purposeful direction to initiate and to carry through such a process of transformation. The suggestion made by our Minister, Mr. Stan Rodger, that there be an outside audit and a review as a starting point for a programme of reform is to my mind an imaginative initiative, worthy of the support of all delegations.

Mr. HARRIS (*representative of the World Confederation of Organisations of the Teaching Profession*) – Our Confederation has a key role to play in achieving the goals set forth in this year's theme, namely, recovery and employment, for teachers find themselves at the crossroads of the vast changes sweeping across modern society – changes in economics, technology and values.

Our members are workers who develop the most important of all resources – human resources – by providing basic primary and secondary education, the best investment of all in a society's future as well as the best hope for equity for the sons and daughters of workers. Our members provide the vocational training and adult education which will enable workers to respond to the changing demands of our time. And our members are playing an increasingly important role in the national trade union movements.

The theme of recovery and employment strikes an optimistic note. But the harsh reality for many millions of workers is unemployment or, at best, sporadic partial employment. For our members and many other workers in the Third World economic recovery is a distant mirage. The immediate concern today is survival.

Two weeks ago the leaders of teacher organisations from 45 countries met with senior officials of the ILO, other United Nations agencies, the Organisation for Economic Co-operation and Development (OECD), the World Bank and the International

Monetary Fund (IMF). The profound difference of approach between the Bretton Woods institutions and the specialised agencies of the United Nations system, such as the ILO, could not have been more apparent. The ILO has led the way in highlighting the social consequences of adjustment. The Director-General's Report to this Conference demonstrates that over-harsh adjustment measures add up not only to bad social policy, but also to bad economics.

The time has come to challenge the shaky intellectual basis for the econometric models which are being used in the name of adjustment to inflict misery and suffering on millions of human beings.

The economists of the World Bank and the IMF speak with certainty. They are sure they are right. But when we looked at the models they used to justify repressive policies in the education field, we found that the parameters were based on questionable assumptions. Those parameters influenced the outcomes far more than the variables which they fed into their computers.

These pessimistic parameters produce results which are said to prove that the only way to find funds for education is to charge user fees for workers' children or to hire untrained teachers with minimal education who will learn on the job. The World Bank and the IMF say that the urban and rural workers of the Third World have no alternative but to accept a third-rate education. More of the elites of the Third World will then opt out by sending their children overseas to study, thereby further weakening support for national education. And the unemployed will have little hope of education at all.

This is a scandal. The trade union movements of the world must unite their forces and rise up in protest. As the representatives of workers, we must insist on what the Bretton Woods institutions dare not advocate, the reallocation of national resources from destruction to construction. We must have the courage to seek a reduction of national expenditures on armaments, which are used all too often against the citizens they are supposed to protect, and a reallocation of those resources to areas of social need, particularly health and education, which make up the social wage of workers.

At the international level, we urge the International Labour Conference to endorse the concept of a Marshall Plan for the Third World. A plan which will display the vision to reach beyond the bankers' obsession with servicing of debts created by factors which the ILO has demonstrated are largely external to the countries concerned. A plan for sustainable development, compatible with the environment. A plan designed with the full participation and support of the trade union movements, national, regional, such as the Organisation of African Trade Union Unity (OATUU) and the European Trade Union Confederation (ETUC), and international, as well as employers and governments.

Only such a plan will enable the Third World to break out of the vicious circle of poverty. Only such a plan will redress the growing imbalance, the polarisation between those who benefit from technological change and those who are victims of change. Such a plan will benefit the workers and peoples both of the industrialised countries and of the Third World. And only such a plan will create the conditions for recovery and the extension of employment opportunities in all regions.

The Director-General's Report, recovery and employment, demonstrates that trade unions today face new challenges of unprecedented scope and magnitude.

Trade unions must maintain their traditional action on behalf of employees vis-à-vis employers – whether private or public – while recognising that the economic and social factors in question are often external to the enterprise, or even to the country as a whole. The previous speaker gave good examples of that.

In the public sector, where many of our members work, negotiations are increasingly conducted at the local community level, but are circumscribed by trends which are international. This is true for the OECD and the CMEA countries as well as for the Third World.

Technological change has major implications for trade union membership as does feminisation of the workforce. In response to these challenges, we see the emergence throughout the world of a new trade unionism to which the Confederation I represent has an important contribution to make.

This new trade unionism has its basic unit at the level of the local community but is capable of identifying and acting upon international trends. It represents the entire range of wage earners and salaried occupations in the public and private sectors, including increasing numbers of employees with professional skills and training. It deals with questions which affect not only the income but also the quality of work and the quality of life of the members, including social wage concerns such as education, health and the environment. It backs up its advocacy and representation with sound research and effective strategies.

Our teachers' Confederation is well placed to contribute to this new trade unionism. We are working together with our fellow unionists on the implications of technological change, which invariably include questions of education and training. More and more, our members are forming powerful alliances with fellow unionists – miners, automobile and chemical workers, agricultural workers, public service workers and many others, working together for social justice.

Let me add that our Confederation with 12 million members in 111 countries has three principles which we believe must also underpin the new trade unionism, especially at the international level, so that we can respond effectively to the great challenges of our time. Those principles can be summarised as representativity, democratic participation, and political independence.

Democratic participation in trade union life is the natural requirement and consequence of reaching out to the local community. We are a non-aligned organisation. We see political independence at the international level as being a necessary condition for effective action on the economic forces which disrupt national societies. Representativity is linked to the other two. It means searching for unity, respecting diversity of opinion, rejecting the concept of exclusion. It also means, and this is important, representivity for women, for ethnic minorities, for migrant workers.

We share these principles with friends throughout the trade union movement, with brother and sister unionists who want to see the international trade union movement overcome splits, which reflect the

ideological cleavages between nation states, and who want international trade unionism to be reinvigorated as a powerful force for social justice, peace and progress.

We salute the vision and courage of the many unionists who are working in all political systems to achieve the reallocation of resources from military to social purposes. In a word, we are saying that the battle ahead is so difficult, the consequences for workers throughout the world so dramatic, that trade unionism must unite all its forces.

These are not mere words. As I speak, our members are engaged with fellow workers in struggles for justice, for decency and dignity and a better quality of life for ordinary people. Teacher unionists are often singled out as targets for repression. Some pay with their lives or their liberty.

We currently have complaints before the Committee on Freedom of Association Committee on serious situations in Colombia, El Salvador, Brazil, Chile, Paraguay and Nepal.

In South Africa, teachers are working with the Congress of South African Trade Unions (COSATU) to form a single non-racial organisation whose very existence will pose a direct challenge to apartheid schooling, indeed to the very system of apartheid.

Meanwhile in countries such as Canada, Netherlands, Norway, Trinidad and Tobago and the United Kingdom, economic arguments have been used to justify the abrogation of standards established in international law. The standards set in ILO Conventions constitute an enormous contribution to the rule of law at the international level. But the last decade has seen a retreat from law. Economics has become all! This is a dangerous trend.

In our field of work we have a particular standard – the ILO/UNESCO Recommendation on the Status of Teachers. The excellent 196-page report of the Committee of Experts presented to this Conference gives detailed evidence of a general retreat from standards which were approved unanimously by government in 1966. This week we have reported in the Commission on specific cases but the general point is that labour standards are under attack everywhere.

In the face of the continuous assault on standards in our field, we welcome the decision of the Director-General to convene a joint meeting of governments and unions on conditions of work for teachers. We confidently expect that the ILO's Governing Body will ensure broad teacher union representation which reflects the reality in member States because realistic, broad representation is clearly in the interests of all parties.

One of the best defences against attacks on standards is for the workers to know their own rights. We place the greatest importance on co-operation with the ILO to disseminate information about labour standards and to develop workers' education activities at the regional level. We do not hesitate to co-operate with other international trade union secretariats in further promoting workers' education throughout the world, for this is a task of the highest priority.

As we strive to turn back the tide which has eroded standards in recent years, I come back to the point that our members and other workers in the developing countries are struggling to survive and we strongly support the ILO's work to develop workers' co-operatives.

I wish to go on record as paying tribute to the professional expertise and competence of the ILO secretariat, whether in the handling of specific complaints, the monitoring of standards for salaried and professional workers, the extension of workers' education or the development of co-operatives. The ILO has the well-deserved reputation of having one of the most effective secretariats of the entire United Nations system, and as a Confederation which believes in effective unionism aimed at getting the best results with solid backing for every case we put forward we appreciate that expertise.

We believe that the effectiveness of the new international trade unionism of which I have spoken today must be carried forward by a vision.

That vision is perhaps best conveyed in the words of a great leader of the masses of his country, a great mobiliser, who had such a vision.

In 1967, 22 years ago, Martin Luther King spoke of:

"A prolonged struggle ... [to] ... change the shape of the world, as millions of deprived people shake and transform the earth in their quest for life, freedom and justice.

It is clear to me that the next stage of the movement is to become international. We have hardly begun to build the skills and the strategy, or even the commitment to planetise our movement for social justice."

From the time of the Tolpuddle Martyrs, trade unions have done more for social justice than any other institution in society. Now we are confronted by changes as profound and disruptive as the Industrial Revolution itself, combined with deepening poverty on a planetary scale.

And that is the challenge to which a new trade unionism must respond!

Mr. TSAGAAN (*Workers' delegate, Mongolia*) – To begin with, allow me to congratulate Mr. Nkomo on the occasion of his election to the presidency of the 76th Session of the International Labour Conference and to wish him success in discharging his duties.

This session is being held at a time of great importance for the life of the International Labour Organisation – the commemoration of the 70th anniversary of its foundation.

The official ceremony observing the 70th anniversary of the foundation of the ILO, and the warm words and wishes addressed on this occasion, testify to the fact that the world community, and first and foremost, the workers, including those of my country, highly value the activities of this international body.

The Report of the Director-General, *Recovery and employment*, comes to grips with the acute social and economic problems, the settlement of which will undoubtedly be in the interests and aspirations of the working people of all countries, with no exception. The Report is based on a wide range of facts and statistics and is a cause for serious consideration. However, in our opinion, the Report could have been enriched by covering the specific aspects of the modern economic life of States with differing social systems.

It should be pointed out that we fully share the view of the Director-General that "economic growth and social progress must advance together".

Nowadays, when deep structural changes are taking place in the economies of a number of countries of the world, it is important to combine, in the best possible way, the solution of economic and social problems. Without the recovery of an economy and its rapid development, it will be hard to resolve questions of a social nature. Likewise, it is difficult to ensure economic progress with burning social problems, the solution of which lags behind that of the economy. Therefore, we fully subscribe to, and share the conclusions that social policy is an active factor in the development of economies.

Cardinal economic reforms and economic recovery, aimed at the introduction of new economic mechanisms based on the principles of self-management and self-financing, are currently being carried out in our country. New forms of labour organisation such as the creation of co-operatives, land leasing and family contracting are being introduced both in rural and urban areas.

The Mongolian trade unions are especially concerned with the question of how to protect the rights and interests of the co-operatives and their members. In this respect, we attach great importance to the law of the Mongolian People's Republic on co-operatives, the draft of which is now being discussed on a nation-wide scale. It should be mentioned that the representatives of the trade unions have actively taken part in its drafting."

In the meantime, we focus our attention on such urgent problems as the vocational orientation of the younger generation, the training and retraining of workers dismissed from state enterprises and establishments.

In accordance with the provisions of the Law on State Enterprises, which come into force in January this year, the enterprises and their workers' collectives now benefit from more rights and privileges than before. It has to be stated that in the course of the application of this law, trade unions frequently face new problems of a social nature, stemming from the settlement of economic, technical and ecological problems. The trade unions act against the technocratic attitude in the economy, favouring the reinforcement of a social orientation in all decisions taken. They unswervingly favour a bridging of the time gap between the implementation of economic objectives and the development of the socio-cultural environment.

In conformity with the decisions of the Fourth Plenary Meeting of the Central Council of the Mongolian Trade Unions, held this March, specific measures are under way, aimed at strengthening the primary and branch union organisations, at deepening internal trade union democracy and reinforcing activities aimed at their protection.

Recently, the Central Council of the Mongolian Trade Unions, exercising its constitutional right to initiate projects of law, forwarded a proposal to develop a law on trade union rights. I am entirely convinced that the elaboration and adoption of such a law will further enhance the role of trade unions and expand the possibilities of our action-orientated participation by dealing with social and economic problems for the benefit of workers.

I would like to take this opportunity to express our hope that the ILO will attach due attention to the development of technical co-operation with my coun-

try, particularly with its trade unions, which are an influential force in the life of our society.

Experience shows that the problems of economic recovery, employment and sustained improvement of the quality of life of workers at national, regional and global levels can only be surmounted in favourable international conditions based on dialogue, equal and mutually beneficial co-operation, and on the establishment of a just international economic order. In this connection, we appreciate the ILO initiative to launch a special programme on structural adjustment. At the same time, we express our hope that the results and conclusions of this important undertaking will become a useful guide in the activities of affiliated and independent trade union organisations, striving for peace and disarmament, for the fair allocation of the thus released resources to the improvement of the labour conditions and living standards of workers.

The Mongolian trade unions are in full solidarity with workers, and with trade unions fighting against apartheid and any other forms of racial discrimination for the achievement of economic independence and equality.

Next year, the centenary of 1 May will be celebrated by the world community. On that occasion the ILO could and should make its contribution to the commemoration of this great event in the history of workers' and trade union movements, since the ideals of the May Day celebration and the purpose of the ILO in many cases coincide and mutually complement each other, by promoting the interests of working people all over the world.

The statements made by the distinguished guests and delegates at this jubilee session, containing business-like proposals and a wide exchange of opinions on urgent topical issues, once again convince all of us that we shall succeed in the noble aims set forth in the ILO Constitution and the Philadelphia Declaration, exclusively through joint actions and efforts.

Mr. REINI (*representative of the Nordic Confederation of Supervisors, Technicians and Other Managers*) – May I first take this opportunity to congratulate Mr. Nkomo on his election to the presidency of the 76th Session of the International Labour Conference. I would also like to extend my congratulations to his Vice-Presidents.

This session of the International Labour Conference will deal with matters which are vital from the viewpoint of the trade union movement.

The development of the global economy and employment are of crucial importance to the trade union movement. Prosperity can only increase if there is continued economic growth. Technological inventiveness and the rational use of economic resources could bring increased prosperity to every member of the human race, even though the fruits are not fairly shared out in today's world.

Internationalisation is bringing about far-reaching changes in trade union activities. Internationalisation is a process which affects all aspects of society, particularly business, communications and leisure.

The effects of modern technology on working life constitute another central issue for the trade union movement. automation and robots are making themselves felt in virtually every field. Some traditional jobs and occupations will be lost and replaced by new information, service and research posts.

The trade union movements' views must be taken into account when new technology is designed and installed. Our voice must be stronger than it is today. We need bargaining and legislation to ensure that both employers and employees are able to avail themselves fully of the benefits of modern technology.

How much influence can the trade union movement exert in an era of structural change? Trade unions must make themselves heard and play an active role if structural change is not to take place exclusively on terms laid down by employers and capital. We stress that the work of preparing for structural change should involve three parties – employers, central government and trade unions – as equal partners.

This session will discuss the subject of the status of night work, shift work and related problems.

Improving the qualitative aspects of working life will be one of the most important challenges which the trade union movement will face in the 1990s.

Hours of work are a matter which should be approached from the perspective of individuals. We should talk of lifespan hours of work.

Individual-oriented lifespan hours of work would allow employees to harmonise their jobs and personal circumstances. Everyone would be able to make their own decisions about when to retire. Lifespan hours of work would also promote sabbatical years, parental leave and flexible employment and leisure in general.

We are moving towards more fluid hours of work which will give men and women the opportunity to adapt their work to their personal circumstances.

The International Labour Organisation's 70 years of existence has undeniably proved the wisdom of the tripartite principle. The philosophy will continue to be one of the ILO's chief tenets in the future. The International Labour Organisation is a unique global body in so far as spokesman for employers, employees and central government enjoy equal speaking rights and have the same right to make decisions.

European trade unions would like to apply the tripartite principle to the integration process. The key elements here are taxation policy, uniform education and the recognition of qualifications, training policies, participation systems and what is known as the social dimension.

If the tripartite principle were realised and trade unions were able to discuss the integration process with employers' spokesmen and central government, the trade union movement's views would be taken heed of.

The International Labour Organisation should work to safeguard employees' interests in the integration process. European directives will come to have a greater impact on the social sphere in the near future and the ILO may play a less central role in regulating working life. I believe that the Organisation is too internationally important to allow this to happen. We should compile a policy which will ensure that the ILO's recommendations remain important in the jungle of European directives; let us transfer the tripartite principle to Brussels where European decisions are made.

Allow me to congratulate the International Labour Organisation on the occasion of its 70th anniversary. I would also like to thank the former Director-General, Francis Blanchard, for visiting Finland. His stay was a marked success. I also wish his successor, Director-General Michel Hansenne, every success in his important work. And finally, I wish this Conference every success – the items you have on the agenda before you are crucial to all wage earners.

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – I give the floor to Mr. Borg Cardona who wishes to exercise his right of reply.

Mr. BORG CARDONA (*Government delegate, Malta*) – The delegate of the General Workers' Union has made allegations regarding what he called flagrant violations of basic union rights and brutal attacks by the police on trade union officials. These allegations are so far removed from reality that other members of the Maltese delegation wonder whether they are living in the same country. I shall not waste your time by commenting on what is irrelevant to this Conference. The Government is happy to leave judgment of its actions to the courts of law, both local and international, to the ILO and to public opinion. The General Workers' Union has been represented here long enough to know that any valid complaint against the Government can be lodged with the ILO. The union has not done so because there is no basis to justify any of the accusations made. Unlike what has happened in the past, court sentences against the Government with regards to human rights or complaints to the ILO have been conspicuous only by their absence during the present administration.

This is not the proper place for partisan propaganda. We have much more important work to do.

(The Conference adjourned at 6.15 p.m.)

Credentials

Second Report of the Credentials Committee

Composition of the Conference

1. Since 9 June when the Committee adopted its First Report, credentials have been received from a further five member States: El Salvador, Grenada, Guinea, Guinea-Bissau and Sao Tome and Principe. Sao Tome and Principe has not accredited an Employers' delegate. On the other hand, one country (Liberia) has completed its delegation by designating a Workers' delegate.

Communication concerning the delegation of Afghanistan

2. The Committee received a communication from the delegation of Pakistan stating that it wished to place on record its reservations regarding the credentials of the delegation of Afghanistan. The Committee noted that apart from recording this reservation, the communication did not call for any action on its part.

Communication concerning the Workers' delegation of Brazil

3. The Committee received a telegram sent by the President of the "Associação dos fiscais do Trabalho aposentados" claiming that the Brazilian delegation did not represent 12 million retired workers. The Committee considered that this telegram did not constitute an objection as defined in article 26, paragraph 3, of the Standing Order of the Conference and called for no action on its part.

Communications concerning the Workers' delegate of the Central African Republic

4. On 13 June 1989 the Committee received a communication from the World Federation of Labour indicating that the Workers' delegate of the Central African Republic, Mr. Etienne Kangabet, appeared in the Delegation List as General Secretary of the "Confédération Nationale des Travailleurs Centrafricains" (CNTC), a post occupied by Mr. Jean-Richard Sandos. On the following day the Committee received a letter signed by Mr. Jean-Richard Sandos as General Secretary of CNTC affirming that Mr. Kangabet had no mandate to represent the Confederation.

5. The Committee considered that since the name of the Workers' delegate of Central African Republic had appeared in the Supplement "Addenda and

modifications" to the Delegation List published on the morning of Friday 9 June 1989, these communications, in so far as they might constitute an objection, would be irreceivable as having been received after the expiry of the 72-hour time-limit established in article 26, paragraph 4(a), of the Standing Orders of the Conference.

6. At the same time, the Committee took note of a communication from the head of the government delegation of Central African Republic indicating that, when the credentials were drawn up, an error was made in attributing to Mr. Kangabet the title of General Secretary of CNTC, and that this person was in fact a member of the "Syndicat des Postes et des Télécommunications". The Committee instructed that the title of the Workers' delegate of Central African Republic, Mr. Kangabet, be corrected in the Final List of Delegates.

Communications concerning the Employers' delegation of Peru

7. On 12 June 1989 the Committee received two communications, one from the Employers' delegate of Peru, Mr. J.C. Barrenechea Calderón and the other, from the Secretary-General of the International Organisation of Employers, seeking invalidation of the credentials of two persons nominated to take part in the Peruvian Employers' delegation as technical advisers without the consent of the "Confederación Nacional de Instituciones Empresariales Privadas" (CONFIEP), the only organisation in Peru which could be characterised as most representative of Peruvian employers.

8. The communications also indicated that the Government had not fulfilled its obligation to bear the travelling and subsistence expenses of the Employers' delegation, as was clear from the official notification of the nomination.

9. With respect to the objection to the nomination of the two persons concerned, the Committee noted that the names of these persons having been published in a supplement to the *Provisional Record* on 7 June 1989, these communications had been received outside the time-limit of 72 hours established in article 26, paragraph 4(a) of the Standing Orders of the Conference on receivability of objections.

10. With respect to the question of travelling and subsistence expenses of the delegation, the Committee drew attention to paragraph 17 of its First Report (*Provisional Record*, No. 8, page 8/51) in which governments were reminded of their obligation to bear

such expenses in accordance with article 13, paragraph 2(a) of the Constitution.

Communication from the Officers of the Employers' Group

11. The Committee had before it a communication signed by the Chairman and the four Vice-Chairmen of the Employers' group, expressing the Group's concern at the failure of the governments of several countries to fulfil their obligations under article 13, paragraph 2(a) of the ILO Constitution. The communication cited eleven cases of non-payment of travelling and subsistence expenses, and four cases of non-payment of subsistence costs, of Employers' delegates. Four of these Employers' delegates requested to be mentioned in the Committee's Report. These were the Employers' delegates of Brazil, Dominican Republic, Lebanon and Peru. The communication also claimed that in the case of thirty countries, gov-

ernments had not borne the expenses of one or more advisers to the Employers' delegate.

12. The Committee drew attention to paragraph 17 of its first report (*Provisional Record*, No. 8, page 8/51) in which it reminded governments of their obligation to bear the travelling and subsistence expenses of their delegations in accordance with article 13, paragraph 2(a), of the Constitution.

13. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 15 June 1989.

(Signed) A. CALIFICE
Chairman

E. HOFF

J. SVENNINGSEN

CONTENTS

	Page
<i>Nineteenth sitting:</i>	
Composition of the Governing Body of the International Labour Office	1
Seventh report of the Selection Committee: Submission and adoption	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	1
<i>Speakers:</i> Mr. Carrillo Rojas, Mr. Sha, Mr. Sahbani, Mr. Martos, Mr. Moubarak, Mr. Andreev, Mr. Maliia Milanés, Mr. Bayart, Mr. Jouen, Mr. Yanaiev, Mr. Elamawy, Mr. Meneses Fonseca, Mr. Alenchuk.	
 <i>Twentieth sitting:</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	21
<i>Speakers:</i> Mr. Brito Gómez, Mr. Martans, Mr. Kawesh, Mr. Calamatta, Mr. Gaidaienko, Mr. Titimur, Mr. Boda, Mr. Oechslein, Mr. Mulimba, Mr. Teodorescu, Mr. Deleza, Mr. Arbuckle, Mr. Harris, Mr. Tsagaan, Mr. Reini, Mr. Borg Cardona.	
 <i>Credentials:</i>	
Second report of the Credentials Committee	44



Provisional Record

Seventy-sixth Session, Geneva, 1989

Twenty-first sitting

Saturday, 17 June 1989, 10 a.m.

President: Mr. Gazarin

EIGHTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – The first item on our agenda is the eight report of the Selection Committee. I give the floor to Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the report.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the eight report of the Selection Committee which is to be found in *Provisional Record* No. 4G.

The report deals with a request from the International Federation of Chemical, Energy and General Workers' Unions, which has already been invited to the Conference, to be represented in the Committee on the Use of Chemicals, and with changes in the composition of committees.

I commend the report to the Conference for adoption.

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – I submit the eighth report of the Selection Committee to the Conference for discussion. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

Original – Arabic: The PRESIDENT (Mr. GAZARIN) – The next item on our agenda is the discussion of the reports of the Governing Body and the Director-General.

Original – French: Mr. CAMARA (*Government delegate, Guinea*) – On behalf of my delegation and my country I would first like to join in the warm congratulations that have already been addressed to the President from this rostrum. He deserves them as a tireless crusader for freedom and social justice, a theme which the 76th Session of our Conference has chosen to guide its work.

With the help of the President and on the basis of his vast, rich experience, the success of our work is guaranteed. My congratulations also go to the Vice-Presidents, who I am sure will share the heavy duties of his high office.

The regular staging of the sessions of our Conference ever since the ILO's creation in 1919, the forum it offers Government, Employers' and Workers' representatives for democratic discussion of various aspects of the overall economic and social situation and of living and working conditions, the continued enthusiasm and zeal shown by the delegations in the course of these deliberations all testify to the hope and belief of all nations, in particular those of the Third World, with respect to the ideals of the ILO.

The Governing Body and the Director-General of the ILO have once again shown their skill and their efficiency in presenting the annual progress report and the very interesting Report, *Recovery and employment*.

My delegation would briefly like to express its appreciation for the pragmatic approach of these reports and the rich contribution which they make, and it welcomes the other documents that have been designed to facilitate our discussions.

The subjects tackled illustrate the constant concern of our Organisation, which represents the social conscience of the international community, to meet the concerns of mankind and to fulfil its aspirations to freedom, dignity, justice and progress.

Our Conference is being held at a time when economic and social questions are becoming increasingly complex in the world.

In this context, addressing the subject of economic recovery involves a discussion of the present economic relations among States and should be seized as an opportunity to stress the importance of and the need for co-operation among all nations in an effort to orient our activities towards general prosperity.

The close interdependence amongst our countries stems from the fact that our economies are more and more interrelated. This shows the need for us to tackle together the economic challenge before us in a spirit of world-wide solidarity.

This approach appears to us as a guarantee for the creation and maintenance of lasting prosperity.

That is why we share the ideas expressed by the Director-General on the present situation concerning multilateral co-operation and the measures he advocates to stimulate it.

For our part, we feel that there is a need to improve aid and the way it is provided. We feel that there can be no development if there is no net transfer of financial resources in favour of our countries – over a long period of time – and if the debt burden is not significantly alleviated and debt servicing reduced to proportions which are bearable for developing country economies.

I would like to take this opportunity to draw the attention of this distinguished assembly to the fact that the launching in 1961 of the United Nations First Development Decade represented an effort undertaken at world level to consolidate this solemn commitment. Ever since, we have continued to adopt specific measures and to set up and use new international co-operation institutions for this purpose.

However, the living conditions of millions of human beings in the developing parts of the world remain desperately and appallingly low. Frequently, these persons are undernourished, illiterate, unemployed and deprived of the basic needs of existence. This applies to an extent where the disappointments of yesterday coupled with those of today have completely darkened the horizon of development, although we yearn to reach it still.

The next decade should, as we see it, mark a step forward in the direction of prosperity and well-being, not only for present generations but especially for future generations.

The progress of development in various countries will depend to a large extent on an improvement of the overall international economic situation, in particular on the specific progress made in promoting equality with respect to political, economic, social and cultural rights for all members of society. It will also depend on the progress made towards total disarmament and peace, a guaranteed way of releasing important additional resources to be devoted to economic and social development, in particular in developing countries.

We are convinced that the road towards peace and justice must involve development, and we therefore believe that governments must reaffirm their strong determination to jointly seek a better, more efficient system of international co-operation to end the disparities which presently exist in the world and to ensure prosperity for all.

The Report of the Director-General of the ILO echoes the measures taken by my country, the Republic of Guinea, since the Military Committee for National Recovery came to power on 3 April 1984.

Drawing a lesson from the disappointing results of collectivisation of Guinea's economy for a quarter of a century, the Committee has resolutely opted for a liberal course in connection with social and economic development, thus making private initiative the driving force of development.

In this spirit, with the assistance of friendly countries and international organisations, the Government has drawn up and implemented a national recovery programme which included structural adjustment and readjustment measures, government withdrawal from productive sectors, from banking, from business and from services, improvements in public sector employment and the provision of greater motivation in public service.

These measures have been consolidated through the adoption of new legislation and new procedures which have now begun to relaunch the previously stagnating economy.

Agricultural production has thus started to develop in a way which makes food self-sufficiency seem a likelihood within the next five years. Economic participants in all sectors have shown unsuspected dynamism, while aggregate economic figures have improved and inflation has fallen from 78 to 28 per cent. However, the achievement of this vast ambi-

tious programme includes the management of a heavy, sensitive labour component through the compression of employees in the public sector, accompanied by support measures, the setting up training and further training institutions and activities, and increased efforts to improve teaching and education.

From this point of view, all sectors of activity are now open to both national and foreign private initiative against a background of full compliance with the principles of freedom and individual property.

The Republic of Guinea, which has become a constitutional State, endeavours to scrupulously respect human rights, the rights of parties, and to promote social dialogue based on partnership.

In connection with Part II of the Director-General's Report, dealing with the activities of our Organisation in 1988, one is obviously impressed by the extent and diversity of technical co-operation in which most resources are allocated to developing countries.

My country is proud to pay tribute to deserving efforts from which it has steadily benefited, in particular since 1984, in improved management of human resources, the introduction of better legal and social protection of workers and the furthering of tripartism and collective bargaining.

These technical co-operation and development concerns of ours serve as a basis for the draft programme and budget for the biennium 1990-91. My country actively participated in its discussion and approval in the Governing Body and warmly supports its adoption by our Conference, thus enabling the Office to carry out its world-wide activities in favour of freedom, dignity, improved living conditions and the protection of men and women at the workplace.

Our Conference is also tackling two major technical subjects which, due to their social implications, provide a constant challenge. The Bhopal disaster in India and the disaster at the nuclear power plant at Chernobyl, in the USSR, are still too fresh in our memories for us to fail to improve protection against occupational hazards, in the chemical sector in particular. In many respects night work calls for a different type of vigilance from that required during day work.

The Republic of Guinea, through its new labour legislation, already advocates greater protection. It would welcome any new provisions likely to strengthen its own standards in order to protect our most precious capital, men and women.

Finally apartheid, a crime against humanity, is a question which is of concern to us because it is a serious threat to international peace and security. As always, the Government of Guinea denounces with the utmost vigor this shameful, inhuman system in South Africa.

With regard to international organisations, the Government of Guinea has always strictly supported and implemented the resolutions of the United Nations and its agencies for the imposition of comprehensive mandatory sanctions on the South African Government.

Guinea is firmly convinced that only concerted action on the part of the international community can put an end to apartheid, this shame of our century. May our Organisation, with its 70 years of experience, and still very young, support this action in favour of justice and human dignity.

Original – French: Mr. ONDONDA (*Workers' delegate, The Congo*) – It is an honour for me to participate in the work of the 76th Session of the International Labour Conference and to speak on behalf of the Trade Union Confederation of Congo to this august body.

Before I continue, I should like to carry out a pleasant duty, that of congratulating the President on his successful election to the presidency of this session and the manner in which he conducts our debates.

As we are aware, the International Labour Organisation is celebrating this year its 70th anniversary. Created in order to bring together governments, employers and unions to carry out joint action to promote social justice and better living and working conditions throughout the world, the International Labour Organisation over all these years has sought for appropriate solutions to the serious problems which affect the working world and has formulated the necessary policies and methods to bring about its objectives.

Workers and their national and international trade union organisations have always acted as a moving spirit in the adoption of ILO instruments and the application and monitoring of all international labour standards. Today, too, we are all full aware of the great responsibility which falls upon the International Labour Organisation in defining policies to safeguard human rights, viciously trampled on throughout the world.

The Trade Union Confederation of the Congo, which I represent here, endorses with pleasure the highly praiseworthy efforts which the International Labour Office continues to exert to bring about a world good to live in.

Unfortunately the economic and social crisis, which affects every country and particularly the African countries, is hindering the realisation of this aim.

The fundamental cause of the current crisis, which has been going on for many years, is for Africa the extreme fragility of the economic and social structures of the African countries and their great vulnerability to external shock.

Indeed the African countries today are the scene of disturbing events: they are the victims of U-turns in economic policy by the industrialised countries. To be frank, Africa is still the region most affected by the world economic recession, inflation, fluctuations in commodity prices, the terrible drop in operational income, the balance-of-payment deficit, the excessive debt burden, not to mention the phenomena of drought, desertification, famine, disease, illiteracy and unemployment, so many evils which affect the peoples of the African countries. A number of these countries are seeing a progressive deterioration in their economic structures, which hampers any development efforts that some of them may carry out.

The economic difficulties of our countries are, moreover, intensified by exploitation on the part of foreign monopolies and transnational companies. All of these accumulated evils have contributed to the deterioration in the economies of the African countries and left the majority of these countries in a state of economic ruin and permanent dependence on the outside world.

In the face of such a situation, the recovery of economic growth in African countries should inevitably come about by easing of the debt burden, stabilis-

ing commodity prices, removing protectionist barriers and increasing aid and investment.

Thus we consider that during these extremely difficult years, international co-operation has become a more pressing requirement than ever, since economic and social development in Africa depends on it. The international community should be more attentive to the problems of the African continent during this period of generalised crisis. It must bear in mind that African governments have already shown their strong determination and political will in having themselves proposed a priority programme of economic and institutional reform for the recovery of their economies and the accelerated implementation of the plan of action and the Final Act of Lagos.

It should be emphasised strongly here that all African economies are ravaged by the crisis. All are victims of the same ferocious exploitation. All the raw materials of these countries are similarly sold off at derisory prices. It would therefore be unjust to accord privileges to certain amongst these countries by describing them as the poorest.

We may also wonder with a pang what lies in wait for the so-called middle-income African countries. These countries are in reality as badly off as the others, because they undergo the same repression, the same exploitation and, like the others, have not yet passed the pre-industrial stage and do not deserve the treatment meted out to them, namely to be abandoned.

We are all aware that priority aid goes to the poorest countries, those called the least developed countries. But the drop in the price of oil and other commodities has also brought about a serious worsening of the economic and social situation in the middle-income countries like the People's Republic of the Congo. Doubtless, the donor countries will have thought that the middle-income African countries are not ill enough to be in danger of dying and that they must rush to the aid of those they consider to be in the death throes.

The selection carried out in settling the problem of debt for African countries is not such as to promote a general recovery of the African economy, as intended by the Programme of Action for African Economic Recovery and Development.

The Conference has once again included on its agenda the item dealing with information and reports as to the application of the Conventions and Recommendations of the International Labour Organisation.

We know what a delicate question this is and we recognise that one of the main functions of the International Labour Organisation is to adopt Conventions and Recommendations and to call upon States to respect their commitments by ratifying and applying them.

As regards the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), we consider that the trade union situation in the Congo is largely the result of historic and socio-economic conditions in our country and that the International Labour Office should take this into consideration.

The trade union movement of the Congo, like that of many other African countries, takes a leading role in the political life of the people of the Congo. Having played their historical part in triggering the revolution in the Congo, the workers, acting in the trade

union framework, had to strengthen their unity, and this concern prompted them to set up a single trade union confederation, having realised, in the light of experience, that plurality of trade union confederations exacerbated division in the ranks of the members, while social, economic and political conditions remained the same. The aims and the methods of the Trade Union Confederation of the Congo adopted following the Constitutional Congress of November 1964 were welcomed enthusiastically by all of the workers of the Congo. This means that the working class of the Congo deliberately opted for trade union unity, and firmly opposed the plurality of trade union confederations in the Congo.

Moreover, from 1965 to 1973, the Trade Union Confederation of the Congo came up against difficulties in operation because members' contributions were low. The young organisation, which was duty-bound to participate in the development of the country, encountered tremendous financial problems. Obviously, such an organisation cannot claim to defend the basic interests of its members in the best manner without the resources necessary to implement its policies.

This is why during the Fourth Regular Congress of the Trade Union Confederation of the Congo, participants adopted the check-off method so as to enable all of our branch unions, of which there are now 13, to successfully assert the claims of the workers and their families.

As we can see, the development which our trade union movement has undergone manifests the will of the working masses, which cannot be challenged except by broad-based popular consultation.

My country, the Congo, pays a great deal of attention to the struggle of the peoples of southern Africa against the heinous system of apartheid. We are all aware that the Pretoria regime continues with diabolical obstinacy to massacre Black populations and to flout the relevant resolutions of the international community aimed at ending apartheid.

The strengthening of measures and sanctions against South Africa and the refusal of the industrialised capitalist countries to provide any support to the country of apartheid might force Peter Botha and his clique to listen to reason, which calls for a South Africa that is democratic, non-racial and freed from its attendant evils.

We are also convinced that the vigilance of the international community against the devious manoeuvres of Pretoria will make it possible to implement the process of independence for Namibia in accordance with Security Council resolution 435/78, the Brazzaville protocol and the New York agreements.

I would not wish to conclude my statement without congratulating Mr. Michel Hansenne from the bottom of my heart on his brilliant accession to the post of Director-General of the International Labour Office. I should like to convey here the respect and sympathy of the workers of the Congo, who wish him every success in carrying out his difficult but inspiring task.

To Mr. Francis Blanchard, his predecessor, we would like to renew the expression of our gratitude for the invaluable services he has rendered to our Organisation and for the special attention he has always given to the problems of the developing countries throughout his lengthy career at the head of the ILO.

Mr. TAN (*Workers' delegate, Philippines*) – Three years have passed since the celebrated People Power Revolution took place in my country, the Philippines, toppling a dictatorship and installing a new, democratic regime with a popular President.

The past three years have been a history of dramatic achievements and spectacular failures, the latter caused no less by bumbling mistakes and continuing graft and corruption in government bureaucracy than by the whiplash of the global crisis made politically volatile by an environment of homegrown or foreign-funded and internationally co-ordinated terrorism and wars of liberation.

To the lasting credit of our present Government, formal political democracy has been installed. The fearless exercise of freedoms is once more guaranteed. People's organisations and popular movements of varied ideological and political persuasions are flourishing and, in many instances, are putting effective pressure on governments to respond to their needs and problems. Such is the case, for example, of this year's trade union wage offensive, which netted a hefty 39 per cent increase in the minimum wage as a result of unified action over the wage issue. Peasant groups are also active in lobbying for more progressive land reform to improve on the law currently passed. All sorts of political parties and interest groups operate within a liberal legal framework and outside it to pursue their aims and push for their interests.

But human rights violations have also increased, especially those committed by unreformed police and military personnel as well as by terrorists and so-called armed "revolutionary" groups, the former for reasons of containing the insurgency, the latter in the guise of purging their ranks of anti-revolutionary elements or eliminating allegedly notorious "enemies of the people." Civilians are caught in the cross-fire. Trade unionists have not been spared and some labour leaders have lost their lives.

Substantial democracy still has to be attained, especially in the face of the challenge posed by insurgency. But however much our Government and people struggle to attain substantial democracy, our hands are tied by the impact of the global crisis and by the impositions of the World Bank and the International Monetary Fund on the directions, strategies and programmes of our economy recovery. In our case, adjustment policies neglect the poorest of the poor, shift the burden of recovery on the workers and result in the outward flow of foreign exchange by forcing our Government to spend 40 per cent of its annual budget simply to pay our foreign debt.

Forced to reckon with an inherited problem of indebtedness on the one hand and to confront an external problem of protectionism on the other, economic recovery moves as slow as a turtle, while unemployment, underemployment and oppressive employment practices rise and the incidence of poverty increases. These developments are fanning the fires of political discontent which is abetted by an increasingly foreign-funded, homegrown, and vicious insurgency fighting a foreign-aided and supported military counter-insurgency programme.

We are glad, therefore, that global recovery once more preoccupies our attention in this year's session of the Conference. And rightfully so. For global recovery, or our co-operative efforts to attain it, is the supreme test of our relevance as an international in-

stitution and perhaps the final gauge of our effectiveness in the field of labour and social policy formulation. Failure is unthinkable.

In most developing countries today, economic growth cannot be attained without the recovery of the world economy. For better or for worse, these countries have been hooked into the international economic order. In the throes of the crisis, unemployment, underemployment and exploitative employment practices remain the recurrent and socially destabilising problems that they have become. Governments are pinned between the devil and the deep blue sea in their efforts to provide decent jobs for their people.

We think that resolving global debt and protectionism in international trade – two manifestations of a raging international crisis – is the key to attaining sustainable growth that should go hand in hand with employment creation. But the resolution of these problems can no longer remain in the domain of economics; it calls for political solutions to be decided at the highest international levels, simply because their dimensions have transcended national boundaries. This is the meaning of global interdependence.

We want to believe that solutions are forthcoming. We see a reservoir of good will from whence springs our guarded hope. We applaud, therefore, the decision of the Government of France, announced by its President, to pardon the debt of several African countries and to ease the burden of some other countries indebted to it and to the Paris Club. This shows that where there is political will, economic obstacles can be easily surmounted. We proffer the hope that the other industrialised countries will see fit to follow the example of France. It is in everybody's national interest – save for the interest of the greedy – that the global debt problem be resolved soonest. Indebted countries should more readily take the bitter pill of adjustment now that good will has been established.

Yet still, protectionism remains the scourge of global recovery. Constricting the ability of developing countries to grow, protectionism at the same time denies the debtor countries the means to pay their debts or to ease the burden of servicing their debts. Unless protectionist barriers are broken down, debt repudiation perforce gains currency. An economic war of attrition inevitably follows – a war where there are no victors, only losers.

Nevertheless, should we not thank the global crisis for bringing mankind to its senses? Never before have the prospects for peace and coexistence been more enhanced than now. There is increasing tolerance everywhere for diversity and dissent, for mutual understanding and co-operation, for openness in government as well as greater democracy. We commend those governments whose policies of openness and democracy are making possible the reawakening of dormant potential of peoples and their movements, and their effective participation in the act of nation building and promotion of international peace and understanding. Without meaning to interfere in the affairs of these States, we project the confidence that, indeed, the homegrown democratic movements in these countries will grow and mature in responsibility and find it useful and rewarding to pursue the course they have set themselves for moderation and positive action.

These developments give us added cause to hope, even in the midst of an unresolved global crisis.

We must view the other items on the agenda of this Conference in the same light. The revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), is not our best effort to practise democracy or to encourage diversity, but it is, none the less, the first stage in our recognition of their right to self-determination. Indeed, unless their right self-determination finds succour in morally upright international standards and national legislation to encourage them to struggle for their rights within the framework of the rule of law and democratic practices, there is very little space for them to wiggle out of the dead-end alley of terrorism or armed rebellion, the cost of which we know all too well.

It is our opinion that the proposed revised Convention is deficient in this important aspect, having stopped short of conferring on the indigenous and tribal populations the distinction of becoming separate nationalities, but, without meaning to deform the territorial integrity or diminish the inviolable sovereignty of concerned nation States, it is also our view that the Convention will provide the impetus for indigenous and tribal populations themselves to assert their rights and to exercise them responsibly and pragmatically in their respective societies.

The proposed revision of the Night Work (Women) Convention (Revised), 1948 (No. 89) is long overdue. New forms of work organisation and lifestyles have made some provisions of the Convention obsolete. The prohibition of night work for women in many industries is one example. Not only does it discriminate against women, but also it reduces their chances to increase their incomes, particularly in Third World countries. We propose, therefore, that except for reasons of health or social family life, both men and women should have the option of night work. Furthermore, it should not be the case that existing benefits and privileges derived from night work be diminished in any manner. That would be retrogressive. Instead, these should be improved. Facilities to protect health and counter the negative impact of night work on social and family life will have to be provided.

We must now address that other hazard in work – the use of chemicals. Accidents in the past few years involving workers and whole communities due to chemical leakages and explosions have served to dramatise the need for international standards and national legislation in this regard. But more than the literally explosive incidents is the realisation that the increasing use of chemicals in many forms of work has killed so many workers and led to permanent damage to the health and physical well-being of many others.

We think that prevention is the key to mitigating these hazards. The report and conclusions propose to establish both a Recommendation and a Convention containing standards that would provide vital information to users on the safe handling of chemicals. These emphasise the need for proper classification and labelling as well as for safety information and procedures as the most important steps towards a more comprehensive approach to the control of chemicals. We agree.

It is to the lasting credit of this institution, the International Labour Organisation, that in the midst of the global crisis, it can still find time to tackle the more "trivial" content of its work. Yet it is precisely the banal that often makes the difference in preserv-

ing the life and limb of workers whose life and activities turn the wheels of industry.

In closing, may I, in the name of the Filipino workers, congratulate the officers of this Conference, as well as the new Secretary-General and our colleagues in the labour movement who have taken their places in the ILO. We congratulate them and wish them all success.

Original - Spanish: Mr. RAMIREZ SALAS (*Workers' delegate, Peru*) - I should like to begin, on behalf of Peruvian workers, by greeting all of the participants at this important Conference. I should also like to congratulate the President on his election.

"Recovery and employment", the topic selected this year by the Director-General for his annual Report, is of great importance and of special interest to the developing countries. Peru is going through a difficult economic situation, with the obvious social costs that this entails. By its very nature it endangers the stability of the democratic system that the people recovered with such difficulty and which they are ready to defend.

In this context, it is important to mention the problem of foreign debt because of the undeniable correlation between economic and social factors. I believe that this forum, thanks to its tripartite nature, its way of examining issues and its methods of finding solutions, is the best setting in which to understand that correlation. At the present time, such an approach would be extremely valuable in our country in order to raise living standards, above all for the workers. This sector has been particularly affected by the crisis, which has resulted in a drop in the purchasing power of their wages, inability to find adequate employment and other burdens that an ailing economy inflicts on the most needy.

Peruvian workers therefore believe that the time has come to work together for the sole purpose of

advancing our country. The Peruvian trade union organisations, which I represent, will spare no efforts to that end. If we join our efforts with those of the Government and the employers, we believe that we will obtain the desired objective of a worthy life for the workers.

To achieve this end, it is also important that international organisations and developed countries provide assistance, and understand our situation, and I am confident that this request will be fully understood.

So, joining with others who have made similar requests, I should like to request, before this session of the International Labour Conference, continued and more intensive technical assistance for better vocational training of workers, because we believe that Peruvian workers are quite capable of assimilating and performing high technology jobs so as to contribute to the progress of our country.

I should like to conclude by mentioning the problem of foreign debt, the full payment of which has, in previous years, meant the most needy being further impoverished, as it was no longer possible to meet the Peruvian people's basic needs of health and education; and in addition to this, further sacrifices were also required in other areas. As a result, the present Government limited these payments. The workers entirely support this decision because of the reasons behind it.

This situation has been further aggravated by the subversion and the drug trafficking which the Peruvian people has unfortunately had to face up to, and which has caused the loss of valuable lives, ignobly sacrificed. The working class and the people in general reject this situation and are confident that they will have the international understanding and solidarity that is displayed in this important forum.

(The Conference adjourned at 11 a.m.)

CONTENTS

	Page
<i>Twenty-first sitting:</i>	
Eighth report of the Selection Committee: Submission and adoption	1
<i>Speaker: Mr. Hammond (Chairman).</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	1
<i>Speakers: Mr. Camara, Mr. Ondonda, Mr. Tan, Mr. Ramirez Salas.</i>	



Provisional Record

Seventy-sixth Session, Geneva, 1989

Twenty-second sitting

Monday, 19 June 1989, 10.15 a.m.

President: Mr. Nkomo

REPORT OF THE FINANCE COMMITTEE OF GOVERNMENT REPRESENTATIVES: SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT – The first item on our agenda this morning is the report of the Finance Committee of Government Representatives, which is contained in *Provisional Record* No. 15. I call upon Mr. Peshkov, Government adviser, Byelorussian SSR, Chairman and Reporter of the Finance Committee, to submit the report.

Original – Russian: Mr. PESHKOV (Government adviser, Byelorussian SSR; Chairman and Reporter of the Finance Committee) – I have the honour to submit to the Conference the report of the Finance Committee of Government Representatives.

This report, which has been circulated in *Provisional Record*, No. 15, contains the Committee's recommendations on the items of the agenda referred to it by the Conference. All items were unanimously adopted by the Committee, and the appropriate resolutions recommended for adoption by the Conference in respect of those items appear at the end of the report.

In introducing the Programme and Budget proposals for 1990-91 to the Committee, the Director-General, whose address is set out in paragraphs 15 to 28 of the document, explained that the programme and budget had been discussed thoroughly and in great detail in the tripartite Programme, Financial and Administrative Committee of the Governing Body and also in the Governing Body itself. He pointed out that compared to the present biennium it showed a reduction in programme activities of 1.3 per cent in real terms, which was especially regrettable when it was clear the Organisation's capacity to provide services to member States was well short of the need for those services.

The Director-General also traced briefly the difficulties that the Organisation had faced in recent years owing to fluctuations in the exchange rate between the Swiss franc and the US dollar, and expressed a hope that the Committee would support the proposed long-term strategy on budget exchange rates.

The Committee was also interested to hear statements expressing support for both the long-term strategy on budget exchange rates and the draft Programme and Budget for 1990-91 by Mr. Mensah, the Chairman for the Governing Body, Mr. von Holten, representing the Employers' Vice-Chairman of the Governing Body, and Mr. Muhr, the Workers' Vice-

Chairman of the Governing Body. These statements are summarised in paragraphs 29 to 36 of this report.

The general discussion of the programme and budget proposals revealed a strong measure of agreement in the Committee on the general content and level of the programmes and indeed for the first time in many years the budget total was not a major point for discussion. Although some member States would have preferred larger credits for technical programmes they were nevertheless prepared to accept and support the proposals as they stood.

Some speakers had expressed reservations during the discussion on the long-term strategy and budget exchange rates, relating in the main to the proposal to credit 50 per cent of the net premium earned on the forward purchase of dollars to the incentive scheme for early payment of contributions. Despite these reservations all speakers, without exception, were prepared to support the proposal.

The scale of assessments recommended by the Committee for approval by the Conference for 1990-91 and the contributions due from each member State in 1990 appear in Appendix III to the report.

A summarised budget of expenditure and income for 1990-91 is included in Appendix I to the report, and a summary of proposed expenditure by major programme for the same period is shown in Appendix II.

A statement showing the amendments to the Financial Regulations required upon the adoption of the resolution concerning the long-term strategy on budget exchange rates is shown in Appendix IV.

I would like to express my thanks to the Vice-Chairman, Mr. Chea Urruela, Government delegate, Guatemala, to all the members of the Committee for the serious and co-operative manner in which they discussed the proposals before them, and to the members of the secretariat, all of whom helped me greatly in my task as Chairman.

I would sincerely commend to the Conference for adoption the resolution concerning the adoption of the Programme and Budget for the 62nd financial period (1990-91) and the allocation of expenses among member States. The programme is aimed at furthering the work of the Organisation for its member States, with particular emphasis on developing countries. I would therefore appeal to all Government, Employers' and Workers' delegates to vote in favour of the budget, which clearly reflects the concerns of the tripartite partners and the ideals of our Organisation, which are so dear to us all.

The PRESIDENT – The report is now open for discussion.

Mr. JONZON (*Government delegate, Sweden*) – I am making this statement on behalf of the Government delegations of the five Nordic countries: Denmark, Finland, Iceland, Norway and Sweden.

The Nordic Government delegates would like to express their sincere satisfaction with the outcome of the discussions of the Governing Body and the Finance Committee of the Conference regarding the questions related to the programme and budget for the next biennium.

The budget of an international organisation like the ILO is a compromise and it would be an exaggeration to say that we are happy with every tiny detail in the proposed budget, but we are pleased to see that there are clear priorities stated in it and we can say that we are in full agreement with the main trends and priorities and that we do appreciate the level of consensus that has been reached in the Committee.

This is not the moment to reiterate all our specific views and opinions on the various parts of the budget, so I will limit myself to assuring you that the proposal as stated has the full support of the Nordic Governments.

But when the ink starts to dry on the budget we are now to adopt, the preparations for the next one begin, and the Nordic Government delegations would like to take this opportunity to place on record our thoughts about the future development of the International Labour Organisation and the direction of its work during the second phase of the Medium-Term Plan. Needless to say, we all want the Organisation to be responsive to the needs of the closing decade of this century. The question is how?

The first and most imperative questions we have to ask ourselves in that context are: are we prepared to make the hard priorities that it is our responsibility to make; and does the organisation of work offer optimal use of our resources? It goes without saying that the priorities should reflect global needs within the social and labour field. This has, in reality, led to a development where the spectrum of activities within the ILO has become wider and wider. This, of course, is a logical reflection of the fact that it is difficult to find aspects of life and society that are not connected to work and working life. The needs are endless. But does that necessarily mean that the ILO should deal with each and every one of these aspects or problems? We think that we have to look at all the activities of the ILO with the following questions and qualifications in mind: firstly, does our Organisation have a comparative advantage within a given field; secondly, and perhaps most importantly, are our efforts likely to have a substantial impact on a given problem?

The Nordic Governments think that the present trend of a continuous broadening of the ILO's activities does involve a risk – a risk which the ILO has to face regardless of whether or not it can attract more resources. The risk is that the increase in the number and variety of activities in which the ILO gets involved results in the decreased value of its work, and the outcome and the impact of its efforts. We might come to know less and less about more and more. Our knowledge and our results will become thinner and thinner. We run the risk that the impact of our work could be neglected because we have become too general.

I want to emphasise that the Nordic Governments are in no way claiming that in the ILO we have al-

ready reached that stage, but our concern is that we are afraid that the ILO might slowly move in that direction.

Time does not allow me to go into more detail on these matters. We have done so in the budgetary process within the Governing Body and the Nordic countries will continue to do so in the time available to us.

I would like to inform you that the Nordic Governments, in a memorandum submitted to the Director-General, dwelt upon the future challenges, opportunities and responsibilities of the ILO. Basically, we think that the ILO now has to try a more vertical approach in its work rather than a horizontal one. In our opinion, there should be a much stronger follow-up of, or link between, the various programmes and projects than there is today. Each new activity should, as far as possible, build upon, and be the result of, the experience from previous activities and each activity should be part and parcel of the agreed strategy to find solutions to the problems to which the highest priority has been attached. The aim should always be to gain deeper and more solid knowledge and experience of the problems, and I stress that solid is often contrary to broader. The ILO should always focus on work as the lever for development and as the key means of creating resources for improved living conditions, education, health, etc.

To say this is extremely easy; to realise it is extremely difficult. But we think it is necessary to strive for such a concentration if the work of the ILO is to continue to have a real impact on the problems in working life. It is necessary if the ILO is to be able to stay in the front line of international discussions concerning the interaction between economic, social and human conditions. By means of new initiatives, approaches and syntheses, the ILO can help to create fertile soil for new and deeper insights into the fundamentals of work and working life by way of development and progress. In the words of the Director-General in the speech he made for the commemoration of the 70th anniversary of the International Labour Organisation, it is an intellectual challenge, a challenge to our credibility and a challenge to our determination.

I would like to underline that our opinion is by no means a threat to the ILO's position as a universal organisation. The criteria for universality is not determined by the variety of activities, or that there are activities in every country of the world, but rather that all countries of the world, in one way or another, benefit from the work of the ILO. Given the dependence between all countries, the matter at stake is that we attack the right problems and not that we cover all countries.

These are some of our considerations. We are fully aware that the action called for requires from all of us political courage born out of ethical motives – our various vested interests must be put aside.

As I said in the beginning, the Nordic Government delegations support the report of the Finance Committee and recommend its adoption including the budget proposals for the biennium 1990-91, and we look forward to co-operating with Mr. Hansenne when it is implemented.

Original – German: Mr. MUHR (Workers' delegate, Federal Republic of Germany) – I asked for the floor this morning to express the pleasure of the

Workers' group at the fact that the proposed programme and budget for 1990-91 was discussed and adopted unanimously by the Finance Committee of the Conference. We had appealed to the Conference, primarily of course to the Finance Committee, to recognise the necessities of the programme and budget as they had been proposed. We believe that the vote of the Finance Committee augurs well for the discussion of this question and the vote which will probably be held on this subject tomorrow in the plenary. In the report itself we find the comments made by several Government representatives who express their satisfaction with the fact that the budget proposals reflect zero growth in real terms. I should like to stress once again very clearly that we do not have zero growth in the budget but rather negative growth. It only seems as if there is zero growth because it does not include the loan annuities on the ILO building. In fact we had a decrease in programme activities in real terms of 1.3 per cent. I am stressing this to avoid any misunderstanding in the future; we should not consider this negative growth as zero growth because this will lead us into a downward spiral and our budget will lose the potential it has for helping the Organisation. I would just like to point this out and also assure you that the Worker's group, when we come to the vote on the programme and budget, will unanimously support it. I should like to ask the other groups to adopt the same attitude because it would be very helpful for our work over the next two years if we could have a unanimous vote at this Conference in favour of the programme and budget.

Original - Russian : Mr. TCHERNYCHOV (Government delegate, USSR) - Speaking on behalf of the Government representatives of the socialist countries in Europe, I should like first of all to say that the draft programme and budget for 1990-91 was drawn up on a fairly realistic basis, bearing in mind the acute social, economic and financial problems which face many member States of the Organisation and in view of the very difficult financial position of the ILO itself. We consider it appropriate to give priority in the next biennium to the activities of the Organisation which largely reflect emerging concerns in the world of labour. This is evidenced in the balanced approach towards taking into account the interests of all countries, and the developing ones in particular, for which the programme lays down certain prerequisites. We welcome the efforts made by the secretariat to give effect to the decisions of the High-Level Meeting on Employment and Structural Adjustment, and especially the fact that the implementation of these decisions is one of the priority objectives of the Organisation in the next biennium. We also approve of the fact that, for the first time in the history of the ILO, serious attention has begun to be given to conservation of the environment, which is closely linked to the development of new technologies and employment issues. We also consider that support should be given to the activities and research envisaged in the programme which concern the interrelationship between environmental measures and basic social and labour factors such as employment, managers' training, working conditions, occupational safety and health, and so on. We consider that the adoption of a resolution on this subject at this session of the Conference would further the development of the activi-

ties of the ILO in this area, which is so important to the international community. The discussion of this draft at the 242nd Session of the Governing Body and its results confirmed the importance of a reasonable approach by all countries and sides represented in the ILO to the elaboration of the draft, and to the priorities and the resources and means necessary to put them into effect. The basis for this is a constructive dialogue and a realisation of the need to work together to solve the increasingly acute problems of development of the world community. The outstanding feature of the discussion of the draft programme and budget is certainly the fact that for the first time in many years this document was adopted by the Governing Body and by the Finance Committee at the 76th Session of the Conference by consensus. The draft programme and budget, which is well balanced on the whole, clearly created a general atmosphere which is positive to this document, both in the Finance Committee and in this plenary sitting. We support the efforts made by the secretariat to achieve a closer co-ordination between ILO activities and technological change, its impact on managers' training, and occupational safety and health. We have noted positive trends to develop co-operation within the European region, as evidenced by the practical action provided for in the Programme to give effect to the decisions of the Fourth European Regional Conference concerning the priority of research into the social repercussions of structural adjustment in Europe, and the organisation of a Tripartite Meeting of Experts on Employment and Training Implications of Environmental Policies in Europe. We note with satisfaction that the secretariat has taken action to further step up research into the conversion of military production, which was reflected in the draft programme and budget, and this approach was broadly supported at the this session of the Conference; this constitutes a positive response to the many appeals and proposals made by the socialist countries.

We support the efforts of the ILO aimed at combating apartheid and providing effective assistance to the front-line States and to their workers and employers.

An outstanding feature of this document is the fact that the General-Director has succeeded in taking account of the basic wishes of member States, while at the same time achieving zero growth in real terms. The organisational measures taken by the secretariat at this stage have made it possible to stabilise the financial position of the ILO, but we feel that they are not sufficiently reliable in the long term and therefore require further improvement. It is already obvious that the increasing avalanche of social and economic problems and their urgency face us with two alternatives: either we must, within the existing budget, limit the ILO's activities, possibly even in priority areas, or we must devise organisational and financial measures based on the need for a real assessment by the Organisation of its possibilities. In this connection, we consider that it is essential to continue improving the organisational structure of the secretariat with a view to better adapting it to changing trends and requirements of the world of labour, and better matching financial conditions to the Organisation's potential. We should also continue the process of closer co-ordination and co-operation between the major programmes in order to increase efficiency in achieving the priorities and objectives of

our Organisation, and to enable it to carry out its work in a more comprehensive and effective manner.

Finally, I should like to say that the Government representatives on behalf of whom I am speaking support the resolution of the Finance Committee.

The PRESIDENT – We shall now proceed to adopt the report of the Finance Committee. I draw attention to the fact that the adoption of the report includes not only the report as such (paragraphs 1-83 as well as Appendices I, II and III) but also the adoption of the resolution concerning the composition of the Administrative Tribunal of the International Labour Organisation; the resolution concerning appointments to the Administrative Board (ILO Staff Pensions Fund) and Staff Pension Committee (United Nations Joint Staff Pension Fund); the resolution concerning the long-term strategy on budget exchange rates; and the resolution concerning the abolition of Part V (Undistributed Reserve) of the budget (resolution A).

As regards the resolution concerning the adoption of the Programme and Budget for the 62nd financial period (1990-91) and the allocation of expenses among member States (resolution B) it will be the subject of a record vote which will probably take place tomorrow.

If there are no objections, I take it that the Conference adopts the report, with the four resolutions and Appendices I, II and III.

(The report, the four resolutions and Appendices I, II and III are adopted.)

The PRESIDENT – May I thank Mr. Peshkov, Chairman of the Committee, who is at the same time Reporter, and Mr. Chea Urruela, the Vice-Chairman, for their very valuable contribution to the drafting of the report which has just been adopted by the Conference.

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT – We now move on to the next item on our agenda, which is the discussion of the reports of the Governing Body and of the Director-General.

Mrs. THALEN (*Minister of Labour, Sweden*) – Mr. President, let me first of all join the many speakers who have congratulated you and the Vice-Presidents on your election to your high posts at this session of our Conference.

Full employment should be the prime objective of economic policy.

The reason for my Government choosing such an ambitious objective is that we regard unemployment as a tremendous waste of human assets.

Unemployment causes human suffering, added to which it is uneconomical and the biggest cause of inequality. And it deprives many jobless individuals, young persons especially, of their faith in the ability of democracy to create employment and welfare.

A close interaction between economic policy, regional development and labour market policy is the essence of the strategy we have chosen in Sweden.

As the Director-General has underlined in his Report, one has little chance of influencing structural change without a properly developed infrastructure.

The Report outlines a growth-oriented strategy for solving global employment problems, above all in the developing countries. On the macro-economic plane, the importance is emphasised of a strict economic policy, various measures of exchange and trade policy and increased investments, especially in infrastructure, the aim of all this being to accelerate structural change. In order for this change to proceed efficiently and under socially acceptable conditions, it is emphasised that various selective measures are called for, labour market policy among them.

Our task is to reconcile the demands of production for flexibility with the demands of the individual for improved working conditions. Aided by a comprehensive social safety net and an active labour market policy, we are trying to make the transformation humane and socially acceptable.

Swedish labour market policy is founded on the employment strategy, which says that employment or education must take priority over passive measures such as cash handouts.

All experience shows that cash handouts are expensive solutions from the viewpoint of national economy and government finance alike. This opinion is supported by research and evaluations. In the majority of cases, active measures are less expensive. Measures of this kind are also to be seen as a kind of investment, paying dividends for many years ahead.

In terms of labour market policy, this means heavier emphasis on measures to facilitate the functioning of the labour market, above all as regards placement services and training. We are therefore putting added emphasis on supply-side measures.

I am happy to note that much of this philosophy is reflected in the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168), which my Government is about to submit to Parliament for approval.

Labour market policy has also acquired a stronger position as an instrument of economic policy, owing to the increasing intractability of unemployment. Today, rising unemployment is above all manifested by longer periods of unemployment and, accordingly, by a growth of long-term unemployment. People who remain out of work for a long time become increasingly apathetic and, eventually, more or less give up looking for work.

Once unemployment has been forced up to a higher level, it is less easily forced down again.

Unemployment tends to generate more unemployment. This makes it all the more important for general economic policy to try to prevent unemployment from rising at all.

As I mentioned earlier, unemployment has become increasingly intractable and there is a great deal to suggest that market failures have been accentuated at workplaces, resulting in mounting social problems. This is apparent, for example, from the increase in certain types of work injury connected with one-sided, heavily segregated jobs.

This is an international problem and, as mentioned in the report, work injuries are a cause of heavy expense. From both human and economic viewpoints, employees must be given a basic measure of protection. But above all we must try to prevent injuries of this kind from ever occurring.

An effort must be made, in concert with occupational policy, to influence work organisation and the occupational environment in such a way that employees will acquire more developmental and productive jobs and the elimination of disadvantaged groups will be counteracted.

Before I turn to some topical issues in Swedish working environment policy, I should like to inform the Conference that Nordic co-operation in this field has resulted in a Nordic Convention on the working environment, which is going to be signed shortly. As far as my own country is concerned, the working environment has again, in spite of the substantive progress made, come to the political forefront.

For this reason the Swedish Government has appointed a Work Environment Commission to review the practicalities of work environment policy and to suggest ways of reversing the growth of new types of injuries.

One important task for the Commission will be to analyse the way in which employers live up to their responsibility for the working environment and ways in which we are now achieving a holistic view of people at work.

If we are to utilise each individual's willingness and ability to work, we will have to deal carefully and deliberately with work environment issues at the individual workplace. The measures taken by the responsible authorities are of course important as regards the definition of certain minimum requirements, but the total working environment is shaped by day-to-day activities at workplace level.

A badly designed work organisation with monotonous, one-sided jobs is a cause of many work injuries.

It is hard for a rigid, bureaucratic work organisation to prevent work injuries and to rehabilitate people at work. Great efforts must therefore be made to alter the way in which work is organised.

Summing up, I regard the following points as necessary means of developing labour market policy for the 1990s: give general economic policy an active role in sustaining a high rate of transformation in the economy; invest in regional development policy to utilise available resources; invest in labour market policy, that is, in placement services, training and rehabilitation; follow through with a more active work environment policy; improve adjustment capacity by investing in human resources development.

Finally, I would also like to touch on the memorandum submitted by the Nordic governments setting out our common views regarding the future of the ILO. Given new initiatives, approaches and syntheses, the ILO can help to create fertile soil for new and deeper insights concerning the fundamental role of work and working life in development and progress.

In this connection, the ILO has the task of fulfilling and developing its efforts on behalf of the very poorest people and nations.

Its duties and its tripartite structure present the ILO with unique opportunities. This, at the same time, implies a great deal of responsibility and requires the Organisation to alter and improve its working procedures in a number of important respects.

In concluding, I should like to extend a word of welcome to the new Director-General of the International Labour Office, Mr. Hansenne, and assure him of my Government's full support in his difficult task.

Let me also thank the outgoing Director-General, Mr. Blanchard, for the outstanding services he has rendered our Organisation.

Mr. OKURUT (*Minister of Labour, Uganda*) – It is with great pleasure, on behalf of my country, my delegation and on my own behalf, that I take this opportunity to address this august assembly of the 76th Session of the International Labour Conference. Let me also take this opportunity to congratulate you Mr. President and the Officers of the Conference upon your election. The excellent manner in which you have so far guided the proceedings leaves me with no doubt that the Conference will come to a successful conclusion. I assure you of my delegation's unreserved support and co-operation.

May I also take this opportunity to congratulate Mr. Michel Hansenne on his well-deserved election to the high office of Director-General of the ILO. We look forward to a close working relationship with him. We would also like to thank most sincerely his predecessor, Mr. Francis Blanchard, for his tireless and invaluable service rendered to the ILO. We wish him and his family the best in their future endeavours.

The theme of this year's Conference, "Recovery and employment", which the Director-General has appropriately chosen for our discussion, is not only relevant and timely but also one of the main preoccupations of developing nations, whose membership represents more than half of this Organisation. Allow me therefore to congratulate the Director-General for the excellent and able manner in which he has analysed the development crisis in the majority of the Third World countries.

The spiral of rising interest rates, imposed by industrialised countries, the IMF and the World Bank, has put many developing countries in a most difficult situation whereby there are more capital and financial resources flowing from the South to the North. This imbalance has meant that the Third World countries continue to be in a less advantageous situation vis-à-vis the industrialised countries.

The foregoing situation has been compounded by the debt crisis. Moreover, changes in the structure of the world economy have brought about major changes in the relationship between industrialised and developing countries, characterised by slower economic growth in the industrialised nations which has in turn reduced the demand for products from developing countries.

Since the majority of the developing countries continue to rely on their earnings from commodity sales, the worsening terms of trade have meant that, for example, you need to export almost twice as much as you did in 1980 in order to retain the same earnings in 1988. As a specific example, while Uganda required 205 bags of coffee to import a 7-ton Mercedes truck in 1980, we required 420 bags of coffee to import a similar truck in 1987. This clearly illustrates the present unfair international division of labour, whereby the advanced countries produce high-priced goods which are always going up in value while developing countries produce low-priced goods which are ever declining in value. It is on this score that I entirely agree with the Director-General's contention that the debt crisis in developing countries and the terms of trade problems need a global solution. In view of the gravity of the problem, we reiterate the appeal to the

creditors to cancel some if not all of the debts of the poorest countries of the Third World.

Whereas the per capita income in industrial market economies is about US\$ 13,000, that of sub-Saharan Africa is US\$ 370. In Uganda it is US\$ 230. The economy of Uganda is a typical dependent economy dominated by one main export crop, coffee, which contributes over 90 per cent of her foreign exchange earnings. The manufacturing sector contributes only 6 per cent of total GDP and employs only 6 per cent of the total labour force. Despite the broad resource base, the economy is distorted as it is heavily dependent on imported inputs which have no forward or backward linkages to the rest of the economy. As a result, more than 86 per cent of the rural population is engaged in peasant agriculture, with low levels of productivity. The above situation was worsened by the socio-political difficulties that the country went through from 1971 to 1985.

By 1985 average capacity utilisation in Uganda industries stood at 20 per cent of installed capacity, in spite of substantial credits offered to Uganda by the IMF and other donors.

It is against this background that, when the NRM Government came to power in 1986 it embarked on the huge task of rehabilitation by attending to the following key areas: security, agriculture and animal husbandry; roads, railways and water transport; commercial trucks; rehabilitation of the light-goods industries to save foreign exchange; utilities – especially electricity and water for industrial use; construction capacity; and storage.

The criteria of this prioritisation was dictated by the desire to restore production in agriculture and industry, and ensure that produce is conveyed to the market; inputs are conveyed to the farms; the farmer who sells his produce can buy goods with his earnings. The production units have electricity and water to service them, and produce is stored safely. The need for secure borders, and the ability to defend our democratic institutions and the fruits of our labour requires no elaboration. It is also the intention of the Government to increase and diversify the production and export of other primary products in addition to coffee.

In addition to exporting a wider range of the usual primary products it is the Government's policy to launch an aggressive programme of exporting finished industrial products, e.g. processed fruit products and foodstuffs, processed beef and dairy products, cables, machine tools, textiles and other natural fibre products, leather products, fresh-water fish products, electricity, wood products, fertilizers and industrial chemicals, metal products, etc.

It is noteworthy that, since the launching of our priority programme in 1986, substantial progress has been made, particularly in the agricultural, industrial and road construction sectors. Thus, the agricultural sector, which accounts for 44 per cent of GDP, grew at 6.2 per cent in 1987 with the monetary sector expanding at 5.5 per cent and the non-monetary sector at 6.8 per cent, while the industrial sector registered a growth of 30 per cent in 1988 and a number of industries which had closed down were able to resume production. Those which remained in production increased their capacity utilisation. The textile industry grew by about 70 per cent between January 1986 and June 1988. A number of new industries have also been developed.

A total of 1,850 kilometres of all-weather roads and 2,411 kilometres of gravel trunk roads have been repaired. In addition, 1,785 kilometres of feeder roads have been opened up using direct labour. The end result of the improvement of the infrastructure, industrial and agricultural production is the creation of gainful employment and provision of basic needs for our people.

In view of the seriousness my Government attaches to its recovery programme, my delegation would like to express its support for the Director-General's budget proposals for 1990-91 and to emphasise the great importance it attaches to the implementation that should be attached to the priority themes outlined in the document. As already explained, the issue of structural adjustment is central to the development process in Uganda. The Uganda Government regards the follow-up on the conclusions of the High-Level Meeting on Employment and Structural Adjustment in November 1987 as vital. The ILO has an important role in ensuring social justice and equality in assisting those below the poverty datum line.

My Government supports the emphasis the programme places on the rural and informal sectors, especially as the majority of workers in developing countries such as Uganda live in the rural areas. The promotion of effective co-operatives, the training of rural workers with regard to new technologies, the fostering of self-employment, and the availability of development funds for rural areas should go a long way towards creation of employment and, thereby, generally, toward raising the standard of living in the rural environment.

My delegation further welcomes the inclusion of equality of opportunity and treatment for women among the priority themes, especially as women are increasingly playing such a prominent role in the Ugandan economy. Emphasis, however, should also be placed on training and the creation of an awareness of women's rights in the interests of social justice as well as on job creation through self-employment and through the development of small-scale enterprises.

My delegation wishes to register its appreciation to the Director-General for the fact that despite the austerity measures in the budget proposal there is a slight overall increase of about 2 per cent in the budget for the field programme in Africa and a 3.5 per cent increase for technical co-operation activities, as compared to the figures for the 1988-89 biennium. It is our fervent hope that this will go a long way in responding to the needs and wishes of member States in our region as outlined in the ILO Programme of Action for Africa, adopted by the Conference in 1985, and the conclusions and resolutions of the successive regional conferences including those recently adopted by the Seventh African Regional Conference of the ILO, Nov./Dec. 1988, in Harare, Zimbabwe.

In this regard, my delegation appreciates the role of the ILO in its assistance to governments in our region in the following fields where my Government has also benefited: technical advisory missions in the strengthening of labour administration; workers' activities, particularly workers' education; assistance to employers' organisations; promotional work through the "Improve Your Business" (IYB) project; identification and formulation of projects in the field of occupational safety and health; small-scale enterprise

development; population and labour policies; technical co-operation in the field of Hotel and Tourism development; and special public works programme.

While appreciating the commendable activities of the ILO in my country, I wish to place on record also our thanks to the Organisation for the recently conclude ILO national tripartite Seminar on Wages Regulations and Labour Relations in Kampala last month and the ILO advisory missions to review our labour legislation early this year.

My delegation further wishes to thank the ILO for its effort in implementing the the Programme of Action Against Apartheid. We equally appreciate the assistance extended by ILO to the workers in Namibia and in the front-line States.

We also encourage the ILO to intensify its co-operation with the UNHCR and ensure that Namibian refugees return to their homeland safely.

We hope the United Nations process to enable Namibia attain independence will be in accordance with the planned Programme.

Finally, my Government wishes to join the international community in calling upon Israel to stop the inhuman treatment of the Palestinian people and to grant them self-determination.

Original – Portuguese: Mr. PINTO CARDOSO (Employers' delegate, Portugal) – Mr. President, allow me, first of all, to congratulate you on your election to your important post. I hope that we shall achieve excellent results, thanks to your presence in the Chair.

I would also like to take this opportunity to present my sincere congratulations to Mr. Michel Hansenne, Director-General of the ILO. I am confident that, thanks to his balanced outlook and vast experience, especially in social matters, he will be fully equal to the exalted and difficult duties entrusted to him. The next few years portend major economic and social changes world-wide and these will certainly increase the ILO's responsibilities as a supra-national international organisation.

As in previous Reports by the Director-General, his Report this year to the International Labour Conference takes up a topical matter of exceptional importance, namely "Recovery and employment".

The Report states that "... at the end of the 1980s the world is in a more precarious social situation than at the start of the decade". The figures given in support of this statement are undoubtedly conclusive and therefore worrying. We read that "the number of people living in absolute poverty has risen from about 820 million in 1980 to an estimated 950 million in the late 1980s."

Clearly, the growing poverty throughout the world, especially striking in Latin America, Africa and in certain Asian countries, is to some extent bound up with political instability in these countries and their choice of political regimes and economic systems.

A prerequisite for improvement is to make structural adjustment to the economic position of the more poverty-stricken countries. Such economic adjustments call for the creation of political and economic adjustments call for the creation of political and economic conditions which, while reinforcing economic growth, will make more jobs available and establish a flexible and modern production system, by means of less rigid management, better vocational

training and the introduction of new equipment and technology.

In this context, we totally support the Director-General's statement that the factors which might influence structural adjustment in countries where systems of production are too rigid, he proposes the adoption of such measures as the encouragement of private enterprise and competition, limits to state intervention in the regulation of economic activities and the privatisation of public undertakings, or, in short, the creation of conditions enabling economic activity to follow the normal, dynamic interplay of market forces.

Pursuing his analysis, the Director-General goes on to say that "in general, the greater the degree of flexibility in production structures and the higher the mobility of factors of production, the easier it is to implement structural adjustment programmes."

The example of Portugal eloquently demonstrates the difficulties that arise when an attempt is made to adjust the economic structure without first making the structure of production less rigid.

When the Government took over in mid-1987, the Portuguese employers were confident that the Government would honour its electoral promises and undertake a major reform of the economy. That would inevitably mean privatising most public undertakings, changing the tax system to bring about greater justice for the taxpayer and increased investment, greater flexibility in labour legislation, which is excessively rigid and uncondusive to efficient management, and, lastly, improvement in the structure of agriculture.

Two years later, the Government has still not embarked on any real structural reform.

Despite the urgent need to modernise the economy with all possible speed, with an eye to the common European market in 1992, the Government has shown disappointing lethargy and inefficiency over measures which are desperately required. Let me quote just two specific examples.

As regards the take-over of public undertakings by private interests, the Government began a process of semi-privatisation of certain nationalised undertakings in 1975, but is persistently postponing any solution of two preliminary questions.

First, shareholders deprived of their undertakings are still waiting, after nearly 15 years, to receive the compensation they are entitled to. Furthermore, this compensation is not equitably calculated and is always grotesquely inadequate.

And, lastly, although some undertakings are now being privatised the Government continues to postpone putting forward an overall plan covering all stages of the process. We do not even know which undertakings will be denationalised.

All this clearly shows an absence of vigour and openness on the part of the Government in a process of such importance for the reorganisation of the economy, with consequences which will inevitably be disastrous.

Another typical example concerns the matter of making labour legislation less rigid.

Managers of Portuguese undertakings are still subject to a legislation which is the most rigid and constrictive of all the member countries of the EEC, notably as regards dismissal and strikes.

This strait-jacket not only hampers efficient management, but also has obvious effects on employment and investment.

Since there is no legal definition of "strike", the right to strike is constantly being used to defend interests totally foreign to the interests which might normally justify the exercise of this right. The employers are powerless to prevent this. Furthermore, all forms of lock-out are forbidden in Portugal, lock-out being defined too broadly and judged as an offence punishable by up to two years' imprisonment.

As regard termination of labour contracts, over the past few weeks the Government has approved a new system which offers no improvement over the old one.

It must be said that the new law is the conclusion of a process of legislative change which clearly reveals a lack of firmness and coherence on the part of the Government. In the face of continual pressure from the trade unions, it was forced to put forward eight successive drafts, finally incorporating virtually all the trade unions' demands.

Between the first draft, which had several promising aspects, and the eighth and last drafts, the changes have been such that the final text is of no practical interest.

In this same spirit of support for the trade unions, the Government has also approved a new system of fixed-term labour contracts which is even more rigid than the present one, particularly in rigorously specifying the conditions under which such contracts can be given and limiting to two the permissible number of renewals.

We very much hope that the Director-General's Report may induce many of the governments here represented, and in particular the Government of Portugal, to think seriously about the perceived need for less state intervention and greater economic flexibility in the management of undertakings. These are essential if the economic agents are to play their full part in ensuring progress and improving the people's standard of living.

Original - Chinese: Mr. WANG (Workers' delegate, China) - Mr. President, please allow me to congratulate you on your election to the presidency of this session of the International Labour Conference. I also wish to extend my congratulations to the vice-Presidents who have been elected. I sincerely hope that under your wise guidance this session will be crowned with success.

Allow me to avail myself of this opportunity to express my warm congratulations to Mr. Michel Hansenne on his election to the high post of Director-General of the International Labour Office. I am sure that in this important capacity he will make positive contributions to the realisation of the aims and purpose of the ILO.

I would also like to express our sincere gratitude to Mr. Francis Blanchard on the moment of his departure from the ILO for his contributions to the cause of world labour for so many years.

It is both practical and significant that the theme of the Director-General's Report is "Recovery and employment". This choice reflects the reality of our present economic and social life and the new challenges people are facing. As the Director-General points out in his Report, the present decade ends in a paradoxical situation. In the past, after an economic recession, problems of unemployment and poverty would ease in the course of economic recovery, but the situation today is just the contrary. At present,

although the world economy as a whole has recovered and developed to a certain extent, the unemployment rate remains high in many industrialised countries. In particular, the gap between the North and South is widening. Hundreds of millions of people in the developing countries are struggling in the face of unemployment, hunger and disease. The problem of social injustice is not easing but becoming more acute. The International Labour Organisation, which aims at the realisation of social justice as its goal, is confronted with new and arduous tasks. At present, when the international situation is moving from confrontation to dialogue, from tension to *détente*, and when economic readjustment and reform have become a world trend, people expect the ILO to overcome various obstacles, to ensure co-operation, win support for its cause and be more effective, given its challenges in discharging its responsibilities.

The Declaration of Philadelphia states: "The war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort." With a view to facilitating economic progress, increasing employment, fighting against poverty and promoting social justice in the course of development, unremitting efforts need to be made in many fields. The Chinese trade unions hold that at present particular attention should be paid to the following points.

First, it is very important to promote and improve workers' participation in a bid to advance economic development and social justice. This is not only the case because workers are the most vigorous among the elements comprising the productive force, but also because they constitute important members of the modern society. Only by relying on a tripartite system and through consultations among workers, employers and government can economic and social problems facing us today be effectively solved. It is necessary to develop actively multi-level and multi-channel workers' participation. Workers should participate in the discussion and formulation of the strategy and policies of national, economic and social advancement, as well as in the policy-making of enterprise management and operation, so as to ensure that the development process promotes employment. In addition, workers should participate in formulating and implementing labour legislation and in drawing up policies to increase employment; they should also be involved in the whole process of introducing new technology in order to safeguard their vital rights and interests and enhance social progress. We are pleased to note that an increasing number of countries, in spite of their different levels of economic development and social systems, adopt workers' participation in different forms and to a different extent. Workers' participation has become a world-wide trend which constitutes an important link in ensuring co-ordinated economic and social development.

Second, an important task is to intensify workers' education and training so as to promote employment and economic development. This is of particular significance for developing countries where workers' educational and technological levels are comparatively low. At present the ever more acute commodity competition within nations and in the world is a kind of contest in the field of enterprise management and workers' educational and technological qualities. The structural readjustment of the economy, changing market trends and new technologies require that spe-

cial emphasis be laid on workers' education and training: this should first and foremost meet the needs of market competition and technological revolution and help the workers to master new occupational skills and technology, so as to ensure and increase employment. At the same time, this training should improve their awareness of the necessity of participation in order to exercise more effectively their right of participation. To a certain extent, workers' education and training may be seen as a social investment to harness available human resources, which requires all three partners – the government, employers and workers – to make continuous and concerted efforts. The International Labour Organisation has accumulated rich experience in this field and can surely make even greater contributions.

Third, in today's world which is becoming increasingly interdependent in economic terms, the overcoming of employment and development problems requires not only the efforts of individual countries themselves but also an appropriate international economic environment. At present, many developing countries are faced with a grave economic situation, a heavy foreign debt burden, trade protectionism and irrational prices for their primary products – all of which seriously hinder their revival. These factors have not only aggravated unemployment and lowered the living standards of their people, but have also weakened their role in international trade and reduced the international market of the industrialised countries. Poverty in the developing countries is not just an economic issue peculiar to these countries alone, but is a global political problem bringing serious consequences in its wake.

It is necessary more than ever before to establish a new international economic order built on the basis of equality and mutual benefit. In this regard, the international community can do much through concerted efforts. For instance, the repayment of a country's foreign debt should be based on the level of its economic development; furthermore, attempts should be made to help developing countries repay their debt. The debt burden should be alleviated, interest rates reduced, the period of repayment extended and the prices of primary products raised and stabilised at a reasonable level. Trade protectionism in all its forms should be stopped and advanced technology transferred to the developing countries at favourable terms.

In the past year the national economy of our country has made continuous progress in ushering in reforms and opening up to the outside world. The gross national product at constant price increased by 11.2 per cent compared to the year before. However, there are major difficulties: an overheated economy and run-away inflation. At present, as part of our reforms, we are carrying out economic readjustment which has given rise to new problems and tasks with regard to employment. At the 11th National Congress held last October, the Chinese trade unions decided to mobilise and organise the workers and the employees all over the country to take an active part in the reform and socialist construction. At the same time it was decided to strengthen reform of trade union organisations themselves and give priority to their protective role so that they could carry out their work independently, consolidate the mass character and democratisation of their organisation and thus play an even more important part in the social life of

our country. The Chinese trade unions pay serious attention to the new problems resulting from economic readjustment and the reform of the labour system which jeopardise employment. On the one hand, trade union organisations support all reforms which promote economic development but, on the other hand, they take various measures to safeguard workers' rights, including the right to work and the right to the social security. Trade unions help the enterprises expand their operations and develop their activities in the tertiary industries in order to find ways to cope with surplus manpower and avoid shifting the burden on to society. Together with the Government and enterprises, they provide these workers with opportunities of vocational training and retraining so as to facilitate their transfer to new posts. They also help improve the unemployment insurance schemes which provide the unemployed with allowances. Our trade unions have also contributed to economic development and social stability.

Allow me to reiterate, on behalf of the Chinese trade unions, our regrets that some trade union delegates have put forward to the 76th Session of the International Labour Conference the question of the recent event in China. These are entirely an internal matter and have nothing to do with the work of our Conference.

The relevant position of our Government is already clear to the world. Naturally it has also aroused much concern from the All-China Federation of Trade Unions. The Chinese trade unions will, as always, persist in safeguarding essential interests of the Chinese working class and are fully capable of handling their own problems themselves. We, Chinese trade unions, would like to express our thanks to all trade unions and colleagues who have shown their concern over recent events in our country. We shall strive for the further development of friendship and co-operation between our Federation and other trade union organisations.

The International Labour Organisation has been striving for 70 years to achieve the lofty goal of social justice and has hence won public recognition by the international community. Today it continues to play a unique and irreplaceable role. The ILO is faced with new, difficult and complicated tasks. The Chinese workers are prepared to join hands with all parties concerned to contribute their share in realising its aims and objectives.

Mr. TABANI (*Employers' delegate, Pakistan*) – I will begin by extending to you, Mr. President, my heartiest felicitations on your election as President this session of the International Labour Conference. We have on the agenda of this session of the Conference some important items of particular interest to the developing world and I am confident that, with your expert guidance, the Conference will be able to achieve some conclusive results. I also wish to extend my congratulations to the three Vice-Presidents on an election which truly reflects the confidence that their respective groups have placed in them.

Let me take this opportunity to pay a tribute to the former Director-General, Mr. Francis Blanchard, who led the secretariat of the International Labour Office ably and admirably. I also most heartily welcome Mr. Michel Hansenne on his unanimous election as the Director-General last February and assure him of our fullest co-operation.

As we prepared to come to this Conference we realised that the issues facing us included economic recovery and employment, minority rights, night work and industrial safety. But you have, Sir, set the theme of the Conference by your opening remarks that we have to brace ourselves for a disaster of untold proportions unless governments begin now to focus seriously on the pressing problems of the developing countries. You have rightly pointed out that the key to solving the employment problems lies in the creation of favourable climate for the efficient utilisation of human resources and the exercise of policies that encourage sustained growth.

The President of the Swiss Confederation also wisely emphasised the need to cement a partnership of countries aimed at ending the growing imbalances and dangerous social tensions in the world. This he has said was only possible if all national energies were directed towards the common goal with a rejection of egoism, including that at state level and allowing all States, however small, to take part in this effort.

The Report presented by the Director-General this year also touches upon certain fundamental challenges which, with the turn of the century approaching, are being faced by the developing countries in the area of economic recovery and employment. This is highlighted by the fact stated in the Report that "Almost 40 million people a year will have to find new jobs until the end of this century if the world as a whole is to keep up with the growth in the labour force", and that "More than 36 million jobs a year will have to be created in developing countries."

The Report starts with the happy strain that in the year 1988 "the world economy turned around" but then follows with the frank admission that that world did not include the Third World, much of which was sinking into poverty. It is precisely this paradox that creates frustration in the developing countries. That there should be so sharp an antithesis between the haves and the have-nots in the world, points to something woefully lacking in the formulation of a global strategy which would make the developed nations carry the developing nations along with them.

The economic, social and humanitarian ills of the less fortunate peoples of the world cannot be ameliorated if such a spirit does not prevail. However, we in Pakistan do realise that, as mentioned at a point in the Report, a more dynamic world unfortunately does not necessarily mean simultaneous growth of all the countries, developed and developing, put together.

The Report very rightly points out that, in order to improve the employment-generating capacity of economic growth – particularly the creation of remunerative jobs – a number of macro issues such as economic policy management, wage policy, the sectoral composition of growth, the size of key enterprises, etc., and a number of micro issues such as flexibility and job security, education, training and retraining, have to be tackled in most countries. The Report, however, has laid more emphasis on the study of the situation in the countries which have shown predominance of service activities over manufacturing but is silent on the question as to why, in the developing countries which have immense potential for the growth of their vast economic and human resources, manufacturing accounts for a smaller share of total employment.

Among other things, arrangements between developing countries and the International Monetary Fund and the World Bank have been suggested to bring about structural adjustments at the national level. On this point I wish to tell our friends in the developed countries that, as a class, the people of the developing countries are exceptionally sensitive about any conditionalities or such arrangements which seem to our respective peoples to be infringing upon a country's sovereignty. This is specially true of those countries of the Third World which have moved on to the democratic path and where the pride and the will of the common man matters. So, while the criteria adopted by the World Bank and the IMF may be perfectly placed so far as the compulsions of macroeconomics and microeconomics are concerned, a keen appreciation of the psyche and temperament of the developing country concerned is very essential. It is necessary to be ready to make what I can best describe as "temperamental adjustments" when it comes to dealing with a developing country.

In this context, I refer to the part of the Report where it emphasises the importance of exchange rate adjustments as a means of carrying out structural adjustment programmes. Our view of the matter is that devaluation of currencies would not achieve the desired results if such devaluation is made in the face of speculative activities on the part of the rich countries, which unfortunately more often than not is the case. Our own experience in Pakistan is that, every time we have devalued, it has added to our economic burdens and led to unrest among the people whose options are very marginal.

While referring to some of the past follies in our development strategies, the Director-General in his Report has mentioned irrational economic policies from which no one benefited. I would like to add that, in an attempt to seek structural adjustments and equitable growth, the developing countries in Asia and the Pacific were kept preoccupied with pressing short-term problems which were more political or quasipolitical in nature, and, as such, side by side with their economic policies, these countries pursued irrational socio-economic labour and industrial relations policies which had the unfortunate effect of diverting attention from the need to generate employment and alleviate poverty from the Third World.

As usual, "Information and reports on the application of Conventions and Recommendations" is on the agenda of this Conference. While the discontent of the developing countries on the minimum labour standards has been displayed on various occasions through different forums in the past, I would like to draw your attention to paragraph 80 of the report adopted in the ILO Round Table for Pan Asian and Pacific Employers' Organisations held at Kuala Lumpur from 19 to 23 October 1987, and I quote: "A number of participants expressed concern at the proliferation of labour standards, many of which tended to inhibit rather than encourage the employment of labour in the Asian region. It was proposed that existing standards be revised to ensure that, in future, standards are truly employment generating in their purpose". This expressed the voice of the employers drawn from 24 countries of Asia and the Pacific including the economic models of the East, that is Japan and Korea, and needs to be given very serious consideration.

While talking on this august floor regarding minimum labour standards, I must urge upon the Conference that, side by side with the international labour Conventions and Recommendations which had restrictive effects on employment, particularly in the developing countries, the ILO must consider revising or developing Recommendations and Conventions which can increase productivity and efficiency, which can link wages with productivity, which can promote an attitude of cohesion rather than confrontation in industrial relations, which can promote work ethics and which can define mutual rights as well as obligations of the employers and the workers based on justice and equity.

Coming to the promotion of agricultural growth as discussed in the Report, I wish to state that Pakistan is already conscious of the need to strengthen the rural infrastructure as an essential requirement of increasing production and facilitating the marketing of agricultural produce, and thus reducing poverty. In fact, agriculture occupies a high place in the Government's list of priorities as it constitutes the mainstay of the national economy, employing over 70 per cent of labour and producing 25 per cent of the country's GDP. The Government's agriculture policy provides credit facilities to farmers and encourages local manufacture and use of agricultural machinery and implements.

The Government and people of Pakistan continue to shoulder the burden of three million Afghan refugees with compassion and generosity. We have not wavered in our political will to keep the borders open and assist wave after wave of refugees.

In the South Asian region, Pakistan continues to maintain strong encouragement for the South Asian Association for Regional Co-operation, popularly known as SAARC. We believe in expanded co-operation along regional lines, and the seven-nation organisation is beginning to shape the policies of its individual members to promote regional growth and stability. We were all pleased to see the outcome of the highly successful SAARC Summit in Islamabad at the end of December 1988. SAARC has been a useful forum for expanding regional efforts in combating narcotics and also terrorism.

During the year under review, the Employers' Federation of Pakistan, with the active assistance and co-operation of the Bureau of Employers' Activities, plans to undertake the Swedish Mission of "Improve your Business". The English version of this programme has already been translated into Urdu by the Federation. We will soon be launching the programme nationwide with the objective of not only making the existing small- and medium-size enterprises more viable, but also to provide a boost to small business for playing an active role in our economic development and increasing employment. With the support of the Labour and Population Team for Asia and the Pacific, the Federation has established a population education unit with the object of motivating the managers and supervisors to inculcate among the industrial workers the idea of having small families. The assistance to this project, which was started for an initial period of two-and-a-half years, has been extended for one more year, and thereafter our Federation is likely to continue this project on its own.

With ILO assistance, our Federation has also established a research and analysis cell for industrial relations matters for a period of two years ending in

June this year, and we hope to continue this project also with our own resources after the expiry of the initial period. During the current year, our Federation, with the help and generous assistance of the ILO, has conducted various courses in Pakistan on important subjects of interest such as labour inspection, occupational safety and health, development of entrepreneurship amongst women in order to attract them into the economic realities of the country. We look forward to the continued co-operation and technical assistance of the ILO through the Bureau for Employer Activities.

A very profound change has come over Pakistan since we last gathered here. Six months ago a popularly elected political government came into power. The common man has always formed the hard core of the political party in power. It is the vote of the common man, the labourer and the tiller of the soil, which has turned the tables and determined our destiny. The present Government is extremely mindful of their interests and is doing its best to ameliorate their condition despite considerable constraints.

I greet you on behalf of the employers of the newly emerging third largest democracy in the world. I take this opportunity to call upon the distinguished members of the Conference to rise to the challenge which the developing countries are facing in their efforts to fight unemployment and poverty, because if today we lose the opportunity of finding a balance between economic development and social justice, the generations to come will not forgive us. Let us together make the ILO an effective institution monitoring the economic fate of the poor countries of Asia and Africa by developing the employers and workers of the Third World an international Code of Conduct which may prove a cornerstone in the realisation of our dream for economic development.

Original - French: Mr. BLEUX (representative of the World Confederation of Labour) - This year marks the 70th anniversary of the Organisation. The World Confederation of Labour (WCL) would like to take this opportunity to pay tribute to the ILO and to congratulate it on the activities it has carried out up until now, the objectives of which are to ensure that all human beings, whatever their race, creed or sex, may be able to raise their living standards and pursue their intellectual development in freedom and dignity, with economic security and with equal opportunities.

In discussing the Report which the Director-General is presenting this year to the Conference, we are embarking on an overall diagnosis of the world economic and social situation. More and more inequality between rich countries and poor countries is increasing, famine is being exacerbated and the difficulties of the great majority of countries are growing.

Enormous economic, social, commercial and financial difficulties are hitting the countries of the Third World particularly hard. These include declining commodity prices, protectionism, deteriorating terms of trade, the heavy debt burden and considerable transfer of financial resources to developed countries in order to service the debt to the detriment of economic development and employment, rigorous adjustment measures which hinder social progress, satisfaction of the essential needs of populations, application of international conventions and observance of workers' freedoms and rights.

We can only observe and regret the failures in development over the past decade. The growing number of people who live in absolute poverty will soon reach the figure of 1,000 million. As many men, women and children suffer and live in inhuman conditions. The international community can only be ashamed of this situation.

The Director-General's Report shows the necessity of a general revision of the development strategy and makes an important contribution thereto focusing on three main points: a policy of macro-economic recovery oriented toward sustainable economic growth; a micro-economic policy aiming at more effective use of resources and raw materials; and direct means to promote employment and the struggle against poverty in conjunction with the recovery programmes.

The WCL would like to emphasise the fact that economic growth is necessary, but is not enough in itself to combat poverty and intolerable social conditions. Economic growth is not synonymous with development and requires structural reforms. A country suffering from imbalance is obliged to adapt itself and restructuring is always accompanied by a gradual loss of income. But the effects on those receiving low wages depend on the specific characteristics and the specific content of the adjustment programme. The protection of low wages against downward pressures and the direct measures aimed at combating poverty should not constitute an obstacle to structural recovery policies, rather they can accompany them and activate them because they can increase overall demand which in its turn will stimulate the recovery of the economy.

But no programme of economic recovery has any chance of succeeding unless a solution is found to two major problems: that is, the unfair imbalance in international trade, engendered by the low level of prices for raw materials, and the persistence of protectionism with the emergence of new measures detrimental to world trade.

The WCL is aware of the economic advantages of an open world system because participation in world trade maximises national production, whereas protectionism is detrimental to developing countries and constitutes one of the factors underlying the growth of foreign debt. This does not mean that we have to accept uncontrolled liberalism which would benefit the dominating economies or the penetration by multinational companies of all markets with no protection against exploitation of workers.

The other concern is that of debt. Formerly only an economic problem, debt today has become a political and social problem. Repayment obligations and adjustment policy measures impoverish populations and prevent new development initiatives.

Fortunately, voices are now being raised to emphasise the social and political aspects of debt and the need for debt cancellation.

The WCL, in order to seek fair solutions to the debt problems, has twice met with the International Monetary Fund (IMF) and the World Bank in Washington. One of these meetings took place last month. We have always drawn attention to the unfair nature of the circumstances in which a large part of the debt was contracted. It has asked the IMF and the World Bank to: fully assume their responsibilities by establishing their programmes on the threefold basis of restructuring, economic growth and protection of

low-income groups; and to establish specific and practical co-operation agreements with international organisations such as the United Nations, GATT and, in particular, the ILO.

The High-Level Meeting on Employment and Structural Adjustment, which was held in November 1987 at the ILO's initiative, shows once again our determination to assume the responsibilities which fall within the labour and social sectors.

The conclusions of this meeting remain undiminished in value and may appropriately be restated today. It should thus be reasserted that: a social consensus is of vital importance when an economic policy is being elaborated; we must seek more specific and more effective forms of co-operation amongst the international organisations; efforts to achieve a better knowledge and understanding of the various social aspects and social consequences of economic policies must be pursued.

Efforts which must be deployed for economic recovery and to eradicate mass poverty are numerous and wide-ranging. They will only be effective if in parallel real democracy is installed in all countries. However, in some regions and certain countries, the political and social systems reflect serious violations of fundamental human rights, the absence of freedom and trade union rights, discrimination with regard to race, religion and sex and denial of the right of self-determination.

The WCL remains concerned by the fact that the Black peoples and workers of South Africa continue to be the victims of daily discrimination, unacceptable living and working conditions, severe restrictions on their freedom and trade union rights and barbaric acts of repression.

The independence process in Namibia, which was achieved thanks to an untiring struggle and the support of the international community, marks an important step towards the liberation of Black peoples from colonial and racist domination. It should make us redouble our efforts to apply sanctions in order to force South Africa to abandon its policy of apartheid.

The just struggle for democracy and freedom always pays off. The recent and fortunate developments of the situation in Poland owing to the tenacity of the workers and their organisation, Solidarnosc, who continuously fought for democracy and to whom we pay tribute, constitute an example of courage and success.

However, although the development of profound societal reforms in some countries is a source of satisfaction, we cannot help but be concerned by the gratuitous acts of violence which are being perpetrated in China against students and workers whose peaceful demonstrations for more democracy and more freedom have been brutally put down. The mass arrests of young people, the denunciations and the hasty sentencing will not stop future manifestations of the just aspirations of the people.

The WCL would like to appeal to legendary oriental wisdom so that those that are sentenced will receive clemency and those who have been arrested will soon be released.

The Director-General's Report on the situation of workers of the occupied Arab territories shows the absence of trade union freedom, the discrimination with regard to employment and social security, and the deterioration of the living conditions of the Arab people under domination, such as that of the econ-

omy, which is having serious effects on employment and development in these territories. The extension of the establishment of Jewish settlements the means which are used to violate the rights of Palestinians and the brutality of the Israeli armed forces are sources of incidents which are detrimental to the establishment of justice and peace. It is regrettable that measures have not been taken by the Israeli authorities following up the recommendations of the fact-finding mission. We hope that the resolution concerning the protection of the rights and freedoms of workers and employers in Palestine and the other occupied Arab territories, which has been given priority, will generate a serious examination of the situation and lead to setting up adequate assistance programmes to enable the region's inhabitants to enjoy their legitimate rights and to progress towards development in peace.

The list of violations of human rights and trade union rights is long and sad. The Governing Body Committee on Freedom of Association is confronted at each session with about a hundred cases in which the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), have not been observed. There are also frequent cases of arbitrary arrests, torture, disappearances and murder by paramilitary groups with the connivance of the government.

The WCL once again would like to launch an appeal for the promotion and the application of ILO instruments concerning fundamental human rights and the improvement of working and living conditions of workers. Tendencies to denounce, to limit, or to revise standards to reduce their scope are retrograde steps that run counter to the aims and objectives of the Organisation, for man must not be a slave to the economy and to profit.

It is precisely because protection and promotion of human rights are closely linked with economic and social development that countries must include amongst their main priorities the elimination of all obstacles in the way of wider participation by populations, and in particular trade union organisations, in the elaboration and application of every development policy.

Mr. OSHIOMHOLE (*Workers' delegate, Nigeria*) – Kindly allow me on behalf of the organised workers in Nigeria and on my own behalf to congratulate you on your richly deserved election as the President of this Conference. I am convinced that the Conference could not have been blessed with a better leadership.

The Director-General's Report covers the all important issue of foreign debt and structural adjustment which has severely affected the economies of most of the less developed countries and resulted in debilitating effects on the lives of their peoples. The effect of structural adjustment imposed by the International Monetary Fund applied to most of the less developed countries groaning under the weight of foreign debt invariably undermine the social purpose of the ILO which includes human well-being, social justice and world peace.

The concept of social justice should have a universal application in economic and social relations, not only within nations but also between nations. Yet the paradox which the Director-General referred to in the Preface to Part I of his Report was probably not

unintended and certainly not unforeseen. Given the inequities that have increasingly characterised the world economic order, it was quite predictable that countries of the South would continue to drift deeper into poverty while the fewer but certainly dominant countries of the North are on the threshold of yet another era of prosperity.

This unacceptable state of affairs is the logical outcome of a global economic arrangement in which the economically powerful nations of the North seek to advance their social-economic interest often at the expense of the legitimate social-economic interest of the less developed countries of the South through the combined manipulation of world trade and the instruments of international finance capital.

Today, foreign debt has become the most effective weapon both in the international politics of domination and control and also of expatriating investment capital from economies of less developed countries of the South. The problem of poverty in the less developed countries cannot be solved as long as the debt question is unresolved.

The Nigeria Labour Congress is in full agreement with the Organisation of African Trade Union Unity (OATUU) that these debts by their nature and scale are practically unpayable regardless of the determination of some national governments to the contrary. Yet we know, of course, that to talk of debt repudiation has not yet gained the deserved wide acceptability even from many a debtor nation. This does not however solve the problems. What it probably means is that many of these countries unable to contain the increasing stiff and widespread resistance against further impoverishment on the part of their people, would in the long run rather default where they lack the courage to repudiate. The net effect would probably be the same.

However, it would be preferred, and I would indeed call on countries of the North to forgive these debts as part of a formal reparation to the less developed countries for the damage done to their economies first under colonialism and their post-colonial disadvantaged position in the world economic structure.

Just as powerful nations tend to impose an unjust economic order on the weaker nations, so it seems that governments and ruling elite in many debtor countries impose an unfair share of the burden of economic adjustment on the weaker segments of the population. It seems to me that the statement quoted in the Director-General's Report, that "human beings are both the means and the end of economic development", is being replaced under the IMF-designed structural adjustment, which is a strategy which in effect seems to imply that human beings are both the means and the victims of economic adjustment. Yet as eminently submitted in the Director-General's Report "the fact that consumption is limited by production does not mean that economic growth must precede social progress... economic growth and social progress must advance together".

I therefore call on the ILO to continue as it has always done to persuade governments and the IMF in their design and application of structural adjustment, not "to ignore the obvious fact that economic and social issues are inextricably intertwined".

Allow me to touch on the unfortunate crises that engulfed the Nigeria Labour Congress (NLC) last year. I am pleased to say that the Nigeria trade

unions have since resolved their differences democratically on their own and independent of the Government. The NLC is now on its feet and united.

As you are probably aware, Nigeria is currently in a transition to civil and democratic rule. The NLC has resolved to take an active role in the transition by sponsoring a political party. This does not of course mean that the NLC will transform itself into a political party.

I cannot end this intervention without expressing the solidarity of the Nigerian workers with the Palestinian workers of the occupied Arab territories. We condemn the maiming, slaughter and gaoling of Palestinian workers and people by the Israeli forces of occupation in the West Bank and Gaza Strip. We believe that human blood cannot possibly be a lubricant for world peace.

In the same vein, the NLC condemns in the strongest possible terms the apartheid régime of South Africa for its continued crime against humanity. The unfortunate fact of life today is that many now live on the sweat of others. Even so, no civilised man should live on the blood of others. Yet the profits from investment under apartheid is tantamount to profit made possible through the cold blood of African workers who are slaughtered daily under apartheid. We therefore call on the governments of the West to shun profits from apartheid and impose comprehensive economic sanctions against apartheid South Africa.

Mr. HARYONO (*Employers' delegate, Indonesia*) – Mr. President, on behalf of the Employers' Association of Indonesia (APINDO), allow me to express my sincere appreciation and congratulations on your unanimous election as President of this session of the International Labour Conference. I am confident that with your skilful guidance and wisdom, this 76th Session of the International Labour Conference will arrive at useful conclusions and the formulation of a strategy in shaping a new world economy leading to the eradication of poverty and hence raising the dignity of human beings.

It is also gratifying to note that the Director-General's Report, *Recovery and employment*, sets out the fundamentals of a global economic reform achieved through better co-operation between the developed and developing world.

I fully share the conclusion drawn by Mr. Francis Blanchard, to the effect that one of the reasons for the success of the ILO is the continuing commitment of its tripartite constituents.

The tripartite concept is also one of the basic principles of Indonesian philosophy, Pancasila, and our strength in establishing a democratic society led by the wisdom of deliberations and conciliation in arriving at a consensus between the Government and the social partners.

The existence of an independent labour union and the employers' organisation are respected in the spirit of our Pancasila industrial relations, since these social partners are clearly the communicating link between the Government and industrial society.

Despite the varied social and cultural conditions in Indonesia, the Indonesians have many characteristics in common: the traditional cohesiveness of social life, the universal sense of mutual belonging, the strong feeling of brotherhood and the spirit of mutual help are binding forces of our nation.

Discussion aimed at achieving a consensus is the basic principle applied in resolving problems, and affords positive support in our economic development.

Throughout such discussions, openness and candour prevail. We share views and exchange information openly, so that through mutual understanding agreement can be reached.

Joint consultative meetings through national and regional tripartite bodies discussing labour issues relating to employment, remuneration, labour protection, family planning and training have been envisaged.

The deliberations in the national tripartite body during the past six months covered topics including child labour, the prohibition of dismissal of pregnant workers, equal treatment of men and women as regards retirement age, family planning at enterprise level, levies for apprenticeship training and a recommendation to the Government to ratify the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). Once the tripartite body has adopted a recommendation, it will be forwarded to the Minister of Manpower, who shall issue a ministerial decree.

We have recently agreed to set up a tripartite Standing Committee on ILO matters.

In addition to the national and regional tripartite bodies dealing with labour policies, technical committees have been established, such as the National and Regional Wages Council, the National Productivity Council, the National Council for Training and Development, and the National Council on Safety and Hygiene.

One unique tripartite arrangement is that when a collective labour agreement has been concluded at enterprise level, the signing of the agreement is witnessed by the Minister of Manpower, APINDO representing employers and the SPSI representing the labour union.

Bipartite labour management meetings have become common practice in most large- and medium-sized enterprises.

Since the adoption of our Pancasila industrial relations, we have succeeded in reducing industrial unrest and labour disputes. The spirit of brotherhood, shared responsibility and the creation of harmony and industrial peace are fundamental to the success of Indonesia's economic growth.

Indonesia has achieved substantial progress in the past two decades. There is social and political stability.

The country has become self-sufficient in rice and other basic commodities. The population growth rate has been greatly reduced, although we are still the fifth most populated country in the world.

At present, Indonesia's manufacturing sector contributes around 14 per cent of the GDP and is expected to reach 16 per cent in the final year of our current Five-Year Development Plan.

With the economic recovery of the industrialised countries it is hoped that international trade will be able to absorb our exports. Although the European Community (EC) has adopted a single market system, it is expected that this will not lead to trade barriers on the importation of goods from the developing countries, in particular to the countries of the EC.

Deregulatory measures have been pursued by the Government of Indonesia, providing better facilities

to capital investment and resolving bureaucratic procedures.

However, one of our pressing problems is still the huge labour force, estimated at 75 million, with an estimated growth of 11.9 million by the year 1993.

The labour participation rate of women in Indonesia is currently 38 per cent and it is expected by the year 2000 to grow to around 44 per cent of the total labour force.

Emancipation and equal opportunities for work have historically been established.

Indonesian women have been recognised as playing a vital role in our economic development.

Since the adoption of compulsory education for children up to the age of 14, the number of school-going children between 6 and 12 years of age attending elementary education has come very close to 100 per cent by the end of the Fourth Five-Year Plan. Our problem is now to provide occupational training before they enter the labour market.

It is therefore imperative that training, retraining and entrepreneurial skill development be given top priority to further employment creation and the achievement of higher productivity.

A consultation meeting sponsored by the ILO-UNDP has recently been held by the tripartite constituents in my country, attended by the Government, employers, the labour union and other non-governmental institutions. Recommendations were drawn up on employment creation, human resource development, productivity and the protection of labour.

I should also like to take this opportunity to express our gratitude to the Bureau for Employers' Activities, the regional office of the ILO in Bangkok and the ILO representative in Jakarta for their assistance in helping our organisation to hold seminars at both national and regional levels.

I am also grateful for the invaluable co-operation of the Confederation of Australian Industry in helping to strengthen our organisation and for their continual technical assistance in the near future.

Mention should also be made of the Asia-Pacific High-Level Conference of employers' organisations successfully hosted by Nikkeiren of Japan, which has brought our organisation to closer co-operation and a better understanding.

I am sure that every single delegate at this International Labour Conference and those who had the opportunity to work together with Mr. Francis Blanchard, would share my sentiments and heartfelt appreciation for his continual and consistent efforts for the promotion and achievement of human rights and the betterment and upgrading of human dignity and well-being.

To Mr. Michel Hansenne, who has recently been appointed as Director-General of the ILO, I wish every success in facing the challenges of the next decade and beyond in an effort to close the gap between the developed and the developing world through closer co-operation and mutual help.

There is indeed an urgent need for positive action and continued dialogue between the developed and the developing world and for avoiding further economic crises.

Original - Spanish: Mr. BROWN YOUNG (Workers' delegate, Costa Rica) - I am extremely

honoured to attend this session of the International Labour Conference, which is the most representative body of the social forces contributing to production in all countries, as representative of the workers of Costa Rica. I bring you their friendly greetings, together with their wishes for social progress and a request of solidarity in the fight we must wage under highly unequal conditions.

We are also pleased to see that the discussions at this session are centred on economic recovery; this suggests that in many parts of the world the end of the tunnel can be seen.

We are pleased furthermore to attend this assembly at a time when the International Labour Organisation is celebrating its 70 years of existence; 70 years of constant and untiring efforts in the defence of the interests of the productive sector of mankind. For this reason, we respectfully extend our greetings to the ILO and sincerely hope that it will continue its work into the next century for the benefit of human society.

Without wishing to take up too much of your time, I would like to start by referring to an article which appeared a few weeks ago in a weekly magazine in my country. This magazine reported that in the Bay of Santa Marta, in the Colombian Caribbean, 72 Spanish galleons had been found which had been sunk during the colonial period.

According to experts' calculations, the gold, silver, jewels and other valuable objects contained in those ships would enable Latin America to pay its foreign debt and sustain its development for the next ten years.

These thoughts have perhaps been formulated before, in other places and in other circumstances; but today, at a time of crisis, they assume a far greater significance than in normal times.

If we consider that our countries were under the colonial yoke for three centuries, it is impossible to calculate even the approximate value of the wealth that Latin America contributed to the world at that time.

And if we remember that this was happening at a time when the industrialised countries of today were starting their development process, we must think of the enormous wealth that Latin America contributed to this process of social and economic development.

I would like to say that it is not my intention now to try to recover past debts or open old wounds. I merely wish to raise a few matters of concern. First, it would seem that no country has been able to develop entirely on its own; all countries have needed the contribution of others.

Today, now that Latin America and the countries of the Third World in general are on the brink of development, we can only appeal to the understanding and solidarity of the productive sectors of those countries who embarked upon their own development process earlier.

We are aware, furthermore, that there can be no economic recovery without employment. We also know that there can be no recovery while our countries are burdened by the debt which we are obliged to reimburse with very high interest rates.

In this respect, we are hoping for understanding so that we can pay back this debt once we have sufficiently stepped up our production, satisfied the basic needs of our people and made available the necessary surplus for this payment.

The dilemma of whether to pay or eat cannot conceal the fact that, in order to pay, it is necessary to produce, and this involves eating. Otherwise not only to repay the debt but also to ensure social peace and life itself would be impossible.

Forty-two years ago, addressing a congressional committee of the United States, one of our most illustrious politicians, José Figueres, said that the Latin Americans were tired of pointing out the lack of interest in the prices of their commodities. Every time they suggested an equitable stabilisation plan they were answered with set phrases, with such novelties as the law of supply and demand, such original forms of words as the free enterprise system or such insults as "Aren't we already giving you enough money?" He went on to say that the Latin Americans were not asking for presents, but only wanted a fair price for the sweat of their people and the fruit of their soil when they provided products for the needs of other countries. That was all they needed to live, to raise our own capital and to develop, he said.

When the first UNCTAD Conference took place 35 years ago in this very city, José Figueres said that fair trading was the only viable way of bringing about the development of our peoples.

On the same occasion he insisted on the need for a system of parity prices within the framework of international trade, which would provide workers of all countries with equal wages.

This has been translated into the slogan which sums up the aims of UNCTAD - "We do not want aid, we want fair trade" - which is still the only effective solution because only if our countries are remunerated on an equal basis for their working day will markets open up for the products of the industrialised countries and we obtain the funds we must have for investment and growth.

Otherwise, every day our countries will fall further behind the industrialised countries, every day our populations' standard of living will be lower, every day dissatisfaction and social unrest will increase. In the long run, every new crisis will be more dangerous.

We know that to achieve our objective we need the solidarity of all the productive sectors of our nations, the co-operation of the workers of the developed countries and the understanding of the other sectors of these countries. Sensible men, as our leader Figueres said, must think in terms of defending the human species and civilisation, in terms of saving ourselves, all of us, or else the danger is that no one will be saved.

However, as has occurred in the other countries of the continent, in Costa Rica also the requirements imposed by the international lenders which are known under the term of structural readjustments are doing away with the remains of social reform in our countries which, thanks to the foresight of responsible leaders, were started in the 1940s.

We are aware that there can be no economic recovery with weak trade unions; and in our country, the trade union movement has been undermined to such an extent that it cannot defend and promote social welfare institutions. Indeed, the uncompromising attitude of certain employers' sectors has prevented full compliance with the provisions of the Constitution and International Labour Conventions guaranteeing freedom of association.

Likewise, as denounced before the ILO, the ICFTU in Costa Rica has promoted under the name of solidarity associations, a number of old "employer-sponsored" trade unions manipulated by employers devoted to weakening trade unions. They fail to understand that without trade unions there can be no social democracy and thus no political democracy.

These associations, which enjoy privileges denied to the trade unions, have undermined labour law because they have turned into offices that merely dismiss workers.

A few days ago the unitary workers' organisation, the Standing Workers' Council (CPT) signed an agreement with the Minister of Labour to implement freedom of association, in accordance with the Constitution and the Labour Code.

As a result of this agreement, the Ministry of Labour drafted the text of regulations on freedom of association, which will provide for the creation of a bipartite committee to further trade unionism and the appointment of an adviser to help workers set up trade unions. Provision is also made for the Ministry to intervene whenever there are abusive practices with, of course, the previous authorisation of the employer.

In spite of this small conquest in the labour movement, in line with provisions contained in the Constitution, the Labour Code and International Labour Conventions, there is no recognition of trade union immunity or legal strike action; as the Committee on Freedom of Association is aware, it has been impossible to obtain trade union immunity in Costa Rica and strikes are still governed by the Penal Code.

Although this agreement has not yet been signed by the President of the Republic it has been violently attacked by the most conservative employers' associations and the yellow pro-employer associations.

The latter, in the words of one of its leaders, even went so far as to say that these regulations were disguising the benefits provided by International Labour Conventions, as if the ILO constituted the worst threat for social security in Costa Rica. The major commercial media have started a violent campaign against these regulations, to such an extent that it is doubtful whether they will be approved by the Executive.

We, the workers, are therefore at a total disadvantage in our struggle, without means of communications and without trade union freedom.

It is for this reason we count upon the support of the ILO and the co-operation of all informed productive sectors in order to carry forward the struggle, which involves not only social justice but also the destiny of our people.

Only then can we advance with the principle that the fate of people must come before the debt, which is a guarantee for economic recovery on a fair and balanced basis.

I would also like to congratulate you, Mr. President, on your election to steer the deliberations of this Session of the International Labour Conference, as well as the other Officers of the Conference. I also extend my congratulations to Mr. Michel Hansenne on his election as Director-General of our Organisation.

Mr. NOWAK (*Employers' delegate, Poland*) - May I offer you, Mr. President, my best wishes of success in carrying out your duties as President of this

Session of the International Labour Conference. I extend a similar wish to your deputies.

Recovery and employment, the subject selected by the Director-General for his report, constitutes in a way a continuation of last year's debates and is also closely related to the opportunities offered by the policy of détente set in motion by the dialogue between the two Great Powers. This is reflected in the report when it says that "The present Report can be seen as an attempt to build on the momentum generated by the High-Level Meeting". In his conclusions the Director-General launched an appeal that the means economised on armaments be earmarked for concrete common efforts, inter alia, "to finance a series of operations at the regional or subregional level to create or refurbish essential infrastructure within the framework of a major works programme, much of which would be devoted to the conservation of the environment."

Such a proposal, as well as others along the same lines deserves to be supported in every way possible.

Such actions are necessary, and that is well substantiated by the data presented in the three initial chapters of the Report, to reflect quite faithfully the growing differences in development between individual parts of the world as well as between individual countries.

There are not many countries which over the past ten years, have enjoyed a sustained quick pulse of economic activity – among them are the OECD countries, the socialist countries to some extent, and several Asian states. But an overwhelming majority of developing countries, including in particular those of Latin America and Africa, have even suffered a drop in their per capita GNP.

The Report identifies several reasons for the phenomenon. Among the principal reasons it pinpoints the extremely heavy debt burden weighing on those countries.

Efforts to service the debt frequently include efforts to increase exports and to limit imports. At the same time, however, these efforts are accompanied by a drop in investments and by mounting unemployment. Also, funding for social welfare is reduced.

According to the Report, in the 1990s, 36 million jobs should be added annually in the developing countries but such a target is unattainable under the present conditions in those countries. The most difficult will be the question on how to create new jobs for young people and for women. Another difficult problem will be how to provide security for older people.

The Report emphasises the after-effects of the deep recession in the countries of sub-Saharan Africa and in Latin America and does not visualise chances for the implementation of the strategy of growing out of debt, which is not working because the resources needed for such growth are drained away to service the debt. Similarly, the recommendations of the International Monetary Fund and the World Bank do not stand the test everywhere and are thought to be insufficient in many Latin American countries. These and other arguments led the Director-General to propose global action based on the resources resulting from the restrictions on armaments.

I state with satisfaction that the meaningful changes in the socio-political and economic system of my country, signalled as they were for several years, have now become a fact. As a result of round-table

debates, the system of parliamentary democracy has been substantially developed and the policy of safeguarding individual human rights enlarged. The Solidarity Trade Union has been legalised and it immediately moved into various actions, including that of the present electoral campaign. Also, the rural Solidarity Union has been legalised. Moreover, other trade unions are being set up. We hope that the new socio-political situation in our country will be beneficial in the increasing effectiveness of our economy.

On 10 January 1989 an Association of Employers in Poland was established. One of its tasks is to represent the interests of employers in Poland irrespective of type of property or capital, in matters of internal dimensions.

At the joint session of the praesidia held on 10 May there was a fusion of the Committee of Polish Employers for International Co-operation, after its 20 years of existence and operation connected with the Polish Chamber of International Trade, with the newly established Association of Employers. The Committee has now become an organ of the Association representing its international interests.

The talks initiated with the Government are being continued with a view to the take-over by the Association of certain negotiating and mediatory functions which have been performed up until now by government institutions. The talks are expected to conclude before the end of the year when the General Congress of the Association will take place, with an appropriate extension of its operations.

It is difficult to define at the present moment how popular this Association is going to be and whether it will be the only one, but the course of negotiations in which the Association is presently engaged with the representatives of the state and those of the private and co-operative sectors, indicate that many interlocutors feel the necessity of maintaining a single and strong employers' organisation. At present there are employers representing all types of ownership – state, co-operative and private, on the Board of the Association and on its individual committees.

Apart from the Association of Employers, other organisations grouping managers were also formed in 1989, for example the Association of Managers, the Council of Directors, the Industrial Association, the Economic Initiatives Association and others.

Regulations enacted in recent years enabling practically every individual citizen to engage in an economic activity of his own choice are, in my opinion, more liberal as compared with the regulations existing in certain Western countries.

In the private sector, including individual farmers, about 35 per cent of the active population is currently employed. In the Union of Craftsmen Chambers there were more than 408,000 craftsmen and small businessmen registered by the end of 1988, who employed about 1 million persons. These figures, which have continued to grow, represent an increase of over 12 per cent in only one year. Additionally, there are many hundreds of thousands individually employed without being registered with the Craftsmen's Chambers. Certain state-owned firms may now become the property of their director or start to sell shares. Thus, the ownership of a medium-sized OMIG electrical equipment manufacturing plant has been transferred to its directors, with the consent of the workforce. Many state-owned firms enter into joint venture arrangements with foreign enterprises

based both in the Western and Eastern countries. At the moment, in Poland, there are over 1,000 privately owned medium-sized firms in operation, mostly with the participation of foreign capital. These firms employ around 280,000 persons and their number keeps growing.

In my opinion, the comment made by the Director-General correctly reflects the social situation in my country. I quote: "Eastern European countries are going through a process of economic and social reforms which will probably enhance their longer-run capacity to grow but is at present affecting labour stability and working conditions."

Unfortunately, the Report's observation on the negative effects of the debt also applies to Poland and, while there has so far been no unemployment or hunger and a small increase in production has been recorded, the economic and social situation in my country is difficult. Contributing to this state of affairs is Poland's enormous foreign debt, which is blocking the necessary restructuring of industry, including the modernisation and updating of obsolete equipment.

This situation may hamper the fulfilment of the expectations of Poland's working people who pin their hopes for the improvement of the economy on the democratisation of social and political life being implemented now.

On behalf of the Association of Employers in Poland, I would like to express words of gratitude and thanks to Mr. Francis Blanchard for his long-standing co-operation with Polish employers. I am very pleased that Mr. Michel Hansenne, the newly elected Director-General of the ILO, has accepted an invitation to visit my country on the occasion of the first session of the Polish Tripartite Committee for Co-operation with the ILO. We wish him much success while performing his important duties in the area of international co-operation and social justice.

Mr. TAPIOLA (*Workers' delegate, Finland*) – Mr. President, I should like to start by congratulating you and your colleagues upon your elections to responsible functions at this Conference. I should also like to express the appreciation of the Finnish trade unions for the work of Mr. Blanchard, and our conviction that Mr. Hansenne, as the new Director-General, will continue to strengthen the position of the ILO as the international forum for deliberations and concrete decisions on the ways in which economic and social factors should interact in the modern world.

I should like to limit my intervention in this general debate to two issues dealt with in the recommendations of the Director-General's Report, *Recovery and employment*.

First, I wish to take up the notion of our "common destiny", which is given prominence in the conclusions of the Report. In the international trade union movement, we have for many years talked about the interdependence of all of our countries and societies. We were then primarily dealing with the economic and social issues; that is, questions like the preconditions for mutually beneficial trade, the consequences of the internationalisation of enterprise activities, capital movements and exchange rates, and the social effects of different growth strategies. We have accepted that no country can solve its economic and social problems in a vacuum. We have consistently pleaded for solutions with do not merely shift the

burdens to someone else, be it another country, another group of countries, or to more disadvantaged groups in our own societies.

Today, we are in a situation where, while still far from having reached the solution to these problems, we urgently have to introduce another element into this discussion: the ecological factor. We have become increasingly sensitive to it, due both to recent catastrophes and to an ever-growing awareness of the actual degree of deterioration of our present living surroundings.

Fortunately, the political tensions in the world have lessened and we have a real possibility of recognising that the more immediate threat to a great many of us is ecological rather than military catastrophe. I say this, fully recognising that war and oppression are still the reality of the day for many people, in particularly workers; and achieving negotiated and just solutions to the crises of this world in no way can or will be relegated to a secondary place among our concerns.

We can only hope however that the realisation of how vulnerable our planet ecologically is will lead to a new awareness of two things.

First, we have to co-operate to avoid problems and threats which, by their nature, transcend national borders.

Second, instead of just focusing our actions on what to do once damage and degradation have already taken place, we take to design our future methods of production, work and consumption so that they are in harmony with our environment. This will and must open up new employment opportunities, too.

As the Director-General's Report notes, it is a labour-intensive field. It will also call for an extensive use of our main resources, the human mind and the skills of people, principally of course from among the workers, together with new employment in occupations destined to conserve our surroundings and, ultimately, our life. We also have to see how best we can use existing structures and facilities for environmental purposes.

The resolution which appropriately received the highest priority and is now debated in the Resolutions Committee of this Conference, speaks among other things of the links between the working environment and the general environment.

If we look at some of the recent major accidents, Bhopal or Chernobyl, one can well see that the workplace is where we can efficiently and also relatively easily start with protecting the general environment as well. It is important to discuss and establish the role of workers and trade unions in the protection of the environment in a wide sense, for instance, by broadening the role of elected health and safety representatives so that they can assist in protecting not only the workers of a given plant but also the whole neighbourhood, country and, ultimately, this common world of ours.

The other item in the Director-General's recommendations which I particularly wanted to take up here today concerns infrastructures. The Report speaks of both economic and social infrastructures, and it quite rightly envisages that there is much work (and, thus, jobs) in either building, maintaining or strengthening them. I would like however to add one element to that. In my view, a well-functioning collective bargaining system, with workers' and em-

employers' organisations which make it work, is an essential and indispensable part of the infrastructure of any democratic society. Infrastructure investments are usually considered expensive, partly because the more profit-orientated market forces assume that someone else, for instance, general or local government, should pay for them.

Without going into the debate of financing infrastructure investments any further, I just wish to point out that it is not too expensive to invest in, for instance, well-functioning collective bargaining systems. Often, it calls for a change in attitude only, and it calls for some courage to redistribute both power and responsibilities more evenly among those whose task it is to produce either goods or services.

To give only one example, in the debate on a social dimension in the European Communities, the President of the EC Commission, Mr. Delors, has repeatedly stressed the need for strong and representative trade unions. In the Nordic area, we have always assumed this. It is difficult to conceive the kind of decentralised, more flexible systems that economic efficiency presumably would call for, without representative organisations which can bargain for and defend the interests of the workers.

A developed society will have to have both formal and voluntary machinery for preventing and settling conflicts. One of the best ones is still free collective bargaining, the prerequisites for which are strong workers' and employers' organisations.

As the world is increasingly interdependent, imbalances in one area have an immediate impact on other areas. Our common destiny is also greatly dependent on how and where major economic decisions are made.

Technological progress which, to a great extent, has been due to the way in which major enterprises have utilised information and communications technology, has created a new situation also for the employees. Major decisions involving the quantity and quality of employment, and the economic future of a country or region, can be taken at an international level immediately, thanks to the way in which management is organised and the technological means available to it.

It is very important to realise that when we are talking of structural change, what really has taken place is a change in the structure of decision-making both at home and internationally.

To be efficient, collective bargaining has to assume that there are real decision-makers on both sides of the negotiating table.

With the way in which enterprises have been internationalising, and with the new kind of linkages they have built up with one another, we are confronted with a situation where our organisations and our rules and regulations can no longer cope.

I wish to stress that I do not see any reason to believe that national collective bargaining systems would become obsolete, on the contrary. But with the internationalisation of our economies, additional complementary structures have to be developed, so that the employees can have trade and fair information on the whole of the entity where they work. They have to be able to consult and negotiate with the responsible management on their future prospects and, of course, when management becomes international, there will have to be possibilities for the representatives of the employees to regularly meet with one another. The ILO Tripartite Declaration on Multinational Enterprises and Social Policy speaks clearly in favour of such arrangements.

I am convinced that, in the light of the challenges of both our immediate and longer-term future, we shall be coming back to that document and its principles, much more than we have done over the past 12 years of its existence.

The task of managing and internationalising an interdependent economy on the basis of negotiation and consultation, and in accordance with the ILO principles of tripartism, is not an easy one. But, if our work here and at home is to remain meaningful, this is a major challenge we have to be prepared to meet. We need the tools for it, we need the mental attitude for it, and we need the collective experience of our co-operation in the ILO which reaches back over a period of 70 years.

(The Conference adjourned at 1 p.m.)

Twenty-third sitting

Monday, 19 June 1989, 3.15 p.m.

President: Mrs. Molkova

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT (Mrs. MOLKOVA) – We shall now continue with the discussion of the reports of the Governing Body and of the Director-General.

Mr. ZAINAL RAMPAK (*Workers' delegate, Malaysia*) – I stand here today before you, representing the collective interests of Malaysian workers, who have asked me to convey their choicest regards and best wishes to one and all here. To begin with, I join all Malaysian workers and the previous speakers to congratulate Mr. Nkomo and the Vice-Presidents for their election at this session of the International Labour Conference. It is indeed a well-deserved honour bestowed upon them and we are confident that this singular credit will do all of us proud.

It is heartening to know that the International Labour Conference is holding its 76th session. It is also noteworthy that the ILO has successfully managed to concentrate the collective resources of its member nations all over the world on 75 consecutive occasions, and we are confident that this 76th Session will bring forth bigger and better opportunities for workers around the globe.

As rightly pointed out in the Director-General's Report, there exists a vast disparity in conditions of work, social security and wage structure between workers in developed countries and their counterparts in less developed nations.

This has been so not only because of the relative levels of national wealth but more due to the bargaining strength of the workers' movements in these countries.

This naturally brings into focus the need to review and identify the effectiveness and relevance of international conferences such as this in the context of bringing about a more equitable deal for workers toiling away their lives in every corner of the world.

Pardon me for conveying this, but I have to state categorically that universal labour rights are under a cloud, and shrouded in bureaucratic reticulum. The often rotary-natured labour legislation in several developing countries has at least given a semblance of comfort and security for workers. The ILO should ask itself honestly what it has done to alleviate the pain of exploitation experienced by unfortunate workers at the hands of their cruel employers. It would be of little use if we were to meet here every year, in cool and plush surroundings, merely attempting academic solutions to the ever-increasing problem confronting the workers. What we need to do is to first embark on a stocktaking exercise and try

to identify the actual level of implementation or application of the decision vis-à-vis the resolutions taken at past Conferences.

Notwithstanding the concerted efforts of the international community, the world populace in general and the workers in particular are undergoing untold suffering and oppression as a direct result of blatant violation of human rights by the governments of their respective countries. Basic freedom and civil liberty have been shackled to the guardpost of autocracy, all in the name of "internal security". This Conference is also aware that sex discrimination and unfair labour practices are rampant everywhere, especially in the Third World, and we want to know what tangible and constructive measures have been taken by the ILO to set right this social insult.

The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), have not even been ratified by many member nations, let alone given legal effect. Perhaps the time has already come for these Conventions themselves to be reviewed, given the fact that some of these were drafted more than 70 years ago, and that the socio-economic scenario of the world has changed so significantly that the contents of some of these Conventions may even sound rather outdated, if not incompatible. Such a state of affairs has actually set the clock backwards in terms of modernisation of human resources, and this will certainly not do any party any good whatsoever in the long run.

What irks us is that several multinational corporations from developed countries, which apparently lend support to universal liberty, have themselves encouraged exploitation and protectionism in developing countries. Many of these large companies have production facilities in the poorer countries, all in the name of "foreign investment", but what they actually do is unlawful profiteering in the name of investment. These "leaders of industry" even have the audacity to twist the arms of their host governments and compel them to enact the type of favourable labour legislation, preferably a union-free environment, which will enable these greedy employers to quickly multiply their profits with little or no consideration for their workers whose efforts have brought forth these opportunities for the managers.

This Conference should be aware of the plight of workers in the electronics industry in several developing nations. These manufacturing units are managed by big companies based in developed countries with a view to taking advantage of the employer-oriented labour laws and the low cost of labour avail-

able. They put excessive pressure on often helpless governments to bring about a non-union environment, or at the most a feeble or divided organised labour situation further guarded by often unilateral and arbitrary labour legislation, as this gives them the most fertile ground to practise their ill-conceived policies.

The ILO, in its representative capacity as a tripartite body, should strive hard to find an equitable formula for this recurring problem if it has any genuine intention at all to help the workers.

Let every individual present here today understand clearly that the term "investment" does not merely mean the injection of financial capital alone: it also means the input of skills and efforts, which management experts like to call "human capital", and this has to come from the workers. Every employer should understand and appreciate that monetary capital cannot be multiplied in the absence of human capital, and one complements the other.

Despite several years of organised resistance, apartheid continues to exist in South Africa. The "champions of international conscience" have yet to succeed in removing this social cancer, and the ILO cannot absolve itself of a fair measure of shared responsibility in this regard. Apartheid is certainly the worst form of discrimination ever known to Man, and it is a challenge to fundamental human liberty. We are all aware that, despite international political and economic pressure on South Africa to discontinue the practice of apartheid, there are still many nations, not excluding the "champions of world opinion", that have quietly violated the majority decision and have even given "oblique encouragement" to the sustenance of apartheid in South Africa. The very same developed countries that condemn human rights violations and apartheid on the one hand condone them on the other. If this is not organised deceit and institutionalised hypocrisy, then what else is?

We wish to inform the oppressed people of South Africa that Malaysian workers are all with you in your struggle for liberty and equality, and we shall join like-minded countries to put pressure on the South African Government towards the complete abolition of apartheid.

The workers of Palestine in the occupied Arab territories have been denied a fair and rightful place in their own land by the perpetrators of aggression. We are in full sympathy with these Palestinian workers in the face of the untold misery experienced by them all these years, and we call upon the "keepers of world principles" to concentrate their efforts towards the elimination of aggression and poverty, and ensure that the meek and the innocent do not suffer in the hands of the mighty and the guilty.

We urge the ILO to impress upon the governments of developing countries the need to enact sufficiently protective labour legislation to safeguard the interests of the workers. There are far too many lacunae in the labour laws of many a developing country, and uncouth employers have a field day exploiting their gullible employees. If we are thinking at all of attaining global peace in an aura of amity and unity, then we have to first get our priorities right by solving the problems at the grass-roots level before attempting to even analyse the difficulties at the upper levels.

I once again join my colleagues from developing nations present here today in urging the developed world to take the welfare of the less fortunate among

us in mind before embarking on socio-economic or political pursuits.

In conclusion, it would be apt to say that every human being, no matter what race, colour or creed he or she belongs to, has the fundamental right to make an honest living in this world of ours, and nobody, immaterial how powerful or rich he or she may be, shall ever obstruct man from exercising this birth-right in an atmosphere of security and peace.

Mr. DE KONING (*Minister for Social Affairs and Employment Netherlands*) – I wish to congratulate the President and his officers on their election. Under their able guidance the Conference will doubtless be a success. For Director-General Michel Hansenne, this Conference is the first from his new vantage point. He has the difficult task of moving this Organisation forward from the point where it was left by his esteemed and illustrious predecessor, Francis Blanchard. Given his remarkable talents, I am confident Mr. Hansenne will succeed in his endeavours.

Today, the Conference has before it the Director-General's Report, a Report marking in a way the departure of Mr. Blanchard. It provides a useful frame of reference for the Organisation in its efforts to use its unique abilities and powers to assist in the process of restructuring the world's economy. Two areas of ILO activities in particular may profit from the Report.

As a first area, I recall the results of the High-Level Meeting on Employment and Structural adjustment in November 1987. The ILO can make an important contribution in co-ordinating related activities among a number of international agencies, such as the IMF and the World Bank. The ILO can and should use its expertise in the social field to redirect and align the necessary structural adjustments. With all its influence, the ILO must make sure that social realities, too often neglected in short-term adjustment policies, are fully taken into account. In that way, sustainable growth and employment may be reached more effectively and social costs may be minimised.

As a second area of activity for which the Report is relevant, I refer to ILO's technical co-operation programme. I welcome the priority given in the presentation of the programme and budget to the link between standards and technical co-operation. ILO Conventions constitute a powerful vehicle in furthering social and economic development. Implementation of labour standards is a prerequisite for a development process that is sustained by and supportive of society as a whole. Linking standards and operational activities helps to strengthen the institutional framework, a necessary element of sound and lasting development.

From the very beginning, the Netherlands have been a staunch supporter of the ILO's role in the field of technical co-operation. Today, as the complexities of the development process are becoming increasingly evident, the need for a co-ordinated effort is becoming more and more urgent, an effort in which both bilateral and multilateral donors as well as recipient countries collaborate in the implementation of their programmes. My government believes that the ILO, specialised agencies and the UNDP, should work towards a more co-ordinated approach in developing and implementing their programmes.

During the past ten years, international economic and financial developments have had a negative effect on the development prospects of many countries. The Director-General's Report contains various illustrations of this, such as the worsening terms of trade, soaring national debt and stiff protectionist measures.

More recent events, however, indicate that these adverse trends may be reversed in the near future. Awareness is growing that debtor countries should be given greater financial room for manoeuvre.

Moreover, the Uruguay Round of GATT talks offers a useful framework for the further liberalisation of international trade. Gradual integration of Third World countries in the GATT system will open up new export opportunities for them. For its part, the European community is committed to providing an open and accessible market, especially to developing countries.

The policies I have touched upon, are not directly within the ILO's own competence. However, given their responsibilities for social policy, ministers for social affairs, employers' organisations and trade unions have an important role to play in this regards.

One of the strategic elements emphasised in the Director-General's Report is equitable distribution of income. In order to create financial scope for raising the level of participation of the poorest sections of society, it is essential that the more productive sectors of society should not use their proceeds exclusively for their own benefit. Scope should be left for the development of the public sector, in particular the infrastructure of the economy, and in some cases, also for the development of other economic sectors, for instance through market-oriented prices for domestic agricultural products.

Policies geared to income transfers, however, do not come about automatically. They require a nationally co-ordinated income policy with full co-operation of employers' organisations and trade unions.

Industrialised countries face the same type of problem: they have to prevent a widening of income differentials between economically strong sectors and sectors that are dependent on public funds, notably the public sector and the unemployed.

In the global process of economic recovery and development, the situation is not any different: incomes in industrialised countries should provide the scope for the transfer of resources, fair prices for primary commodities, increased imports from developing countries, help in alleviating paralysing debt burdens, preservation of the environment, and investment in new employment-creating activities, not only at home but also in developing countries.

The challenge for any government is to combine free collective bargaining without government intervention, with balanced economic growth and an equitable income distribution. The freedom of collective bargaining is a cornerstone of the International Labour Organisation. I highly value the system of free collective bargaining. I am pleased to say that I am preparing my Government's ratification of the Right to Organise and Collective Bargaining, 1949, (No. 98), and the Collective Bargaining Convention, 1981 (No. 154). During my tenure as a Minister of Social Affairs, Netherlands legislation on wages has been amended to the effect that it now restricts the possibility of government intervention to exceptional circumstances, in accordance with ILO standards.

It would seem to me, that from a national viewpoint, the levels of income in different sectors of the economy should show a certain balance. Governments should encourage workers' and employers' organisations in these different sectors to arrive at solutions that benefit the country as a whole. Applying their own policy instruments, governments can play a catalytic role in stimulating responsible wage negotiations, wage negotiations that take into account the need for balanced economic growth and equitable distribution of income. This approach can, in my view, lead to a more equitable situation than that now prevailing in many countries. I refer especially to income of people working in the market sector as compared to those paid from public funds.

I fully endorse the Report entitled *Recovery and employment*. It will be evident from my comments that I applaud the contents of the Report. I especially commend Mr. Blanchard for the excellent choice of subject. Indeed, it seems not only opportune but in many ways characteristic that Mr. Blanchard has chosen to mark his departure by putting forward policy proposals that give priority to the right values: the fight against poverty and unemployment in the poorest parts of the world.

The containment of the debt problem, the management of the environment and natural resources, and the development of trade relations, are key issues in the debate on a development strategy for the United Nations Fourth Development Decade. These issues cannot be separated from the need for developing countries to create a more flexible, differentiated structure of production, both in industry and agriculture, a structure that is ready to adapt itself to the requirements of a rapidly changing and increasingly interdependent world economy. The Report of the Director-General clearly illustrates this, and therefore makes an important contribution to the debate on a new development strategy.

Mr. NIK AMIN (*Government delegate, Malaysia*) – I wish to join previous speakers in offering my congratulations to Mr. John Nkomo, the Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, on his well deserved appointment as the President of the 76th Session of the International Labour Conference. We are indeed fortunate to have a person of his experience and calibre to lead us in our deliberations at this Conference. I also wish to congratulate the Vice-Presidents of the Conference on their appointments.

Before proceeding further, I wish to take this opportunity to pay tribute to the former Director-General of the International Labour Office, Mr. Francis Blanchard, who had an illustrious career in the ILO. He is known to many in Government as well as employers' and workers' organisations in Malaysia. I wish to express our gratitude and appreciation for the assistance that the Government, employers and workers of Malaysia have received from the ILO during the tenure in office of Mr. Blanchard. I wish him and Mrs. Blanchard many years of happiness in retirement.

I also take this opportunity to congratulate the new Director-General, Mr. Michel Hansenne. He is a former Minister of Labour and Public Services in Belgium and is well experienced in employment-related issues which are of especially critical importance in developing countries. As he now grapples with these

and other issues on a global front, I wish Mr. Hansenne every success in his new office and assure him of Malaysia's continued support and co-operation.

The Director-General in his Report to the Conference entitled *Recovery and employment* has vividly described the severe setbacks suffered by many States in their quest for full employment and social progress. Living standards have fallen drastically and poverty in the developing countries has increased. Against this background he has called for the adoption of sound economic policies and international co-operation in trade and development between the developed and developing countries.

From the experiences of developing countries such as Malaysia, I wish to emphasise that the social and economic problems with which we are confronted call for the adoption of policies and strategies that have greater pragmatism and less idealism. For example, in a multi-racial society like Malaysia, while we are occupied in efforts towards not only overall socio-economic development but more importantly in the difficult task of uniting Malaysians of different racial origin into a strong and independent nation, our capacity to engage in unduly protracted negotiations or discussions over matters such as industrial disputes and conflicts that tend to be divisive of racial unity of disruptive of established practices and systems, is necessarily limited. Clearly the modalities of dispute settlement, including participative action adopted by member States, vary according to the dictates of national conditions and practices. In situations such as those that I have just described it is not possible in my view to harmonise practices on a universal basis. Of utmost importance to us is the need to ensure the orderly development of social institutions in an environment of growth and expansion of the economy. The quest for social justice must ensure that it does not lead to social disorder or disruptions of our relatively young and yet maturing societies. This to my mind is crucial if we are to have any hope of progress and advancement and reducing economic and social imbalances among the member States of the ILO.

The Director-General's call for solidarity among the industrialised nations of the North in coming to the aid of the South is a well founded call and ought to be heeded. However, while aid is a very important element of development, even more important for the developing nations is a freer access to markets in the North for the products of the South. Today, however, we have the clearest evidence of developments, especially in Europe and North America, that are designed to further restrict free trade. While the Director-General has made a strong plea for the loss in terms of wasted output and human potential that has been exceptionally great over the past decade not be allowed to continue, it appears to me that the evidence before us points to the further fragmentation of the world and a greater disarray in international economic co-operation. The net flow of capital from South to North, notwithstanding the efforts of institutions of Bretton Woods for example, is a cause for serious concern to all of us.

One other matter which I feel I should mention at this time is the current détente between Western and Eastern Europe. This development is, of course, a most welcome one, as it greatly reduces global tensions and releases resources for more productive purposes – and especially for achieving the social objec-

tives of the ILO. However, bearing in mind the circumstances in which this Organisation came to be founded, I am constrained to raise the question as to whether these developments are about to bring about a greater "Europeanness" of the ILO and whether the views and concerns of other States and regions are likely to be marginalised. I cannot help being concerned at this likelihood in the future. It is my Government's fervent hope that the International Labour Organisation will not lose sight of its international character and representativity. Perhaps the restructured Governing Body may be able to address this concern to some extent.

On the occasion of the 70th anniversary of the founding of this Organisation, I wish to take this opportunity to express my Government's views on what we think ought to be the future direction of action concerning international labour standards. I observe that the first session of the International Labour Conference in Washington in October 1919 adopted five Conventions. In the 70 years since then, some 168 Conventions and 176 Recommendations have been adopted. Those whose vision led to the founding of the ILO, in the conditions and situation of the time, were moved by sentiments of justice and humanity and with the desire to secure permanent peace throughout the world. They established the International Labour Organisation, with the idea that international instruments were the means to improve conditions at the workplace and protect the livelihood of working people. Since then, the ILO has been steadfast in its purpose and true to its international instruments and comply with their requirements. A particularly important aspect of the ILO's mandate is the promotion of human rights and social justice to ensure that social progress go hand in hand with economic growth. Looking back, the ILO has cause to be justifiably proud of its achievements, at times in difficult circumstances.

While there is cause for jubilation at past achievements, there is also cause for concern. This concern arises more from the present state of division of the world into "haves" and "have nots". In pursuit of universal and lasting peace, the founding fathers of the International Labour Organisation decreed the means of achieving social justice. The Preamble to the Constitution proclaims: "the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries". Yet, the economic division of the world into North and South, and into further subdivisions of least developed countries, clearly demonstrate the enormous inequalities and disparities that have developed over the years. The Director-General recognises that the future is one of increasing disparities. Developments in the industrialised centres of the North leave ever larger parts of the South adrift. But the mandate of this Organisation as envisaged by its founding fathers is universality. Therein lies the paradox!

Developing countries have often viewed the present procedure of the setting of international labour standards on a universal basis as being inconsistent with present-day global economic and social realities. These States have argued that they have little or no input into the formulation of standards. Indeed, many in the Third World consider international labour standards set in these conditions as impediments to national development and progress.

On the other hand, these countries view the International Labour Organisation as another specialised United Nations agency, not unlike the World Health Organisation or the Food and Agriculture Organisation, that is ready to provide technical assistance in economic and industrial development. The ILO covers such areas as skills development, job creation and the establishment of rural and cottage industries. Rarely do these nations see the ILO as an organisation to police them or poised to pounce on them for infringements and breaches of international labour standards. These differences in perceptions persist and continue to cause tensions. In the light of the bleak future prospects of economic growth of the countries of the South, my concern is that such tensions are likely to be further accentuated. This is indeed a great irony when it is realised that the founding fathers' objectives were quite the opposite; namely to reduce global tension. It is in this light that I wish to call on the Director-General to consider the subject of international labour standards most carefully.

The situation that I have just described calls, in my view, for consideration of the matter in two respects. First, there appears to be a need to examine, on account of the existing disparities among member States and which are expected to deteriorate, the rationale for the continued application of international labour standards on a universal basis. Second, in the light of what is expected of the International Labour Organisation by the member States of the developing countries, there is a need to upgrade development-oriented technical activities and make them independent of activities related to international labour standards rather than conditioning the former to the latter. Since the noble aim of the founding fathers was to eliminate world tension and establish permanent and universal peace, I believe that we should not today be oblivious to the present propensity, especially in multilateral negotiations, to create tension between the North and South. In so far as the ILO is concerned, there is evidence of irritants in the South on account of differences in their conception of international labour standards. I urge that these be not allowed to fester into more serious disputes. The time is opportune for these issues to be considered dispassionately and objectively. Steps taken now may well lead to a more equitable sharing of social responsibilities and obligations by all the member States of the International Labour Organisation.

My address to this plenary cannot conclude without reference to the situation of workers of the occupied Arab territories. The conditions of employment of the Arab workers in the territories has further deteriorated. It appears that the occupying power has launched a programme, designed to destroy systematically any and every attempt at economic and social progress by the Arab workers of the occupied territories. It is clear that the past 11 annual ILO missions have done nothing to improve the situation of these unfortunate workers. In these circumstances, I call on the Director-General to give urgent consideration to any measures that might be taken in the future by the International Labour Organisation within its mandate to bring about real improvements in the working conditions and situation of workers of the occupied Arab territories.

Mrs. CARR (*Workers' adviser, Canada*) – I would like to congratulate Mr. Nkomo on his election as

President of these proceedings. I would also like to indicate that I have talked to my good friends in the South Africa Trade Union Co-ordination Council who have told me how proud they are to support the President's election. I would like to add the Canadian Labour Congress voice in order for him to understand that we will work in full co-operation with him and support him in his task at this historical Session of the International Labour Conference, as the ILO marks its 70th anniversary.

I would also like to take this opportunity to congratulate the Director-General of the International Labour Office on his recent election and to congratulate the Governing Body of the ILO on their excellent choice. Leading the ILO into the next decade will not be an easy task. Michel Hansenne has already displayed his ample capabilities for the job, and the ILO is in very capable hands.

As we have all been reminded on the occasion of our 70th anniversary, the fundamental purpose of the ILO is to promote a universal and lasting peace through the promotion of social justice. Such a purpose requires the dedication of collective action to place humanity first. To place the cause of human dignity and freedom above all other considerations. The Report of the Director-General has provided this historical session of the International Labour Conference with a rededication to the basic tenets of our Organisation, and such a focus on basics is indeed timely given the international climate of uncertainty and worsening disparity between the rich and the poor.

The Report of the Director-General graphically calls the 1980s the "lost decade" of development. This description fits industrialised and developing countries alike. Social progress has been rolled back everywhere in the name of structural adjustment. A phrase which is too often a euphemism for old-fashioned profit maximisation. Social progress is now seen by some to be a kind of brake on the wheel of GNP growth. So-called free-play capitalism has formed the basis for one of the most ideological and doctrinaire approaches to international economic relations in this century. The gap between the rich and the poor, both within nations and between nations, has increased at an accelerated pace. Seemingly, governments have forgotten the principle of the ILO's Declaration of Philadelphia – poverty anywhere, constitutes a danger to prosperity everywhere.

Fuelled by public disenchantment about some of the unquestionable inefficiencies of the welfare state, the doctrinaire approach to growth promotion through structural adjustment has called into question the role of the State in society. In some cases, it has even suggested that state intervention on behalf of people should be equated with forces which work against human freedom.

The social standards that the ILO has fought so hard to achieve everywhere, are threatened. This is indeed cause for concern. Social standards are not an abstract set of variables in some mode economy. They reflect the prevailing ethical norms and values of society and of humankind. They determine the minimum level of equality of distribution, material entitlements and fundamental human rights.

These standards are under universal attack. In the developing world the attack primarily takes the form of debt-payment conditions which compel restructuring away from social advancement. In my own coun-

try, Canada, the roll-back is occurring through misguided domestic policies. But there is also a transmission factor through the new trading relationship Canada has undertaken with our closest neighbour and trading partner, the United States.

The social impact of trade has long been recognised in the international community. The 1948 Havana Charter, which was to be the basis for the third pillar of post-war multilateral institutions, read in part, and I quote: "The members recognise that unfair labour conditions, particularly in production for export, create difficulties in international trade, and accordingly, each member shall take whatever action may be appropriate and feasible, to eliminate such conditions within the territory."

Unfortunately, the Havana Charter was never ratified and its successor, the General Agreement on Tariffs and Trade (GATT), has never adequately dealt with the social dimension of trade.

Some years ago the International Confederation of Free Trade Unions (ICFTU) took an important step in repairing this omission, by proposing a social clause to be included in GATT. The clause simply states that, and I quote: "The contracting parties agree to take steps to ensure the observance of the minimum labour standards specified by an advisory committee to be established by GATT and this Organisation, the ILO."

The widespread consensus for a new 1992 European Social Charter was reflected recently in a document of the Community's Economic and Social Council. This document urged, and again I quote: "Community action to secure the extension and application of citizens' rights, and to prevent competition from being distorted as a result of different social conditions." This important principle must be taken beyond Europe.

I wish I could tell you that a similar consensus on the social impact of trade exists in North America in the wake of the Canada-United States Free Trade Agreement. It does not. The Agreement contains no provision for the guarantee of social protection.

Incidentally, the Free Trade Agreement is much more than a free trade agreement between Canada and the United States in the usual sense of the term. It deals with non-tariff barriers to trade with services, with resources, with capital mobility and with labour mobility, and despite widespread opposition from Canadians from all walks of life, particularly from workers and the unemployed, there are a number of reasons why we oppose it outright. As negotiated, this Agreement left no room for even conditional approval. This incredibly complex and overly comprehensive Agreement was unfortunately implemented on 1 January 1989.

Given the asymmetries of social conditions and size between the United States and Canada, and their economies, concerns about Canada's survival as a sovereign nation looms large in the domestic debate about the Free Trade Agreement. However, I will leave these considerations aside here and focus instead on the social implications of the Agreement, as an example, albeit a negative example, of the social dimensions of an international trade agreement between two countries which many people consider to be very similar.

First, it should be noted that considerably weaker social conditions prevail in the United States in general and in the southern states in particular.

Secondly, it should be noted that the United States has several back doors, most notably the Mexican Maquiladora Zone, along the frontier with the United States, which boasts nineteenth-century conditions:

Thirdly, there has been a drastic disintegration of social standards in the United States in recent years. Real wages have been falling every year for the past 15 years, and income distribution in the United States is now the worst in the industrial world.

Fourthly, some other differences are: Canada has a universal publicly funded medicare system to which employers contribute. The American system is largely private and employer contributions are voluntary.

In Canada, 83 per cent of unemployed workers collect unemployment insurance during layoff or loss of jobs. In the United States, 25 per cent of the unemployed workers collect unemployment insurance with lower benefits. Our Government wants our plan to be lowered to the United States' standards.

Nine southern states of the United States have no minimum wage. Industries have relocated to the lower social strata. In Canada, corporations are already beginning to pack their bags while putting pressure on Canada to harmonise or face the consequences of corporate relocation.

In Canada we have already lost 30,000 jobs since January.

There are alarming signals that such harmonisation is on the way. In Canada, just since the deal was signed, our unemployment insurance programme has been savaged, a proposed national child-care programme has been shelved, education and medicare transfers to the regions in the country have been slashed and regional development assistance has been cut, and the list goes on.

So the issue for the Canadian labour movement is straightforward. How can we have a successful mutually beneficial economic integration arrangement with a nation of 250 million when we are a nation of 25 million, and it reflects our social consensus and attacks our social standards as unfair subsidies? How can we gain from an arrangement where the other party defines the rules of competition to permit open season on social exploitation.

The Report of the Director-General wisely warns states to avoid simplistic or doctrinaire approaches. It reminds us that the role of the State will be essential in any programme that includes equitable distribution and social justice. It calls upon States to moderate the social costs of adjustments on the poor, and it goes on to promote an approach which makes employment-intensive growth and the maintenance of social protection the key to structural adjustment in the long term.

As the ILO looks to the future, its role in promoting social standards in all international relationships, including trade, is a key consideration. The Report of the Director-General correctly stresses this crucial role. The proposed ICFTU social clause for GATT, and the prospect of social charters brings the ILO further into the process, and it is my hope that these ideas will receive widespread support among ILO member States, including my own.

Pursuing these policies in the 1990s will require a rededication of the "humanity first" principle.

In the Canadian labour movement, we will be renewing our efforts to work with others in the ILO and elsewhere to advance this goal.

I would like to join my brother Johnny Vanderveken, the General Secretary of the ICFTU, and others who have noted the tragic situation in China. Workers all over the world are deeply shocked by the brutal repression of unarmed workers and students and at the death sentences handed out to their leaders. I plead with the leaders not to murder anyone, not to murder anyone!

The wholesale repression of non-violent dissent is not the internal affair of a country; such activity offends the basic principles of the United Nations and, indeed, the International Labour Organisation itself.

I would hope that events in China will be monitored very closely by the ILO and the United Nations and other agencies and that appropriate actions will be undertaken.

In closing, I would just like to add my voice to those who have honoured Francis Blanchard during this Conference. He served us well. The record will show that he leaves us very much in his debt. Canadian workers have known Francis Blanchard as a friend, as well as an extremely competent international leader, and we will miss him in Geneva and I will miss him as a friend. We wish him well in his most deserved rest.

Original - Russian: Mr. TSEMBEL (Employers' delegate, Mongolia) - I should like to congratulate the President on his election to the high office of President of the 76th Session of the International Labour Conference and wish him every success in his responsible work.

The Director-General's Report entitled *Recovery and employment*, which has been submitted to us for consideration at this session, addresses relevant issues and puts forward interesting ideas and proposals in connection with these issues.

We hope that the 76th Session of the Conference will make a constructive contribution to the quest for solutions to day-to-day problems in the world of work and will define a strategy for the many-sided involvement of the ILO in the struggle against unemployment and deterioration of the social and economic situation of workers.

Utilisation of the increase in the workforce will be an important factor in solving the problem of employment, both in the industrialised and in the developing countries. This problem is very serious in the developing countries, where decades of one-sided development have made it difficult for the urban and modern sectors of the economy to provide sufficient employment opportunities.

We fully agree with the Director-General, who stated in his Report that in our multipolar world, capital and growth do not flow in optimal patterns.

The creation of opportunities for productive and well-paid employment is not only the aim of economic policy, it is also seen as a source of personal satisfaction and social recognition. If you approach this problem from another angle, then you will see that productive employment for all those who wish to work is essential to achieve national production growth and self-sustained development.

In developing countries in particular, manpower is the most abundant and readily available resource enabling rapid social and economic progress to be achieved. That is why an inadequate or incorrect utilisation of manpower not only gives rise to a feeling of helplessness and creates poverty, but also re-

sults in a regrettable loss of production potential in a situation of a shortage of the goods and services necessary to meet the basic needs of the population.

It should be pointed out that issues relating to the promotion of employment have always been the focus of the ILO's attention, and for this purpose the ILO has used the means at its disposal, such as Conventions and Recommendations, technical co-operation and research.

In his Report, the Director-General stressed the fact that today, as never before, we must reaffirm the very close link between the economy and the social sphere and that the ILO has an essential role to play in the field of employment.

The Director-General's Report quite rightly points out that without economic growth it is very difficult to solve social problems. Bearing this in mind, the common priority should be to restore the economic development potential of every region which has suffered a decline until now and to maintain consistent growth in regions which have emerged from the crisis.

In our view, recovery can best be achieved by a combination of growth, justice and participation; here, of course, employment and labour market policy have an important part to play.

The tasks and problems facing the international community are obvious. To find solutions, we will need structural changes in the international systems and in our countries. International interdependence in trade, finance and production technology means that all countries are vulnerable to changes in the international economy.

Therefore, it goes without saying that only a global approach will ensure a better co-ordination of economic measures, broader access to markets, more favourable prices and the solution of debt problems. However, such an approach also calls for a genuine effort to implement structural adjustment at the national level.

This session of the Conference is being held on the 70th anniversary of the establishment of the ILO. Seventy years of the history of the ILO have shown that this Organisation is capable of a great deal to ensure that social welfare and economic progress go hand in hand.

Today we are implementing far-reaching reforms in our country, chiefly affecting the economy and how it is managed. These reforms are based on the use of economic methods of management, an improvement of planning and of the economic machinery and on independence for enterprises and economic units.

Under the Act of the People's Republic of Mongolia respecting the state enterprise, the rights and powers of enterprises have been considerably extended, in particular as regards external relations with foreign partners. These enterprises have the right independently to establish and develop relations with foreign partners.

I should add that the law contains many completely new provisions on matters of principle, dictated by our social development process itself, and lays down clear and largely new principles governing the activities of enterprises.

In this connection, it should be pointed out that equal treatment by the ILO of employers and directors of socialist enterprises would be fully in keeping with the spirit of the time.

In conclusion, I should like to stress that a correct re-orientation and further improvement of the activities of the ILO, which would be jointly defined, will create the right conditions for the successful accomplishment of the major tasks facing it.

Original – Russian: Mr. PONOMAREV (*Employers' delegate, Ukrainian SSR*) – First of all, I should like to congratulate the President and all the Officers on their election and wish them every success in their work.

This session of the International Labour Conference is being held in the favourable political conditions of wider international dialogue on many important problems of our time. This is a prerequisite for a more intensive development of co-operation between various countries, in the sphere of social affairs and labour among others.

The ILO, which is a universal and authoritative forum in the field of social and labour relations and has a great deal of influence and experience, is called upon to play an important role in developing such co-operation. In this context, the Director-General's Report is of great interest because it provides a comprehensive study of employment world-wide, forecasts the development of the main trends in the social and labour sphere and sets out a broad – though not, in our view, sufficiently specific – programme of measures the international community can take to guarantee one of the most important human rights – the right to work.

We fully endorse and support the humanitarian theme of the Report, that human beings are the reason for development. We profoundly believe that man's well-being should be the basic criterion of success and the aim of the entire development process, standing as the basic principle of progress today and the essential task for the United Nations international development strategy for the 1990s.

The economic reform under way in our Republic is directed towards this goal. The reform consists essentially in creating a system of economic incentives to encourage a steady increase in the volume of production through a more efficient use of labour resources, a greater involvement of the human factor, increased initiative and creativity, and a higher degree of people's interest in the end results of their work, reflected in greater well-being and higher living conditions.

The shortcomings of the previous management system, when the importance of economic methods and interests was underestimated and when administrators and planners worked on the basis of what had been achieved, among other shortcomings, greatly affected labour efficiency. Directly involving the interests of the workers in the economic process, in keeping with the reform, is giving a new boost to the process of making the workplace more humane.

We are improving labour standards, developing incentives for teams, using high-production equipment more intensively, improving technology and introducing scientific organisation of labour on the basis of cost accounting and self-financing for enterprises. These and other measures have been used to rationalise the production system, enabling workers' collectives to attain their own basic interests in resolving social problems. In its turn, the new economic policy in our Republic, which gives priority to developing the social sphere, has paved the way for improve-

ments in manpower policy and, consequently, for the growth of labour productivity and efficiency.

Our policy of intensive economic growth is based on the following priorities: scientific and technological progress, quality, efficiency and the human factor. Our most pressing practical goal is to attain not only full employment, but also maximum efficiency of labour.

Our system of cost accounting, with enterprises paying their own way and being self-financing, the democratisation of our economic life, the development of the socialist market, all prompt us to seek for greater efficiency. As a first step we plan to streamline manpower, eliminate non-productive labour costs and reduce the number of workers in unskilled, low-productivity manual work. As we reform our economic system, the process of releasing manpower accelerates. In 1988 the number of manufacturing workers in the state sector in the Ukrainian SSR dropped by more than 200,000. With the acceleration of this process, more people change jobs and now we need to restructure our employment services.

As before, all workers of the Ukrainian SSR have a fully guaranteed right to work. In our situation today, efficient working practices mean that we maintain full employment by releasing workers from manufacture and involving them in other types of activity.

A special Government Decree sets our organisational, social, economic and legal measures to improve radically the use of labour resources and create an integrated nationwide employment service.

I myself am the Director-General of a large scientific production unit in the Ukraine and I would like to tell you about restructuring in my unit.

We are creating a new economic management mechanism, step by step, setting long-term economic goals. The basis of this system is our self-financing income, out of which we pay wages and provide for the production and social development of our collective. I should stress that it is the self-financing income system which ensures that there is a direct link between resources and income. We now independently manage and use our resources and our income.

Practice has proved that this self-financing system is viable; indeed, following a sharp increase in the volume of production, we have had an 18 per cent rise in income over the past year alone.

We have a wage fund created from the income of the enterprise as a whole and this is shared out amongst the various sub-units of our enterprises in proportion to their contribution to overall results. In our enterprise we already have ten co-operatives producing consumer goods and services.

Alongside these new approaches in our economy, we are working out a new self-management system. Thus, production has increased in efficiency for the first time for decades through greater democratisation, so that the workers themselves feel more involved and more responsible.

If am to give specific examples of democratisation in my enterprise, I should mention the election of works councils in our enterprises. It is the job of these councils to be bodies of socialist self-management, economically and socially. A new development is the election of leaders, including the director-general.

We are also introducing democratisation into our training policy. Even now, with the release of manpower growing apace, we have not reduced the num-

ber of our workers, thanks to the speed of growth in production.

Of course, the labour turnover will continue. We have a stable turnover percentage of 6.5 per cent. But even in these conditions there is no question of workers being dismissed on the initiative of the entrepreneur.

Within the self-financing system, we have been able to accelerate our social work from our own social development fund. Thus, social well-being is directly connected with the productive efficiency of the enterprise.

Over the past three years, our workers have been given 312 new apartments. By the end of 1990, we intend to build at least 200 further apartments.

At the moment, our enterprise has four leisure complexes of its own and we are allocating some resources to purpose building health centres in the country's leading health resorts.

Our development plan attaches priority to access to foreign markets and to increasing our competitiveness. On this we are guided by recently adopted legislation, its most important aspect being the right of access to foreign markets given to any unit, enterprise or organisation which provides food, work or services, or to any production co-operative. This overturns earlier restrictions on setting up joint ventures with foreign partners and extends the provision of tax breaks for them. Our own unit has already embarked on a joint venture. We began joint production with Siemens this year and would be happy to co-operate with other foreign partners.

The International Labour Organisation with its wealth of experience could, we are sure, give its own impetus to the recovery in relations between all countries in our complex but integrated and interdependent world.

Mr. BOGGS (*representative of the International Federation of Chemical, Energy and General Workers' Unions*) – I have the honour to represent the 7 million constituents of the ICEF, representing workers and technicians in chemical, pharmaceutical, energy, petroleum and petrochemical, pulp and paper, glass and ceramics, rubber and cement industries in 67 nations.

The congratulations of my organisation also go out to Mr. Nkomo on his election as President of this 76th Session of the International Labour Conference when we are commemorating the 70th anniversary of the ILO. We also take this opportunity to pledge our co-operation with Mr. Michel Hansenne and wish him well in his new and intricate endeavour as Director-General of this unique, venerable tripartite institution.

I take a moment, too, from the minutes allotted to my organisation, to bid an official farewell to Mr. Francis Blanchard who, I am honoured to say, worked so closely with myself and my organisation over the years. He devoted himself tirelessly to the humanitarian role of the ILO and, during his term of office, triumphed on behalf of the institution and the people he was representing in a very real sense. In spite of the fact that he has been touched by tragedy, he continues apace. We will continue to call upon his limitless resources in the future and wish him a full and happy retirement.

I should also like to extend my congratulations to our dear old friend and colleague, Heribert Maier,

who, having been named Deputy Director-General of our ILO, will continue to work on behalf of working men and women everywhere in the institution which means so much to them.

This Conference sees the evolution of the work of two highly significant Committees: the Committee on Night Work and the Committee on the Use of Chemicals at Work. The issues examined by these Committees are of critical importance to working men and women and the time is ripe for the framing of standards in both these areas. The work of these Committees demonstrates for the 76th time the essence – and thus the importance – of the ILO to working people for, in its 70th year, the ILO is indeed a symbol of hope and justice for all workers.

Even though the gruelling annual work of the Committee of Experts on the Application of Conventions and Recommendations demonstrates clearly the unequal nature of the adherence to international labour Conventions by governments the world over, at least the functioning of that application process signifies that the oppression of workers' rights and freedoms enshrined in International Labour Conventions and Recommendations does not go unheeded. It proves that ILO standards are not mere paper instruments, but that they constitute the cornerstone of workers' justice throughout the world, wherever there are basic infringements of workers' basic rights.

I would remind us all that this is the only universal institution in the world that has a machinery to supervise the application of workers' human rights. This fact alone has made the ILO the symbol of hope and justice for working men and women and their unions. As a human institution, the ILO is not perfect but it is the most profound guarantor of worker rights in the geopolitical fabric of this world.

The central and comprehensive theme of this Conference, as set by the Report of the Director-General entitled *Recovery and employment*, is integral to the planning of every institution represented here by delegates from governments, employers and labour unions. It is on this theme that I will concentrate my brief remarks, which have specific relevance.

A review of the work of the Committee on Freedom of Association, as well as that of the Committee on the Application of Conventions and Recommendations, shows disturbing trends over the past few years. There is a growing tendency for employers and governments (often in league with one another) to encroach upon trade union rights around the globe. In the development of strategies aimed at economic growth to meet international financial commitments, governments often tend to forgo measures to improve fundamental social objectives. Social justice is, after all, the aim that justifies the drive for economic development. But in case after case, this objective has been supplanted with disastrous consequences for the people of the countries concerned. We find regrettable evidence, in rich and poor countries alike, of financial institutions and multinational companies which continue to wring the last drops of wealth from the poor through debt. Working men and women must not be the bearers of the intolerable weight of debt, grown monstrous through inefficient planning and the constant search for a short cut to rapid development.

In the United Kingdom and the United States, there has been a lamentable drift toward the authoritarian centre, symbolised by the newly Draconian

anti-trade union laws and practices by government and vicious union-busting campaigns by employers, even in countries such as Malta.

Even at this session of the Conference, there is a rash of resolutions seeking to shift the burden of economic development onto the shoulders of the individual through the promotion of so-called self-employment programmes. Cottage industry is not the wave of the future, but of the repressive past. These resolutions reflect a tendency among a number of global institutions to attempt to undermine the organised structure of labour and, indeed, to deny the validity of tripartism.

Is it not ironic that, on this 70th anniversary of the ILO, we observe these callous attempts to deny the validity of tripartism, embodied in themes presented to this Conference aimed at lessening the representativeness of organised labour in the vital effort to plan and progress economic and social betterment?

As the representative of several hundred thousand Turkish workers among our far-flung global range of affiliations, I must bring a particularly lamentable fact before this body. The case of Turkey and its efforts to hamstring, to hobble labour unions within its boundaries has been before the ILO for nine years now, even though the Government has promised to institute changes in their Byzantine Labour Code that would bring them into line with ILO standards. Those promises have not been kept, and the very credibility of Turkey is at stake here. Save cosmetic changes in the labour law, no substantive modifications have been made in this legislation, as discussed in the ILO last year. That credibility affects not only Turkey's standing in the ILO, but has and will continue to have a negative impact on the possible entry of Turkey into the Common Market in the future.

We call upon the Government of Turkey to keep its promises to bring its labour legislations into line with ILO standards now. Failing this, we have no choice but to continue the critical discussion begun by the ICEF at its seminar held in Turkey a few months ago, where we stated clearly that the ICEF will work at the Community level to keep Turkey out of the Common Market until it becomes a responsible tripartite partner of other governments around the EC table. In community with kindred institutions in the EC, we will continue to monitor events in Turkey through our affiliates there in the hope that a dramatic forward movement occurs in the lifting of restrictive legislation aimed at keeping trade union effectiveness at a minimum. We agree with the Turkish Government's statements made to this body last week, in that the credibility of the Turkish Government is indeed at stake; the preservation of that credibility can be quickly restored by action in the place of words.

In the ILO, threats to the freedom of workers anywhere pose a threat to the freedom of workers everywhere: that is the universalist aim of this great institution. We regret the desperate events that have taken place in China in recent days, particularly in the killings and subsequent sentencing to death of other trade unionists and students who demonstrated their clear comprehension of the need for democratisation of institutions in that immense country. We join the international community in condemning the fierce repression of these spokesmen for democracy and urge the Chinese regime to reconsider its harsh tactics towards such freedom of expression.

In closing, I should like to underline the extraordinary competence of the staff of the ILO. Once again in 1988 and 1989, they have worked diligently and with sacrifice to make this tripartite institution work, and work well, even in the face of a very negative economic situation brought on by the reluctance of a few governments to discharge their financial obligations to the ILO. The ILO continues to be a bastion of knowledge and assistance to workers and employers around the world, thanks to the dedication of its staff. May it continue for another 70 years and beyond as the most practically oriented member of the United Nations family and therefore as the institution among them with the most to contribute to our societies.

Original – French: Mr. FLOREA (Workers' delegate, Romania) – I should like to address my warmest congratulations to the President on his election and also my best wishes for his success. I should also like to congratulate you Madam and your two colleagues on your elections to the posts of Vice-Presidents.

The Report of the Director-General, *Recovery and employment*, asks a number of topical and important questions, especially with regard to social matters, and we, the trade unions, are specially attentive to these questions, particularly from the point of view of the preparation of the United Nations Fourth Development Decade which will cover the 1990s. As is said in the Report, the ILO, in collaboration with the other organisations of the United Nations system, should participate actively in the elaboration of the strategy so that we may avoid, as has happened all too often in the past, the social ideas being sacrificed along the way, and re-establish the major balances with regard to all the measures to be undertaken in the next decade.

I would like to refer to a problem which is dealt with in the section entitled "Participation of the social partners" to which the General Union of Romanian Trade Unions has always been extremely attentive.

The conquest of power by the working class and the construction of the economic, technical and material bases of socialism in Romania have represented important primary objectives, the necessary – but not the sufficient – political and economic framework, for the setting up of the new socialist society. The democratic potential of socialism has only become a reality after a number of measures, extremely far-reaching and persevering measures, were taken which corresponded to the different stages our society went through, during the past two decades.

The system of democracy, which was created during this period, with its institutions constantly evolving and being perfected, is a complex process with various qualitative determinations, which expresses the very essence of the new society. We have measures that were taken at the political level – the workers are now the sovereign holders of power – as well as at the economic level where the workers can now fully exercise their position as owners, producers and as the beneficiaries of the results of their work.

In the social sphere, our democracy is reflected in the creation of such social relations and such relations between individuals and the State, between individuals and society, as largely open up the possibility of a true promotion of the fundamental values of the new society and give a guarantee of the necessary

conditions for the development and the manifestation of the values and skills of all members of the society.

At the national level, the spirit of democracy can be seen in the guarantee of complete equality of rights for all workers without any distinction. I would like to underline the fact that this aspect is materialising, from an economic point of view, in the balanced development of all regions of the country.

We agree with the declaration made by the Director-General in his Report, according to which the participation of the social partners in the decision-making process has two advantages: first of all, it enhances the political feasibility of these decisions and, secondly, it ensures a more equitable distribution of the benefits of such policies. Why do we support this? Because by its very content, by its forms and by the way it works, democracy, as it has been instituted in my country, offers both the social framework as well as the necessary political means for the rapid and harmonious progress of society as a whole, as well as for the continuous improvement of social relations and the correct application of the principle of equal opportunities, which results in the affirmation of the human personality and allows its full potential to develop.

The participation in the decision-making process expresses in our minds and in practice the specific and real possibility for all citizens of the country, provided they are legally able and apt to do so, to participate in the management of society as a whole, including at the level of the undertakings, a management that is thought up and put into practice in the dialectical unity of the elements which it is made up of: the elaboration and the adoption of decisions, their practical implementation and the control on the way in which they are carried out. I would like to underline that especially at the level of the undertakings our trade unions play a particularly important role, since they are the basic framework within which these principles are realised and which are the very basis of the democratic system in our country.

We do not think that the system of democracy as it has been implemented in our country up until now is a perfect or unchanging system. As in other areas of activity, we think that everything can be perfected, adapted to the present conditions and that everything in society is in constant motion. This could also explain why one of the fundamental directions of development in Romanian society in the near future, is the continuous perfecting of the organisation and of the direction of the global social system, which will certainly reach a new stage in the development of democracy, a new opening towards the affirmation of the creativity and the social responsibility of our workers.

It is in this democratic system that the trade unions in Romania are deploying their full potential, as the biggest organisations of workers, since they were represented in all the democratic organisations and bodies, from the level of undertakings up to and including the Government.

It is in this democratic system that the trade unions in Romania are deploying their full potential, as the biggest organisations of workers, since they were represented in all the democratic organisations and bodies, from the level of undertakings up to and including the Government. I would like to mention that in Romania there is a permanent preoccupation with improving the legislation which ensures the necessary

legal framework for the direct participation of the workers and their trade union organisations in the elaboration and the implementation of all economic and social policies. We have a legislative system which is adapted to the latest realities and which ensures the exercise of trade union rights, the participation of trade unions as professional organisations of workers and representatives of their economic and social interests. It is adapted to economic and financial management, to the control of the application of all the measures concerning the working and living conditions of workers of all categories. We have learnt from experience that stable social progress can only be ensured on the basis of economic development. This is why we think it is essential for all workers to be mobilised in the implementation of economic development plans, programmes for modernisation and for the organisation of production activities, for the continual improvement of the productivity of all areas of work.

In all economic and social development activities, in the forces of production, of science, of teaching and of culture, we, the trade unions, are basing ourselves on the need to ensure better working conditions for all citizens of our country and to ensure full employment for all of them. We are doing everything we can to ensure the general development of the entire country and of every sector of activity – industrial, agricultural and sectoral – so as to create jobs for all citizens, and especially for young people.

As regards young people, the trade unions are particularly concerned that they should find their social and occupational fulfilment as soon as possible. This in fact is part and parcel of our general preoccupation with ensuring that all the citizens of our country have a decent job.

At the same time we are doing everything we can to improve the wages system and to ensure equal pay for equal work, without losing sight of what I mentioned earlier, namely that individual prosperity is possible only in a society which is prosperous as a whole.

This is the spirit in which, as trade unions, we intend to defend the fundamental interests of the workers. The participation of the trade unions in the activities of the administrative bodies and their active collaboration with the State are for us a reflection of the permanent improvement in co-operation between trade unions and these various bodies. To put it another way, it is a reflection at a higher level of the community of interests between the trade unions and the State. It is a specific manifestation of the co-operation whereby the workers, through the trade unions, participate directly in the solution of the vital problems with which our socialist society is confronted.

These are a few of the questions raised by the Director-General's Report to the 76th Session of the International Labour Conference.

Original – Spanish: Mr. GARCIA (Workers' delegate, Nicaragua) – On behalf of the Nicaraguan delegates, whom I represent here, I wish first of all to express to the President our satisfaction upon his election to preside over the work of the 76th Session of our Conference. His competence, which has already become apparent during our time here, has confirmed our faith in appointing him to this high post.

It is a great honour for me to speak for the Nicaraguan Trade Union Movement with respect to aspects of "Recovery and employment", the theme of the Report of the Director-General of the ILO. These are subjects which are of great concern to the workers of my country and to the Third World.

The historical claims of the workers' movement have always been progress, social justice, the right to life, employment and improved well-being. These principles furthered and defended by the ILO are, nevertheless, deteriorating very seriously at the end of the twentieth century.

Almost a decade away from the year 2000, big changes have been taking place in the main economic and political focal points of the world.

Japan, the European Economic Community and other entities have emerged as great powers from the point of view of economic expansion, and great changes have taken place – economically and administratively – in the socialist countries with a view to strengthening their system and effectively exploiting their full potential by rendering them more flexible and consistent with today's realities.

In contrast to the progressive economic recovery of the highly industrialised countries, the countries of the Third World, particularly those of Africa and Latin America, are suffering a crisis today which threatens to further aggravate the unbearable burden of unfair terms of trade and the growth of external debt, the repayment of which is becoming ever more problematic and is entrenching a social system characterised by marginalisation and the poverty of millions of workers. This situation is resulting in built-up tension and social unrest which cannot be held in check, as was recently witnessed in Argentina and Venezuela, as a consequence of the brutal measures imposed by the International Monetary Fund which overlooks the social cost of the so-called structural readjustment.

In order to face such problems it became necessary to foster the concept of international harmonisation to enable the establishment of just balances between the countries of the North and the South. Workers have taken the first steps towards this. There are already concrete initiatives for co-ordination on our American continent, expressed through the creation of the Co-ordination Group on External Debt in the South Cone, and the Central American Workers' Co-ordination Group, which has on its agenda, contributions to peace in the region within the framework of the Esquipulas Agreement.

The Director-General's Report gives us details with emphasis and clarity of the most important features of the present economic crisis. Nicaragua is not exempt from its effects which obviously have been further aggravated by the aggression which the Nicaraguan workers have resisted not only by fighting in the battlefield but also by strengthening the productive sector.

The economic impact of the crisis and the costs of the war have necessitated the adoption of measures which, doubtless, represent a special effort on the part of the workers. Thus, since 1988, it has become necessary to relocate more than 10,000 workers, mostly into the productive sector, in an attempt to offset the fiscal deficit due to considerable contraction of the public sector. Economic adjustment measures have been applied without external resources from the IMF, with a view to social justice but with-

out in realistic terms overlooking the present sacrifices, which has given a parallel impetus to measures for material and economic compensation for the weakest sectors of the working population where previous subsidies to the public services suppressed.

The shortfall in external resources in Nicaragua for this year amounted to \$250 million. This shortfall and lack of resources mainly affects the normal economic activity of the enterprises and hence restricts the possibility for the Nicaraguan workers to raise their income. The high growth rate trend of our working population and the lack of structural adjustment in our national economy oblige us to seek and support any possible options and alternatives for economic aid, such as soft loans, contracting credits and so on. Without losing our political independence and our own dynamics of struggle, the trade union movement of Nicaragua has recognised its responsibilities in assuming active and militant participation in the national reconstruction within the effective framework of tripartism and a mixed economy. This legitimate participation gives moral force to our trade unions and workers' organisations enabling them to assume a militant role in pointing out the shortcomings and weaknesses inherent in the relatively new government apparatus with little experience in economic management.

The Nicaraguan working class realises that better results in economic management cannot be achieved now by those very sectors which yesterday forced it to endure exploitation and poverty. The experience gathered by capital in our country has been one of exploitation, repression and subjugation of the workers, of imprisoning and murdering them, of selling the country and pawning the motherland. We prefer the risks involved in seeking new options and alternatives in the face of current difficulties, without losing our independence, but in the knowledge that the new leading forces possess a moral strength and legitimacy consecrated by the blood shed by the best sons of Nicaragua.

Nevertheless, we must admit that there are also employers in our country who are genuinely interested in participating in economic reconstruction and contributing their experience of production towards building a just and well-balanced society with democracy and pluralistic participation. We acknowledge these efforts here.

In order to deal with the effects of the world crisis, it is essential to achieve peace; this is a premise which cannot be circumvented. The Nicaraguan workers share our people's desire for peaceful coexistence in Central America.

At time when relations between the two greatest world powers seem to be improving and when military conflicts in various regions are being resolved. Central America should not be an exception. If it is possible for the two superpowers to reach an understanding and raise the hopes for peace of all mankind, why should this not be possible between a powerful country and a small and poor country like Nicaragua, which has been devastated by the war of aggression?

It is not possible to have jobs or better living conditions without stable and lasting peace in the whole of Central America. You will agree with me that first of all we must guarantee the right to life and only then the other basic elements of well-being, such as employment and income.

On 14 February of this year, the Government of my country, with a political will which is characteristic of it, to secure peace for the workers and avoid a stalemate in negotiations, undertook in Costa del Sol, El Salvador, to free the more than 1,500 national guards who "served the Somoza regime," to amend the electoral law, to pass a law on the media and to hold free elections on 25 February 1990. Under this last agreement, we already have 24 registered political parties in Nicaragua and, under the amnesty, former members of the leadership of the self-styled Nicaraguan resistance have returned to the country. Nevertheless, although it was agreed to submit a plan for the demobilisation of the counter-revolutionary army, only Nicaragua has done so; now a sword of Damocles hangs over our country and the peace plan: on 24 March the Northern Power approved \$60 million to keep alive in Honduras, until February 1990, its defeated mercenary army with the plan of destabilising our country, using the workers' basic needs. This is evidenced by the involvement of two officials of its foreign department who had fostered a teachers' strike in May and had to be expelled as an act of dignity and sovereignty.

Now we as workers aim to rebuild our country for a future with employment opportunities and better living conditions. We want, therefore, to vote for peace in the forthcoming free elections in Nicaragua in order to strengthen our democracy. However, as of now, we would like to inform you that the first citizen representing the Northern Government has said that our elections will be fraudulent and is carrying out a campaign along these lines, covertly supporting attempts to foment internal disorders and even disregarding the will of his country's congress.

From this rostrum, we greet the workers of the world waging their fight for freedom and lasting peace.

We declare our unshakable solidarity with the workers of South Africa who are fighting against criminal apartheid, with the workers and people of Palestine who are heroically resisting the onslaughts of Zionism, with the people and workers of Panama who are taking a standing against the imperial attempt to subdue it and subjugate it. Our cause is the cause of freedom. The day is near when mankind will witness its absolute triumph.

Original - Arabic: Mr. BENNANI (*representative of the Arab Labour Organisation*) - In the name of God, the Merciful, the Compassionate! At the outset of the statement of the Arab Labour Organisation, which I have the honour of representing at this forum, I wish to congratulate Mr. Nkomo on his election as President of this session of the International Labour Conference. I would also like to congratulate the other Officers of this Conference for the confidence placed in them by their respective groups to assume this noble task.

This session coincides with Mr. Michel Hansenne's assumption of the post as Director-General of the International Labour Office. I would like to extend my sincere congratulations for the confidence placed in him by the members of the Organisation and wish him every success in the fulfilment of his weighty responsibilities. At the same time, I should like to congratulate his predecessor, my friend, Francis Blanchard, for all he achieved during the long years of his term of office; he helped to promote and further re-

lations between the ILO and the Arab Labour Organisation in all fields of co-operation, co-ordination and consultation, to attain the objectives for which we are all striving.

This session - and the subject it is examining - are a specific significance. It can truly be considered the most lively and important session in the history of the ILO, whose 70th anniversary we are celebrating this year. Seven decades have gone by, during which the ILO has had to grapple with the challenges of our century - with political, economic and social problems; it has emerged even more capable than before of attaining the objectives for which it was set up in 1919, namely the establishment of social justice, combating injustice, oppression and poverty and the consolidation and protecting basic of human rights and fundamental freedoms. On this occasion, we wish the ILO further success in defending these rights and freedoms, anywhere in the world where they are infringed.

This session assumes more significance because of the vitality of the social, labour and human issues under consideration. I am referring in particular to economic recovery and development which at present enjoys priority in all international forums. It also responds to the aspirations of those concerned by issues of labour, development and employment, both nationally and internationally, because achieving appropriate solutions for structural adjustment, stability, job creation and combating poverty constitutes the real challenge imposed by contemporary economic and social reality. The real test being put to the developing countries is whether they are able to move successfully into the twenty-first century, as the century of technological revolution has ushered in drastic changes in the organisation of work and production throughout the world.

The Director-General is right when he defines these economic and social problems, more particularly the problem of indebtedness and its repercussions on working conditions. He displays a deep vision when he describes the recession, economic recovery and the creation of job opportunities in the 1980s. This vision is not a mere theoretical exercise. It is based on evidence and actual facts; it is in line with the conclusions reached by the High-Level Meeting on Employment and Structural Adjustment, held in Geneva in 1987.

We agree with the Director-General that there can be no real economic progress without social progress; development in itself does not automatically guarantee the attainment of social goals. Furthermore, we believe, as is the case within the Arab Labour Organisation, in the importance of dialogue between the social partners in increasing productivity and the necessity for these partners to take part in decision-making.

We also agree with the Director-General when he says that we should try to prevent the poorer sectors of society from suffering the social cost of structural adjustment policies. These policies should have a social and human aspect if they are to be successful.

I should like to add that, in spite of the priority given to development and the rational harnessing of human resources in developing countries, the social and human aspect of development does not always, regrettably, get the attention it deserves.

Multilateral international co-operation, based on trust and a general sense of responsibility at the inter-

national levels, is the most effective means whereby we can approach and consider common issues and cope with economic and social imbalances in the developing countries. Furthermore, it is vital to breathe new life into discussions on co-operation between the North and South which have lagged behind for the past twenty years – especially in view of the widening gap between the developing countries and the industrialised countries in all technical, economic, financial and social spheres. As long as this situation exists, it endangers the well-being of the international community as a whole; it particularly threatens the future of economic development and social progress in all the countries of the world.

The new atmosphere prevailing in international co-operation today makes it incumbent upon affluent countries to co-operate with and assist developing countries, especially since most of these developing countries suffered for long years under the yoke of colonisation when their material and human resources were drained; during these years their efforts to develop their social and economic potential were frustrated. The problem of indebtedness is basically nothing more than a reflection and continuation of the situation in which the developing countries found themselves when they attained independence. The initiative taken by some affluent countries to cancel the debts of the least developed countries is extremely praiseworthy and should serve as an example to be followed to alleviate the burden to the debt and its servicing.

There are two basic issues that are of interest to all peace loving countries that believe in justice, especially the Arab people, which are related to human rights and basic freedoms. These rights are the *sine qua non* for man to assume his role in development and progress. In southern Africa we are preparing for the victory of the Namibian people and the creation of their state after an honourable struggle. At the same time we call upon the ILO to exert more pressure on the minority Pretoria regime to put an end to its arbitrary practices towards the African peoples in South Africa and its abhorrent policy of apartheid.

We are convinced that the full application of collective mandatory sanctions would contribute towards hastening the end of this amoral and inhuman regime.

In Palestine and the other occupied Arab territories, the heroic uprising of the Palestinian people, which has been continuing for 19 months and covers all classes, bears witness to the fact that Israeli occupation and settlement cannot last long; the Palestinian people are subjected daily to the most abominable forms of oppression and terror as a result of Israeli practices. The murder of one Palestinian per day has become commonplace for the occupation authorities and the Israeli settlers. The number of injured and disabled are increasing every day, quite apart from the demolition of houses under any pretext, the application of economic sanctions and other practices condemned by all countries and organisations. Israeli practices, with all their violence, savagery and barbarism, cannot annihilate the will of a people. The will of these people will emerge triumphant, regardless of their sacrifices and sufferings. This is an inevitable historic fact.

The ILO, which was originally set up to protect and safeguard the rights and freedoms of man, is the best placed and most qualified international organis-

ation to monitor closely the situation of Palestinian workers and people. By its very tripartite nature, which reflects the will of all international social strata, and because of its international prestige, the International Labour Conference constitutes a world parliament and represents the world's conscience in condemning infringements of political rights and freedoms within its terms of reference. If the Organisation is unfailing in its condemnation of practices and policies contrary to its principles and objectives, it will help to put an end to these violations.

The ILO is called upon to assume its full responsibilities towards the cause of Palestinian workers and people, alongside all the other international specialised agencies – especially since the issue reached a significant juncture last year with the proclamation of the State of Palestine and its recognition by more than 100 States. What is more, a Palestinian peace plan was submitted which enjoyed the support and sympathy of the majority of countries in the world. All these trends are coupled with an increasing interest, on the part of the United Nations and their specialised agencies, in the struggle of the Palestinian people and efforts to support the establishment of an independent State on their sacred soil.

We hope that all the ILO bodies, especially the International Labour Conference and the Governing Body, will assume their full responsibilities and lead the way in protecting the rights and freedoms of the Palestinian people as a whole; we also hope that these bodies will provide them the necessary assistance, so that they might cope with the consequences of oppression, occupation and the confiscation of their land – especially at this decisive stage of their legitimate struggle. The Palestinians are only a few years short of laying the foundations of an independent Palestinian State under the leadership of the PLO.

Nothing is impossible for our Creator. May the peace and grace of God be with you!

Original – Arabic: Mr. DJEMAM (*Representative of the International Confederation of Arab Trade Unions*) – I have great pleasure in presenting, on behalf of the International Confederation of Arab Trade Unions and on my own behalf, our sincere congratulations to Mr. Nkomo on his election as President of the 76th Session of the International Labour Conference. This choice testifies to the immense confidence which the three parties place in his Government, which is at the forefront of the struggle against racism. It also shows their trust in Mr. Nkomo's personal attributes and competence. I wish him full success in the accomplishment of his tasks at the head of this session of the Conference.

I should like to join the preceding speakers to congratulate Mr. Hansenne on his election to the post of Director-General. We hope that he will attach all due importance to the problems of workers in general and we are confident that his experience and competence will enable him to discharge his mandate at the head of the ILO with great wisdom and objectivity.

I should also like to pay tribute to Mr. Francis Blanchard, the retiring Director-General, for the considerable efforts he has exerted and the spirit of co-operation he has shown towards the International Confederation of Arab Trade Unions, despite the difficult circumstances which the ILO has experienced. I wish him a long life of health and happiness.

In his Report to the Conference, the Director-General chose to address a problem which is central to the interests of the parties concerned, namely "Recovery and employment". The Report also considers the impact of economic and social factors on the development process.

As a group of workers from the developing countries, we believe that the ILO has a responsibility to promote the idea that the welfare of mankind should be the end aim of all human endeavour. We are convinced that the process of development and economic and social progress within the framework of national independence, on the one hand, and multilateral co-operation, on the other hand, play a crucial role in development and progress at the international level. We believe that this process must aim above all to increase employment opportunities in the best of conditions, to solve the problem of debt in the developing countries and to introduce modern technology appropriate to each country in order to gradually transform traditional economic relations and strengthen economic potential. We hope that the member States of the United Nations will respond to the Director-General's appeal by making every necessary effort to establish productive and rational programmes designed to enhance infrastructures and to make best use of the current climate of détente and disarmament. The amount thus saved should enable them to launch economic programmes which promote security, peace and justice throughout the world.

With respect to Part II of the Director-General's Report, *Activities of the ILO, 1988*, I once again observe with regret that the Arab States have not been given the attention which they deserve. We need technical assistance, particularly in the field of vocational training, technical advice, help with research and education, and teaching materials to enable our workers to adapt to scientific methods and new technologies.

We should like to stress that this session of the Conference is called upon to deal with vital subjects, such as the revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107). We hope that the Conference will adopt amendments appropriate to the situation which we are living at the end of this century and that the amended Convention will take fully into account the rights of these populations, thereby enabling them to preserve their identity, their culture and their traditions, and to exercise their social, political, economic and ecological rights.

The second important matter for discussion by the Conference is night work. We hope that during one of its upcoming sessions the Conference will be able to examine the revision of the 1948 Conventions on night work, paying special attention to women at work and the traditions of the countries in which they live.

We also hope that discussions on safety in the use of chemicals at work will lead to recommendations in view of adopting international instruments limiting the harmful effects of these substances in the modern world and alleviating the concern aroused by the impact of increasing pollution and the large number of accidents which have occurred in recent years and which continue to haunt our memory.

This Conference also has before it the ILO fact-finding mission's Report on the situation of workers of the occupied Arab territories.

The "intifadah" has shown the determination of the Palestinian workers and people to exercise their legitimate rights to the return of their land, to self determination and to the establishment of an independent State on their own soil under the leadership of the Palestinian Liberation Organisation (PLO). We should like to commend the ILO fact-finding mission for its Report, which addresses various aspects of the tragic situation affecting the workers and people of Palestine. However, the mission was in many cases timid and overly diplomatic. It failed to explicitly deal with the subject of implementation by the occupation authorities of the resolutions of the 1974 and 1980 sessions of the Conference. This may be due to its delicate position vis-à-vis the occupation authorities, who are relentlessly pursuing their aggressive and expansionist policies. We should like to underscore that the mission's Report confirms that occupation is the true source of the Palestinian people's suffering and clearly describes the material and human exploitation to which the Palestinian workers are subjected and the amount of discrimination and segregation with which they must contend. An example of this is the occupation authorities' practice of forcing Palestinians who wish to work in their own country to carry identification indicating their ethnic origin. Is there any need to recall the similar racist practice carried out in the 1930s?

The fact that the report concludes that the recommendations contained in the earlier reports continue to be valid only goes to show that the occupation authorities have not taken these recommendations into account.

Similarly, in underscoring the need to adopt efficient measures to put an end to inequality of opportunities and employment, the mission points to continued discrimination and segregation.

We should like to draw particular attention to the mission's recommendation that the Israeli occupation authorities should take the measures necessary to guarantee the labour rights of Arab workers, particularly the exercise of legitimate trade union activities.

The mission also considered the vocational training available to the Palestinians living in the occupied territories as neither sufficient nor appropriate to obtain skilled employment.

We share the mission's concern about the fact that large numbers of day workers and seasonal workers are deprived of all protection and guarantees. We therefore urge the ILO to take the necessary steps to reverse this situation.

While the mission considered that the deductions made to the social benefits of Palestinian workers as unacceptable, we stress that these deductions are contrary to the spirit of the relevant international conventions.

The mission also reported that freedom of association has been strongly curtailed by the occupation and described the trade union situation in the occupied territories as a source of great concern and one in which the violation of trade union rights, interference in trade union activities and military repression constituted serious breaches of the principle of freedom of association.

This sums up the situation as described by the ILO mission in the narrow framework in which the Israeli occupation authorities allowed it to operate. Reality, however, is far worse. The barbaric repression perpetrated by the occupation forces and the settlers, the

destruction of homes, the murder of children, the incarceration, the expulsions and the acts of sabotage against the Palestinian social and health services continue unabated under the occupation. We therefore fervently hope that this Conference will be able to adopt a resolution in support of the rights of the workers and people of Palestine.

The International Confederation of Arab Trade Unions held its Eight General Conference in Algiers last month, an event which was crowned with success. The Conference elected a General Secretariat with the mandate to pursue further co-operation with the ILO and with all the national, regional and international trade union organisations for the benefit of the workers of the world.

The central themes addressed by that Conference were the problems of worker solidarity, peace, disarmament, the international economic crisis, the struggle against racism, the signature of a comprehensive peace treaty between Iraq and Iran and the exchange of prisoners of war between those two countries, trade union rights and freedoms of emigrant Arab

workers and the measures needed to ensure observance of their rights.

On behalf of the Arab workers and their trade union organisations, I should like to express total solidarity with and support for the struggle of peoples and workers everywhere against exploitation, dependence, dictatorship and injustice and in favour of economic and political independence and freedom. We should like in particular to mention the struggle of the peoples of South Africa and Namibia, whom we hope will soon take their due place among us after the defeat of the odious regime of apartheid. We firmly condemn that regime and its abhorrent practices, including kidnapping, murder, incarceration, torture, terrorism and expulsion. The same practices are inflicted on the people and workers of occupied Palestine, southern Lebanon and the Syrian Golan by the Zionist policies supported by American imperialism. We also condemn all regimes and all forces which co-operate with these racist regimes.

(The Conference adjourned at 5.30 p.m.)

CONTENTS

	Page
<i>Twenty-second sitting:</i>	
Report of the Finance Committee of Government Representatives: Submission, discussion and adoption	1
<i>Speakers:</i> Mr. Peshkov (<i>Chairman and Reporter</i>), Mr. Jonzon, Mr. Muhr, Mr. Chernychov.	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	4
<i>Speakers:</i> Mrs. Thalen, Mr. Okurut, Mr. Pinto Cardoso, Mr. Wang, Mr. Tabani, Mr. Bleux, Mr. Oshiomhole, Mr. Haryono, Mr. Brown-Young, Mr. Nowak, Mr. Tapiola.	
<i>Twenty-third sitting:</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	20
<i>Speakers:</i> Mr. Zainal Rampak, Mr. de Koning, Mr. Nik Amin, Mrs. Carr, Mr. Tsembel, Mr. Ponomarev, Mr. Boggs, Mr. Florea, Mr. García, Mr. Bennani, Mr. Djemam.	



Provisional Record

Seventy-sixth Session, Geneva, 1989

Twenty-fourth sitting

Tuesday, 20 June 1989, 10 a.m.

President: Mr. Nkomo

NINTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT – The first item on our agenda is the ninth report of the Selection Committee. I give the floor to Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the report.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the ninth report of the Selection Committee, which is to be found in *Provisional Record* No. 4H.

In addition to recommendations concerning the request for representation at the Conference by the European Union of Local Authority Staffs, and changes in the composition of committees, the report deals with a request for representation at the Conference submitted by the Baha'i International Community.

As you will recall, this request was examined by the Conference at its sixteenth sitting on Thursday, 15 June, on the basis of the sixth report of the Selection Committee, which is to be found in *Provisional Record* No. 4E. At that time, the President of the Conference decided to refer the matter back to the Committee.

At the sixth and seventh sittings of the Committee there was an exchange of divergent views which are summarised in the report.

The report contains the decision which was arrived at following this exchange of views. It will be noted that in the appendix to its report the Committee is forwarding to the Conference information provided by the organisation itself which is intended to meet the request made in the Conference by the Chairman of the Workers' group. As noted in the report, some members of the Committee challenged the validity of this information, including the accuracy of the terminology used in the last section of the appendix.

I should point out that under the Standing Orders of the Conference, as recognised by most members of the Committee, it is for the Conference to take a decision on the representation of this organisation at the Conference. Accordingly, the Committee invites the Conference to do so tomorrow, Wednesday, 21 June, at 3 p.m.

I commend the report to the Conference for adoption.

The PRESIDENT – The discussion of the report is now open.

Original – Farsi: Mr. TIZMAAGHZ (Government delegate, Islamic Republic of Iran) – In the name of God, the Merciful and Compassionate! The document contained in *Provisional Record* No. 4H which is submitted to us today does not really reflect what happened yesterday in the Selection Committee and we challenge the validity of the information provided by that Committee.

As you know, last Wednesday, 14 June, the Conference rejected this request and asked the Committee to re-examine the issue. Therefore the Conference has not yet closed the debate within the Committee and this discussion has unfortunately been ended with no legal grounds.

Pursuant to the Constitution of the International Labour Organisation and the Standing Orders of this Conference, it is not within the mandate of the Conference to take such a decision concerning this political faction, whose goal is to kill and eliminate all its enemies – a goal which is clearly stated in all of its rules and regulations, which have been distributed to the Secretariat.

Let us not forget that the information has been provided by one party only, that it has come from a single source. All this information has been submitted by the Baha'i group. There are more than 45 Islamic States and Islamic employers' and workers' organisations within the Conference, and we ask everybody present here to reject this illegal request. The Islamic States will today adopt a joint decision on this inhuman request.

We have no course but to reject this request. If a decision were to be taken to the contrary, then Mr. Hansenne, as the Director-General, along with the President of the Conference and the Chairman of the Committee, would have to bear the responsibility for that step.

While we do not wish to jeopardise the ILO's stability, we must stress that the Organisation would have to bear the full responsibility for such a decision if it were to be adopted. The ILO should not fear imperialist pressure brought to bear upon it, but rather should respect the decisions of the member States in spite of that pressure.

Ours is not a political organisation. It was established to promote the well-being of workers and employers and to assist the various governments. It should not depart from its basic principles – the presence of too great a number of observers and NGOs will only impede its work.

I wonder what the relevance of this organisation is to workers' and employers' questions. Should the Organisation really give preferential treatment to the Baha'i Community to the detriment of States which

have been loyal to the ILO for so long? What link is there between this Community and the matters with which we deal here – vocational training, wages, social security, worker protection, etc. I appeal to all of you to ensure that this request is rejected.

Let us make sure that we do not depart from our established path nor from our legitimate goals.

May peace and the grace of God be with you!

Original – Arabic: Mr. AL-OMAR (*Government adviser, Kuwait*) – In the name of God, the Merciful, the Compassionate! In the name of the Islamic Government group and all its members and in conformity with article 15 of the Standing Orders, we would like to appeal to you to postpone any decision on this question. I would like to support the previous speaker who referred to *Provisional Record* No. 4H submitted by the Selection Committee. Let me, in my turn, urge you to postpone any decision on this matter, as set out in paragraphs (a) and (b) of the said *Provision Record*, thereby ensuring that the appeal of the Islamic group is duly taken into consideration.

Original – Arabic: Mr. ABDOON (*Workers' delegate, Sudan*) – When you decided that this matter should be referred back to the Selection Committee for more detailed examination, several delegations gave their opinions as to the representation of the Baha'i International Community at the Conference and the dangers that this could entail.

We must not forget the main aims of our Organisation, for this community is a religious movement and if we decide to accept it amongst us here, we would be opening the door to other religious movements who do not really belong here.

Thus, on behalf of the Sudanese workers, the Arab workers through the intermediary of the International Union of Arab Workers, I should like to support the appeal to postpone the decision on this question.

Original – Arabic: Mr. AL-JASSEM (*Employers' delegate, Kuwait*) – In the Name of God, the Merciful, the Compassionate! I hope that a spirit of fraternity and cordiality will reign during this Conference. I support the proposal put forward by the Government delegate of Kuwait who spoke on behalf of more than 45 member States representing the three sectors and requesting that the Conference should take into consideration the feelings of the Islamic community which groups together over a thousand million people. I would like to ask you not to insult the dignity of the Islamic community by accepting the integration of this heretical movement into the Conference, and I do mean heretical, for various supreme Islamic bodies have indeed judged this movement to be a heretical one, and said that it should be fought with every possible method. Moreover, there is no link between this heretical movement and the objectives of our Organisation. Thus, for all of these reasons, I urge all of our Christian and Jewish brothers to take the right decision which is to refuse the membership of this community into our Conference, even as an observer. I should also like to request that the decision on this question be postponed.

Original – Arabic: Mr. ZLITNI (*Government adviser, Libyan Arab Jamahiriya*) – The delegation of my country fully supports the statement of the Gov-

ernment delegate of the Islamic Republic of Iran and the speakers who spoke after him. We endorse the request for a deferral of the decision on this matter.

Original – English: Mr. TABANI (*Employers' delegate, Pakistan*) – I wish to add our support to the statement made by the Government delegate of the Islamic Republic of Iran and by the Government adviser and the Employers' delegate of Kuwait.

In Pakistan, we have a small community of Baha'is who live peacefully and are Pakistanis. I therefore cannot understand how the international Baha'i community, which seeks representation here as an observer, could ever represent the Baha'is of Pakistan, who are Pakistani citizens. What is the difference between an NGO and an international religious community? This is the first question to be decided: whether an international community which claims representation on the basis of religion can be given representation as an observer or whether it can be classified as an NGO. I believe this is the first question for the Conference to decide, and I should therefore like to add the support of Pakistan to the comments of the previous speakers.

Original – Arabic: Mr. AL-YAHYA (*Government delegate, Saudi Arabia*) – In the Name of God, the Merciful, the Compassionate! My country's delegation regrets very much that the Selection Committee did not accept the indications given by the Conference, because when *Provisional Record* No. 4E came out, all speakers rejected and condemned the report. The final proposal was to reject the request by the Baha'i International Community and we fail to understand how the Selection Committee can now put forward yet another new proposal. The Selection Committee this year has failed to meet the Conference's expectations. If this Conference really is the supreme body of the Organisation, its instructions must be carefully heeded. In *Provisional Record* No. 4H, it is stated that some members – merely some members – had asked that this decision be taken into consideration. This is ludicrous. The Conference cannot function efficiently as long as such measures and procedures are adopted. Some members can apparently direct the proceedings of the Committee and subsequently impose their will on the Conference, even though the majority opposes the invitation to this movement to be represented. I think it would be futile to engage in a long discussion today, since our lengthiest and weightiest deliberations, which will be fully heeded, will certainly take place at a later stage.

My delegation also endorses the total rejection of the ninth report of the Selection Committee, relating to a discussion which we can only regret.

Original – Arabic: Mr. BASAID (*Government adviser, Yemen*) In the Name of God, the Merciful, the Compassionate! This issue has absolutely nothing to do with the competence of this Conference. We decided at the preceding session categorically to reject this request, so why has the discussion on this point been reopened? Is it indeed the case that a small group is running the Committee, imposing its will on it and consequently on the Conference? This would be absurd.

We should go back to the Constitution and the Standing Orders, where the responsibilities of the Conference are clearly set out. I will therefore re-

strict myself to supporting the statements and position of the delegates of the Islamic Republic of Iran and Kuwait. We feel that this question should not be broached again.

The PRESIDENT – It seems that all those who wished to express themselves on the report have done so.

As I understand it, two positions have been advanced. The first position is in favour of the postponement of any decision on the matter, and the second in favour of the rejection of the report.

I would therefore like us to proceed in the following manner. Since the report of the Selection Committee concerns more than one matter, I am going to request this plenary to adopt the second part of the report which does not deal with the issue of the Baha'i International Community. We can then revert to the first part of the report. If there are no objections, therefore, may I take it that second part of the report is adopted?

(The second part of the report is adopted.)

The PRESIDENT – We shall now proceed to examine the first part of the report which deals with the request submitted by the Baha'i International Community for representation at the Conference. The understanding of the President is that the Committee itself has not taken a definitive position as to whether to reject the request or accept it. The Committee has referred the matter to the plenary so that the plenary itself can take a decision on whether to accept the request or to reject it.

The Committee has in fact gone further than this and has suggested that a vote be taken tomorrow. Having heard the objections that have been put forward here this morning, I do not find it necessary to defer adoption of the report any longer since a vote will be taken tomorrow on the substance of the issue at hand.

I believe that the negative views that have been expressed here this morning are accommodated in the procedure proposed by the Committee, which the President finds quite appropriate.

Unless there is an objection, I would therefore propose that we adopt the first part of the report so that the plenary can vote on whether or not to accede to the request submitted by the Baha'i International Community tomorrow afternoon at 3 p.m., as proposed by the Committee.

I repeat, this does not mean that the request has been acceded to. It is merely a decision to adopt the Committee's report so that the plenary can proceed to accept or reject the request tomorrow at 3 p.m.

I must also make the point that some delegations have implied that the Director-General, the President of the Conference and maybe some other people should take the responsibility for the situation we find ourselves in. But it is not the Director-General or is it the President of the Conference who takes decisions on behalf of the plenary. This plenary is perfectly competent to take a decision on the basis of representations or submissions that are made when delegations take the floor. The decision is that of the plenary, not of the Director-General or the President of the Conference.

I would therefore like us to make progress on this matter, first by adopting the report and then by pro-

ceeding tomorrow afternoon to vote on whether or not to accede to the request of the Baha'i International Community.

Original – Arabic: Mr. AL-OMAR (*Government adviser, Kuwait*) – I was particularly happy to hear your first statement dealing with the position expressed by a large number of delegates here present. I must admit, however, that I was somewhat disappointed when you discussed solving this problem in a manner which does not reflect the opinions expressed by the members of the Conference, or in a way which does not reflect what I said when I referred to the rules of the Conference and when I asked for a postponement of the decision on this subject. There is another proposal, and that is to reject this report, since the Conference is the supreme body and the Committee is not entitled to direct the work of the Conference or to take decisions on this subject.

Original – French: Mr. HALFAOUI (*Government adviser, Morocco*) – I should just like to say that my delegation could not approve the report and support your proposal concerning its adoption. I take this opportunity to reaffirm once more the opposition of my Government to the request by the Baha'i International Community.

The PRESIDENT – In connection with the points raised by the Government adviser of Kuwait, I now give the floor to the Legal Adviser of the Conference.

Original – French: The LEGAL ADVISER of the Conference – I would just like to give a few words of clarification to confirm and support what the President said. I should like to clarify the aim of the discussion we are having now, and particularly to emphasise that the Conference is not being asked today to deal with the request of the Baha'i Organisation to be represented at the Conference. The Conference has before it the report of the Selection Committee, which specifies the conditions under which this request will be dealt with at the Conference.

Under article 4(2) of the Standing Orders of the Conference, "It shall be the duty of the Selection Committee to arrange the programme of the Conference, to fix the time and agenda for the plenary sittings, to make proposals relating to the setting up and composition of other committees", etc. You will note that the Selection Committee has the power to fix the time of plenary sessions and their agenda, and not simply to make recommendations. However, the prerogative in no way prejudices the sovereignty of the Conference.

When the Conference has a matter before it, in accordance with the arrangements made by the Selection Committee, clearly it is free to pronounce on the question to postpone its examination of the question. It will therefore be tomorrow that the question of whether or not to agree to the invitation to the organisation under discussion will, in accordance with the decision of the Selection Committee, be dealt with by the Conference, and it will be at that time that it would be appropriate for those who do not wish this invitation to be decided on to call for a postponement.

The provision of the Standing Orders mentioned in this connection – article 15 – which deals with mo-

tions, resolutions and amendments, specifies in paragraph 2(2) that points of order include the following: a motion referring a matter back and a motion to postpone consideration of a question. This confirms that motions of this sort can be received when the question on which the Conference is called on to take a decision is formally before it. All that you are doing today is noting the fact that the question will be before the Conference tomorrow, and tomorrow it will be for the Conference, which is sovereign, to decide whether it wants to decide on the request at that time or postpone its examination to another time.

Original – Arabic: Mr. AL-YAHYA (Government delegate, Saudi Arabia) – We have heard the opinion of the Legal Adviser. According to him, the subject will be discussed on Wednesday afternoon, and it will be up to the Conference, as the sovereign body, to accept or reject the request.

I should like us to take into account all the discussions which have already taken place on this subject, and those of this morning. I am surprised that people, faced with the truth, decide to postpone a discussion on the truth.

Who is inciting people to accept this so-called religious movement within our Conference? I should like to know exactly what is behind this. Does the Conference want to disregard what is actually happening? We deplore the fact that a final decision is not to be taken in this sitting. The explanations of the President were not clear or explicit: excuse my frankness. We should refuse the request of the Baha'is for a great number of reasons, notably because this movement does not conform to the requirements of the Standing Orders of this Conference. It is neither a workers' organisation nor an employers' organisation, but a religious movement.

Are we therefore to ignore the true facts and the reality? I should like to know who proposed the vote and who objects to the opinion expressed by the majority of delegations who are opposed to it. The Conference should respect the wishes of this august assembly.

I hope that a definitive decision will be taken during this sitting.

The PRESIDENT – Let me try and make the position clear. The substance of the matter before us is the request submitted by the Baha'i International Community for representation at the Conference. But what we are dealing with at this moment is a question of procedure. The matter was first brought before the Selection Committee which deliberated on it and submitted a report to the plenary. This plenary then referred the matter back to the Committee, which is now reporting on its proceedings. The procedural point at issue here is that we are called upon to accept the report, whether it is a negative report or positive report, since the fact is that the report is going to be part of the record of this Conference; whether or not you agree with its contents here in plenary. All I am asking, therefore, is that the Conference receive the report which has been submitted by the Committee. The decision on the actual contents of the report – namely, the request submitted by the Baha'i International Community – will be taken tomorrow, as proposed by the Selection Committee.

Original – Arabic: Mr. ABDOON (Workers' delegate, Sudan) – I do not want to go into legal details here in order to answer the Legal Adviser, nor do I want to express an opinion which is completely opposed to that of the President. I would just like to say that there are certain habits and customs, which have always led us to follow a practical and objective path.

The fact is, there is a report that has been submitted by the Selection Committee. The second part of it has been adopted and the first part is being debated. I think it is a matter of principle. If, based on this principle, we say no to the Baha'i International Community, I think we should reject the first part of the report. We should follow the correct legal path, and besides, this is the procedure within the other international organisations, and in the International Labour Organisation.

Let us not forget that the Baha'i movement has nothing to do with the workers' movement. It is a matter of principle, and on the basis of this principle, I would ask you, urge you, to reject the first part of the report.

Mr. HOOBAKHT (Employers' delegate, Islamic Republic of Iran) – In the Name of God, the Merciful and Compassionate! We fully support what has been said by Muslim countries and we strongly urge the Conference to delete this issue from the agenda. We cannot support an incorrect report such as the one that has been submitted to us.

Original – Arabic: Mr. AL-THAMER (Government adviser, Kuwait) – In the Name of God, the Merciful and Compassionate! I do not wish to contradict the Legal Adviser nor embark on a lengthy discussion with the President of the Conference. However, as you are aware, and as the previous speakers have pointed out, part of this report has already been adopted and the other part has been defeated.

The Conference is a sovereign body free to decide its own course. I do not wish to take up time unnecessarily, but it seems to me that it falls to the Conference to discuss the matter at hand in a clear way. Some countries have rejected this request presented by the Baha'i. This should be duly recorded, as well as the statements made by various Islamic and Arab organisations.

Original – Arabic: Mr. DERBY (Government adviser, Libyan Arab Jamahiriya) – We all know that the International Labour Conference is the supreme and sovereign body within the framework of this Organisation. It is up to the Conference to take decisions as to a request put forward by a committee, particularly when it is a question of adopting reports which reach us from the various committees. The Selection Committee is one of the committees which make up this Conference.

We have heard the statements from the Legal Adviser, when he mentioned certain articles of the Standing Orders, but I would also like to say that he ignored other articles. Indeed, while fully respecting the Constitution of the Organisation and Standing Orders of the Conference (because these Standing Orders) were decided upon by the Conference itself, I personally cannot accept the summary provided by the President. Nor can I accept the explanations pro-

vided by the Legal Adviser, particularly when he states that the Conference will study this subject.

To start with, he said that the Conference could postpone this decision. Later, he added that the subject would be studied tomorrow. I should therefore like to know whether the Conference specifies dates in its Standing Orders. Indeed, this is a report which reflects what happened within the Selection Committee, and thus it reflects the debate there for information. But it is also a question of taking a decision on the proposals put forward by this Committee. Thus, the Conference is not in agreement as to the content of this request. We note that this request has been rejected by a large number of delegates here.

There is another request which has been supported by a certain number of delegations, and that is to postpone taking a decision. The Conference would not have to decide upon a specific date. The proposal was to postpone the discussion, and no date has yet been fixed for it. We should therefore give some thought to these considerations.

There was a further proposal which consisted of rejecting any discussion on this subject, given that the Baha'i movement is a religious one, which does not strictly have a role to play within the ILO.

In other words, there is a proposal to postpone the discussion, and there is a further proposal to refuse this request. I think that we should deal with this question straight away because all of these proposals to vote tomorrow (or to take other steps) are in contradiction with what we should be doing.

Original – Arabic: Mr. ABU KHORMAH (Workers' delegate, Jordan) – Mr. President, at the outset I would like to thank you for your patience. I thank the Conference also for its patience in having accepted to devote this much time to the discussion of the report of the Selection Committee.

I do not disagree with what the Legal Adviser has said. I agree with him completely because he has interpreted the provisions of the Standing Orders. However, I disagree completely, not with the Selection Committee, but with its report, because I attended its session yesterday and I did not find any divergence, any disagreement on this particular issue. But all those who spoke in front of the Committee took a position against a discussion of this issue, and I therefore do not understand why some people are trying to force the Conference to examine the question of the representation of the Baha'i movement.

I would like to raise a legal issue. The ILO Constitution defines those who have a right to be Members of the Organisation. The Constitution also defines those who are entitled to observer status, namely employers' or workers' organisations. I am therefore wondering what the Baha'i movement has to do with employers or workers. All that has been said about the Baha'i movement suggests that it has nothing to do with workers' or employers' affairs, so why should the Baha'i movement be recognised by the Organisation?

I would urge you to preserve the social character of the ILO. I would like to recall also that there are many religious movements in the world, and we do not wish our august Organisation become involved in different movements. Therefore, I propose to delete the section concerning the Baha'i movement from the report of the Selection Committee, because the Committee itself has violated the Constitution and

did not ensure that the information presented by the Baha'i movement was correct, so that we could recognise it in terms of the Constitution.

Original – Arabic: Mr. AL-JUMAIRY (Under-Secretary for Labour, United Arab Emirates) – In the Name of God, the Merciful, Compassionate! The delegation of my country proposes to delete the first part of the report of the Selection Committee. We think that it is within the mandate of this Conference to reject the first part of the report in order to save time and proceed with our debates.

Original – Arabic: Mr. HAMZA (Workers' delegate, Iraq) – First of all, please excuse me for intervening at this point, even though I only wish to take a minute of your time. I would like to say the following. First, no one has supported the admission of the Baha'i movement into the International Labour Organisation. The International Labour Conference and the ILO have no links with this movement, neither close nor loose connections. Besides, I think that the rejection of this request for the admission of this movement, as representatives from the Sudan, Jordan and elsewhere have said, is a very valid position and I support it. I would also like to propose the deletion of the section related to the Baha'i movement from the report of the Selection Committee.

Original – Arabic: Mr. MOSHIRIAN (Workers' delegate, Islamic Republic of Iran) – In the Name of Allah, the Merciful, the Compassionate! We think that the subject of Baha'i and its discussion here has no relation with the International Labour Conference, and above all that this subject should not have been included in the agenda of the Conference. We have come together here to consider hundreds of problems of economic and labour relations; not to consider the supervision of a spying organisation for interfering in the affairs of the Conference. This has diverted the Conference from its main objective, which is the evaluation of economic conditions and preparations of labour relations on the basis of social justice. The evaluation of mysterious political problems which are not related to the ILO will not help us to carry out our national and international responsibilities. The subject of a spying organisation might be of interest to three or four countries and it should not be imposed as an obligation to this Organisation.

The PRESIDENT – Following these statements, I now suspend this sitting for 15 minutes in order to allow for consultation with the Officers of the Conference.

(The sitting was suspended at 11.15 a.m., and resumed at 12 noon.)

The PRESIDENT – Since we have but little time before the record vote on the budget, we will suspend consideration of the issue that was before us this morning. I have carried out consultations with the Officers of the Conference and representatives of the delegations and I wish to consult a little more, as I would like to see this matter resolved amicably, if possible. Therefore, discussion of this matter is suspended and we will come back to it at 3 o'clock this afternoon.

RECORD VOTE ON THE RESOLUTION CONCERNING THE
ADOPTION OF THE PROGRAMME AND BUDGET FOR THE
62ND FINANCIAL PERIOD (1990-91) AND THE ALLOCATION OF
EXPENSES AMONG MEMBER STATES

The PRESIDENT – As announced yesterday during our consideration of the report of the Finance Committee of Government Representatives, we will now proceed to a record vote on the Resolution concerning the adoption of the Programme and Budget for the 62nd financial period (1990-91) and the allocation of expenses among member States. The text of this resolution can be found in *Provisional Record* No. 15/10.

(A record vote is taken.)

(The detailed results of the vote will be found at the end of the record of this sitting.)

The PRESIDENT – The result of the vote is as follows: 394 in favour; three against; no abstentions. Since the quorum is 252 and a majority of two-thirds was obtained, the resolution concerning the adoption of the Programme and Budget for the 62nd financial period (1990-91) and the allocation of expenses among member States is adopted.

(The resolution is adopted)

(The Conference adjourned at 12.45 p.m.)

(Continuation of record vote.)

*Record vote on the resolution concerning the adoption of the Programme and Budget
for the 62nd financial period (1990-91) and the allocation of expenses among member States*

Pour/For/En pro 394

<i>Afghanistan/Afghanistan/ Afganistán:</i> NAZAAR, Mr. (G) MOKHTARZADA, Mr. (G) HABIB ZAY, Mr. (T/W)	<i>Belize/Belize/Belize:</i> BENNETT, Mr. (G) BALDERAMOS, Mr. (E) PITTS, Miss (T/W) <i>Bénin/Benin/Benin:</i> ZINSOU, M. (G) ZANOÛ, M. (G) <i>République socialiste soviétique de Biélorussie/Byelorussian Soviet Socialist Republic/República Socialista Soviética de Bielorrusia:</i> FOMICHI, Mr. (G) KULICHKOV, Mr. (G) ALENCHUK, Mr. (E) BULGAK, Mr. (T/W) <i>Birmanie/Burma/Birmania:</i> THANT AUNG, U (G) THEIN SAN, U (G) THWIN OHN, U (E) SINT THAN, U (T/W) <i>Botswana:</i> VENSON, Miss (G) MOTSHIDISI, Mr. (G) DAMBE, Mr. (E) SALESHANDO, Mr. (T/W) <i>Brésil/Brazil/Brasil:</i> BANDEIRA, M ^{me} (G) CORDEIRO, M ^{me} (G) MEIRELLES, M. (E) SILVA, M. (T/W) <i>Bulgarie/Bulgaria/Bulgaria:</i> NATCHEV, M. (G) KOLAROV, M. (G) BOZHINOV, M. (E) ANDREEV, M. (T/W) <i>Burkina Faso:</i> SAMPEBOGO, M. (G) DIALLO, M. (G) OUEDRAOGO, M. (E) SAGNON, M. (T/W) <i>Burundi:</i> NZISABIRA, M. (G) KABAHIZI, M. (G) MUYUMBU, M. (E) NIYIREMA, M. (T/W) <i>Cameroun/Cameroon/Camerún:</i> NGOUBEYOU, M. (G) NYANGANG née NGOLODO, M ^{me} (G) FOUDA SIMA, M. (T/W) <i>Canada/Canada/Canadá:</i> CARON, M ^{me} (G) DIAMANT, M. (G) RICHAN, Mr. (E) MERCIER, M. (T/W) <i>Cap-Vert/Cape Verde/Cabo Verde:</i> SOARES DE BRITO, M. (G) DA CRUZ MONTEIRO, M. (G)	<i>République centrafricaine/Central African Republic/República Centroafricana:</i> SEGAN, M. (G) AZIBOLO, M. (G) BLONDIAUX, M. (E) <i>Chili/Chile/Chile:</i> LAZO RODRIGUEZ, Sr. (G) ESCOBAR CERDA, Sr. (G) VALDES SAENZ, Sr. (E) MEDINA GALVEZ, Sr. (T/W) <i>Chine/China/China:</i> LI, Mr. (G) QIAN, Mr. (G) SHA, Mr. (E) WANG, Mr. (T/W) <i>Chypre/Cyprus/Chipre:</i> CHRISTODOULOU, Mr. (G) CALLIMACHOS, Mr. (G) PIERIDES, Mr. (E) DINGLIS, Mr. (T/W) <i>Colombie/Colombia/Colombia:</i> FORERO de SAADE, Sra. (G) RIVAS POSADA, Sr. (G) <i>Congo:</i> KAYA, M. (G) <i>Costa Rica:</i> BROWN YOUNG, Sr. (T/W) <i>Côte-d'Ivoire:</i> ESSIGAN, M. (G) COULIBALY, M. (G) TONDOH DOKO, M. (E) ADIKO NIAMKE, M. (T/W) <i>Cuba:</i> MARTINEZ BRITO, Sr. (G) ESCANDELL ROMERO, Sr. (T/W) <i>Danemark/Denmark/ Dinamarca:</i> ANDERSEN, Mr. (G) EDELBERG, Mr. (G) JOHANSEN, Mrs. (E) SVENNINGSEN, Mr. (T/W) <i>Egypte/Egypt/Egipto:</i> ELARABY, Mr. (G) TAHER, Mr. (G) GAZARIN, Mr. (E) ELAMAWY, Mr. (T/W) <i>Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos:</i> AL-MUHAIIRY, Mr. (G) KHALIFA, Mr. (G) MATAR, Mr. (E) BELAL, Mr. (T/W) <i>Equateur/Ecuador/Ecuador:</i> LEORO FRANCO, Sr. (G)	<i>Espagne/Spain/España:</i> ARTACHO CASTELLANO, Sr. (G) CRESPO VALERA, Sr. (G) FERRER DUFOLL, Sr. (E) REDONDO URBIETA, Sr. (T/W) <i>Etats-Unis/United States/Estados Unidos:</i> McCAFFREY, Ms. (G) MATTSON, Mr. (G) SMITH Jr., Mr. (E) BAKER, Mr. (T/W) <i>Ethiopie/Ethiopia/Etiopía:</i> WOLDE MARIAM, Mr. (G) WORKENEH, Mr. (E) TEFERI, Mr. (T/W) <i>Finlande/Finland/Finlandia:</i> RIIKONEN, Mr. (G) KOLI, Ms. (G) MELIN, Mr. (E) TAPIOLA, Mr. (T/W) <i>France/France/Francia:</i> CHOTARD, M. (G) RAMOND, M. (G) OECHSLIN, M. (E) MOURGUES, M. (T/W) <i>Gabon/Gabon/Gabón:</i> TCHEN, M ^{me} (G) OSSOUBITA, M. (G) ABOUGHE OBAME, M. (E) ALLINI, M. (T/W) <i>Ghana:</i> GYIMAH-BOAKYE, Mr. (G) BAAH-DUODU, Mr. (G) WILLIAMS, Mr. (E) YANKEY, Mr. (T/W) <i>Grèce/Greece/Grecia:</i> KERKINOS, M. (G) KOUKIADIS, M. (G) MITSOS, M. (E) <i>Grenade/Grenada/Granada:</i> NEWTON, Mr. (G) SMITH, Mrs. (E) DeBOURG, Mr. (T/W) <i>Guatemala:</i> CHEA URRUELA, Sr. (G) ISMAEL BARRIOS, Sr. (T/W) <i>Guinée/Guinea/Guinea:</i> CAMARA, M. (G) KABA, M. (E) DIALLO, M. (T/W) <i>Guinée-Bissau/Guinea- Bissau/Guinea-Bissau:</i> GOMES, M. (G) <i>Haïti/Haiti/Haití:</i> LEBURN, M. (T/W)
--	---	--	---

<i>Hongrie/Hungary/Hungría:</i> VARGA, M. (G) MARTON, M. (G) MARTOS, M. (E) NAGY, M. (T/W)	<i>Koweït/Kuwait/Kuwait:</i> YASEEN, Mr. (G) AL-SABAH, Mr. (G) AL-JASSEM, Mr. (E) AL-KANDARY, Mr. (T/W)	<i>Namibie/Namibia/Namibia:</i> DIAKENG SERAO, Mr. (G) SAVUT, Mr. (G) ASOMBANG, Mr. (E) DIOP DEMBA, Mr. (T/W)	<i>Portugal:</i> DIAS, M. (G) MOITINHO DE ALMEIDA, M. (G) PINTO CARDOSO, M. (E) JUDAS, M. (T/W)
<i>Inde/India/India:</i> MALVIYA, Mr. (G) ROY, Mr. (G) GOPAL, Mr. (T/W)	<i>Lesotho:</i> MOPHETHE, Mr. (G) FANANA, Mr. (G) KOTELLO, Mr. (E) LIMEA, Mrs. (T/W)	<i>Népal/Nepal/Nepal:</i> SHAHI, Mr. (T/W)	<i>Qatar:</i> AL-MAHMOOD, Mr. (G) ABOU SHERBAK, Mr. (G) AL-NUAIMI, Mr. (E) AL-HAJERI, Mr. (T/W)
<i>Indonésie/Indonesian/Indonesia:</i> SUMA'MUR, Mr. (G) SUWARTO, Mr. (G) HARYONO, Mr. (E) PASARIBU, Mr. (T/W)	<i>Liban/Lebanon/Libano:</i> KHOURY, M. (G) KASSAR, M. (E)	<i>Niger/Niger/Niger:</i> YAHAYA, M. (G) ISSA, M. (G) GEORGET, M. (E) MAINASSARA, M. (T/W)	<i>République démocratique allemande/German Democratic Republic/República Democrática Alemana:</i> NOACK, Mr. (G) HERTEL, Mr. (G) MARX, Mr. (E) BOCHOW, Mr. (T/W)
<i>République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán:</i> NASSERI, Mr. (G) TIZMAAGHZ, Mr. (G) HOUBAKHT, Mr. (E) MOSHIRIAN, Mr. (T/W)	<i>Jamahiriya arabe libyenne/Libyan Arab Jamahiriyah/Jamahiriya Arabe Libia:</i> OMAR, Mr. (G) BURWIN, Mr. (G) KWAIRY, Mr. (E) HOWAYDI, Mr. (T/W)	<i>Nigéria/Nigeria/Nigeria:</i> OLUMIDE, Mr. (G) WILLIAMS, Mr. (G) OSHIOMHOLE, Mr. (T/W)	<i>Royaume-Uni/United Kingdom/Reino Unido:</i> BRANNEN, Mr. (G) ALEXANDER, Mr. (G) MACKIE, Miss (E) MORTON, Mr. (T/W)
<i>Iraq:</i> SAID, Mr. (G) KAMIL, Mr. (G) HUSSAIN, Mr. (E) GHARIB, Mr. (T/W)	<i>Luxembourg/Luxembourg/ Luxemburgo:</i> SCHINTGEN, M. (G) MOUSEL, M. (G) JUNG, M. (E) SCHWEITZER, M. (T/W)	<i>Norvège/Norway/Noruega:</i> RUGE, Ms. (G) BRUAAS, Mr. (G) HOFF, Mr. (E) ANDREASSEN, Ms. (T/W)	<i>Rwanda:</i> RUSHINGABIGWI, M. (G) KANYARWANDA, M. (E) RUHIGIRA, M. (T/W)
<i>Irlande/Ireland/Irlanda:</i> O'RIORDAN, Mr. (G) LILLIS, Mr. (G) DUNNE, Mr. (E)	<i>Madagascar:</i> RAZAFIMBELO, M. (G)	<i>Nouvelle-Zélande/New Zealand/Nueva Zelandia:</i> BUCHANAN, Mr. (G) WELCH, Ms. (G) JESSUP, Mr. (E) FOULKS, Ms. (T/W)	<i>Saint-Marin/San Marino/San Marino:</i> CECCHETTI, M. (G) MORRI, M. (E) GIARDI, M. (T/W)
<i>Islande/Iceland/Islandia:</i> KRISTINSSON, Mr. (G)	<i>Malaisie/Malaysia/Malasia:</i> NIK MOHAMED AMIN, Mr. (G) ABDUL JALIL MAHMUD, Mr. (G) ZAINAL RAMPAK, Mr. (T/W)	<i>Ouganda/Uganda/Uganda:</i> OLWENY, Mr. (G) BYEKWASO, Mr. (G) BINTA, Ms. (E) BINDEEBA, Mr. (T/W)	<i>Sénégal/Senegal/Senegal:</i> SENE, M. (G) DIAGNE THIAM, M. (G) SOW, M. (E) DIOP, M. (T/W)
<i>Israël/Israel/Israel:</i> ELIAV, Mr. (G) BARAK, Mr. (G) GATTEGNO, Mr. (E) SELA, Mr. (T/W)	<i>Malawi:</i> MAPUNDA, Mr. (G) KUNJE, Mr. (G) CHIMPHANGA, Mr. (T/W)	<i>Pakistan/Pakistan/Pakistán:</i> SANDHU, Mr. (G) KAMAL, Mr. (G) TABANI, Mr. (E) AHMED, Mr. (T/W)	<i>Somalie/Somalia/Somalia:</i> MOHAMED, Mr. (G) ALI, Mr. (G) ABDI, Mr. (T/W)
<i>Italie/Italy/Italia:</i> CAVAGLIERI, M. (G) ARISTODEMO, M. (G) SASSO-MAZZUFFERI, M ^{me} (E) CAL, Luigi, M. (T/W)	<i>Malie/Mali/Mali:</i> KOULIBALY, M. (G) KARAMBE, M. (T/W)	<i>Panama/Panama/Panamá:</i> VILLARREAL, Sr. (G) CALDERON, Sra. (G) CASTAÑEDA SANCHEZ, Sr. (T/W)	<i>Soudan/Sudan/Sudán:</i> SHUMMENA, Mr. (G) HAIDOU, Mr. (G) ABDOON, Mr. (T/W)
<i>Jamaïque/Jamaica/Jamaica:</i> MARSH, Mr. (G) HILL, Mr. (G) MYERS, Mr. (T/W)	<i>Malte/Malta/Malta:</i> BORG CARDONA, Mr. (G) CILIA, Mr. (G) MALLIA MILANES, Mr. (E) CALAMATTA, Mr. (T/W)	<i>Pays-Bas/Netherlands/Países Bajos:</i> ROOD, Mr. (G) DE POOTER, Ms. (G) HAK, Miss (E) ETTY, Mr. (T/W)	<i>Sri Lanka:</i> DIAS, Mr. (G) WEERAKOON, Mr. (G) PERERA, Mr. (T/W)
<i>Japon/Japan/Japón:</i> HATANO, Mr. (G) SATO, Mr. (G) SUZUKI, Mr. (E) MARUYAMA, Mr. (T/W)	<i>Maroc/Morocco/Marruecos:</i> BENHIMA, M. (G) KHALES, M. (G) BEN SEDDIK, M. (T/W)	<i>Pérou/Peru/Perú:</i> DE RIVERO, Sr. (G) FERREYRA GARCIA, Sr. (G) BARRENECHEA CALDERON, Sr. (E) RAMIREZ SALAS, Sr. (T/W)	<i>Suède/Sweden/Suecia:</i> LIDAL, Mr. (G) WIKLUND, Ms. (G) VON HOLTEN, Mr. (E) EDSTROM, Mr. (T/W)
<i>Jordanie/Jordan/Jordania:</i> QASRAWI, Mr. (G) TARAWNEH, Mr. (G) ABU KHORMAH, Mr. (T/W)	<i>Mexique/Mexico/México:</i> NOVELO Von GLUMER, Sr. (G) SANCHEZ MADARIAGA, Sr. (T/W)	<i>Philippines/Philippines/Filipinas</i> ESCALER, Mrs. (G) CASTRO, Mr. (G) HERNANDEZ, Mr. (E) TAN, Mr. (T/W)	<i>Suisse/Switzerland/Suiza:</i> HUG, M. (G) DECOSTERD, M. (E) DREIFUSS, M ^{me} (T/W)
<i>Kenya:</i> KAMENCU, Mr. (G) MUTUGI, Mr. (G) KONDITI, Mr. (E) MUGALLA, Mr. (T/W)	<i>Mongolie/Mongolia/Mongolia:</i> BAYART, Mr. (G) BALJINNYAM, Mrs. (G) TSEMBEL, Mr. (E) TSAGAAN, Mr. (T/W)	<i>Pologne/Poland/Polonia:</i> NAWACKI, Mr. (G) SUJKA, Mr. (G) NOWAK, Mr. (E) MIODOWICZ, Mr. (T/W)	<i>Suriname:</i> TJOA, Mrs. (G) GREP, Mr. (G)
<i>Mozambique:</i> JUSTINO, M. (G)			

<i>Swaziland/Swaziland/ Swazilandia:</i>	<i>Thaïlande/Thailand/Tailandia:</i>	<i>URSS/USSR/URSS:</i>	<i>Yémen</i>
NSIBANDZE, Mr. (G)	SAICHEUA, Mr. (G)	TCHERNYCHOV, M. (G)	<i>démocratique/Democratic</i>
BEMBE, Mr. (G)	KEIWALINSRIT, Mr. (G)	TSYBA, M. (G)	<i>Yemen/Yemen Democrático:</i>
NHLEKO, Mr. (E)	VASURATNA, Mr. (E)	GAIDAIENKO, M. (E)	ABDULLA, Mr. (G)
SITHOLE, Mr. (T/W)	CHANTAWONG, Mr. (T/W)	YANAIEV, M. (T/W)	
<i>République arabe syrienne/Syrian Arab Republic/República Árabe Siria:</i>	<i>Togo:</i>	<i>Uruguay:</i>	<i>Yugoslavie/Yugoslavia/ Yugoslavia:</i>
GLAIEL, M. (G)	BLEDJE, M. (G)	LABAT, Sr. (G)	TOMASEVIC, Mr. (G)
HATEM, M. (G)	ASSIH, M. (E)	LERENA, Sr. (G)	ARSENIC, Mrs. (G)
AL KHEDHER, M. (E)	TCHINDE, M. (T/W)	RUBER, Sr. (E)	JESIC, Mr. (E)
ISSA, M. (T/W)	<i>Tunisie/Tunisia/Túnez:</i>	GROBA, Sr. (T/W)	TODOROVIC, Mrs. (T/W)
<i>Tanzanie, République-Unie del/Tanzania, United Republic of/Tanzania, República Unida de:</i>	<i>Turquie/Turkey/Turquía:</i>	<i>Venezuela:</i>	<i>Zaire/Zaire/Zaire:</i>
JAMAL, Mr. (G)	YAVUZALP, Mr. (G)	TAYLHARDAT, Sr. (G)	KOMBO, M. (T/W)
MISKRY, Mr. (G)	AMIKLIOGLU, Mr. (G)	RUBEN RODRIGUEZ, Sr. (G)	<i>Zambie/Zambia/Zambia:</i>
KACHIMA, Mr. (T/W)	ATASAYAR, Mr. (E)	GARRIDO SOTO, Sr. (E)	DAKA, Mr. (G)
<i>Tchécoslovaquie/Czechoslovakia/ Checoslovaquia:</i>	<i>République socialiste soviétique d'Ukraine/Ukrainian Soviet Socialist Republic/República Socialista Soviética de Ucrania:</i>	DELPINO, Sr. (T/W)	MUNANG'U, Mr. (G)
MOLKOVA, Mrs. (G)	LIPATOV, Mr. (G)	<i>Yémen/Yemen/Yemen:</i>	CHILUBA, Mr. (T/W)
VAJNAR, Mr. (G)	OZADOVSKI, Mr. (G)	JAGHMAN, Mr. (G)	<i>Zimbabwe:</i>
CIGANIK, Mr. (E)	PONOMAREV, Mr. (E)	OBAD, Mr. (G)	NKOMO, Mr. (G)
NEUBERT, Mr. (T/W)	KOVALEVSKI, Mr. (T/W)	AL-AHLASI, Mr. (E)	MAWANDE, Mr. (G)
		AL-NA'AMI, Mr. (T/W)	CHADZAMIRA, Mr. (E)
			SIBANDA, Mr. (T/W)

Contre/Against/En contra 3

*Trinité-et-Tobago/Trinidad and
Tobago/Trinidad y Tabago:*

PERMANAND, Mr. (G)
HENRY, Mr. (G)
TULL, Mr. (T/W)

Abstentions/Abstentions/Abstenciones 0

Quorum 252

Twenty-fifth sitting

Tuesday, 20 June 1989, 3.15 p.m.

President: Mr. Nkomo

NINTH REPORT OF THE SELECTION COMMITTEE: DISCUSSION (cont.)

The PRESIDENT – When we interrupted business this morning, we had adopted one part of the report of the Selection Committee, the other part being still unresolved. Since then I have carried out consultations with the Officers and with other people, and this issue is going to be the first item for us to attend to this afternoon. I want to repeat, however, that we are dealing with a matter of procedure not substance.

Original – Arabic: Mr. AL-THAMER (*Government adviser, Kuwait*) – After having discussed the problem this morning, on behalf of my Government and the group of the Islamic countries, I officially move that we should not debate the request of the Baha'i movement mentioned in the report of the Selection Committee.

Original – Arabic: Mr. ABDOON (*Workers' delegate, Sudan*) – For the same reasons as those given by the Government adviser of Kuwait on behalf of the Islamic group, I too, on behalf of the Arab Workers, wish to support this proposal and ask that the question of the admission of the Baha'i group to this Conference not be discussed.

The PRESIDENT – May I ask if there are any views opposing the motion just proposed by the delegates of Kuwait and Sudan.

Ms. McCaffrey (*Government delegate, United States*) – We oppose that motion. With regard to the report of the Selection Committee before us, the United States delegation does not understand why the portion of the report dealing with the Baha'i issue has been raised today. Less than 24 hours ago, all members of the Selection Committee, including representatives here today, agreed to have a decision made by the plenary on the matter at 3 p.m. tomorrow, with all interested parties understanding that this decision would probably be by vote.

There is an important element of good faith involved here. A time and place of 3 p.m. tomorrow in the plenary was unanimously recommended by the Selection Committee, and several members of the Committee who joined in that recommendation have now attempted to change the terms that had been agreed to; but may I add that there should be no doubt as to where the United States delegation stands on the issue of whether the Baha'is should be represented.

Mr. HEWITT (*Government adviser, United Kingdom*) – I support the statement made by the United States Government delegate. This decision was discussed in the Selection Committee and it was agreed that the issue should properly be taken and discussed tomorrow afternoon here in plenary. I see no reason why that decision of the Selection Committee should be overturned. It was also agreed and recognised in the Selection Committee that it might have to be decided by vote. That is the proper time and place and that is the recommendation of the Selection Committee. I see no reason why we should move from that position. Equally, the United Kingdom's position on this issue is clearly also not in doubt. We see no reason why that organisation should not be given the status which it seeks.

Mr. NABIAN (*Government adviser, Islamic Republic of Iran*) – In the Name of Allah, the Merciful, the Compassionate! We would have preferred not to take the floor, but since the decision of the Conference is being challenged, we feel obliged to give a little clarification on the matter.

The Selection Committee is not a supra-conferential body; it is a body appointed by the Conference, and entrusted with some functions, including reporting to the Conference. It has made a recommendation to the Conference and it was the decision of the President, with the consensus of the Conference this morning, to follow up the issue, as appropriate. Once again, on behalf of the delegation of the Islamic Republic of Iran, we urge the Conference, in the prevailing circumstances, to delete the item in question from the agenda.

The PRESIDENT – Two positions have been put before you. The first, in the form of a motion proposed by the Government adviser of Kuwait and seconded by the Workers' delegate of Sudan, is that the Conference should not discuss the matter before it. The other viewpoint has been put forward by Government delegate of the United States, seconded by Government adviser of the United Kingdom, to the effect that the recommendation of the Selection Committee should be followed and the matter be voted on tomorrow.

In the circumstances, I am afraid we will have to put this matter to a vote. But there are two issues I would like to make clear: one is that the United States position as I understood it is that the matter should be left until 3 p.m. tomorrow for a decision. Since the delegate of the United States has not said anything about the adoption of the report, I assume

that the adoption of the report is not the issue as far as the United States is concerned.

The Government adviser of Kuwait on the other hand, supported by the Workers' delegate of Sudan and the Government adviser of the Islamic Republic of Iran, has moved that the matter not be dealt with by the Conference at all.

Original – Arabic: Mr. AL-THAMER (*Government adviser, Kuwait*) – In accordance with the Standing Orders, we would like to have a record vote on the motion made on behalf of Kuwait and the Islamic group.

Original – German: Mr. MUHR (*Workers' delegate, Federal Republic of Germany*) – Let me point out that I personally do not mind at all how the motion concerning the Baha'i is decided here. However, I do care what procedural regulations we apply in this connection. In 20 years of practical experience I have learned that the precedents which we set here are just as important as our Constitution of our Standing Orders and I fear that at this moment we are setting another precedent. That is why I would like to draw your attention to the fact that the Selection Committee, according to paragraph 4, subparagraph 2, of the Standing Orders does not only have the right but it in fact has the duty to fix the agenda of the plenary sittings of the Conference. This is not the duty of the Officers of the Conference; it is the duty of the Selection Committee. If you do not wish to accept the proposals of the Selection Committee, you must vote against them. But the proposal of the Selection Committee is before us and it applies until such time as it is rejected by the majority of the Conference.

I cannot accept the idea that we should proceed differently from the method laid down in the Standing Orders, because this would be prejudicial for the future. I cannot accept the fact that we are about to adopt a method which we would bitterly regret in the future if it were invoked for other reasons. If the President cannot agree with me on this issue, I would insist that we ask the Legal Adviser whether I have properly interpreted the Standing Orders. As I see it we can only vote in the following way: we have to decide on the rejection or acceptance of the proposal of the Selection Committee. If this proposal is not rejected, the Selection Committee has complied with its obligation, fixing the agenda.

I repeat that with regard to the decision itself, I am rather indifferent about that.

Original – French: Mr. OECHSLIN (*Employers' delegate, France*) – The procedural situation seems to me to be clear, and I think that I can agree with Mr. Muhr. The situation is the following: a proposal was made by the Government adviser of Kuwait, and was seconded. It consists of asking the Conference not to take a decision on the proposal, made by the Selection Committee, that the Conference should take a decision tomorrow afternoon.

We have only one proposal: the Governments of the United States and of the United Kingdom stated their objection to it. Consequently, we must take a decision on this proposal, and we must do it now, or at some other date if the Conference or the President prefers.

As for the record vote, may I recall that according to article 19, paragraph 6, of the Standing Orders, a

record vote can take place on any item if the request has been made by at least 90 delegates present at the meeting. In order to accede to the request of the Government adviser of Kuwait, Mr. President, you must ensure that there are indeed 90 delegates supporting this request.

Original – French: Mr. BHAGIRUTTI (*Workers' delegate, Mauritius*) – I would like to make sure that this Conference does not go beyond the Organisation's Constitution. No matter what happens, we should not engage in a power struggle. What should prevail today is the Constitution, and I urge the President to exercise his authority and ensure that the Constitution of the Organisation is respected.

Mr. MOSHIRIAN (*Workers' delegate, Islamic Republic of Iran*) – In the name of Allah, the Merciful, the Compassionate! I want to reject emphatically the statement which was made by Mr. Muhr, the Chairman of the Workers' group, as his personal opinion, rather than a position adopted by the Workers' group. The workers from different countries have declared from this rostrum that the spying organisation of Baha'i is in no respect a workers' organisation. We want to know why the International Labour Conference intends to invite this spying organisation and support it, when its main task is to endanger the solidarity and integrity of countries. While advocating the rejection of the application of this spying organisation, we ask how it can be expected that other political organisations would not also ask for membership?

The PRESIDENT – With all due respect, sir, you are out of order. A motion has been moved by the Government adviser of Kuwait and this is what I would like us to concentrate on – not on the merits or demerits of the Baha'i.

I think the position is clear. The Government adviser for Kuwait has moved that this Conference does not wish to examine the request of the organisation concerned. His motion was duly seconded. In accordance with article 19, paragraph 6, of the Standing Orders of the Conference, I would like now to ascertain that there are 90 titular delegates who support the request for a record vote on the motion.

(A vote was held by show of hands.)

The PRESIDENT – According to my count, 50 delegates have supported the request for a record vote made by the delegation of Kuwait. We shall now proceed to vote on the motion itself by show of hands.

I have a request for the floor on a point of order from the Government adviser of Kuwait.

Original – Arabic: Mr. AL-THAMER (*Government adviser, Kuwait*) – I submitted the motion as to the procedure on the basis of article 19(6). The vote should be a record vote if requested by 90 delegates present at the sitting, or by the Chairman of a group or his representative. Kuwait is the president of the Islamic group, and in this capacity it has the right to ask for a record vote. Moreover, paragraph 4 of the same article authorises the President to call for a record vote.

Original – Arabic: Mr. MOSHIRIAN (*Workers' delegate, Islamic Republic of Iran*) – In the name of God, the Merciful, the Compassionate! In conformity with our Standing Orders, the secretariat must inform the participants of its intentions. Most of the members of the Workers' group and of the Employers' group have not understood the purpose of our vote. In view of the fact that there are 45 States Members of the Islamic Conference, 45 workers' groups and 45 employers' organisations, we have a majority. Therefore I would like to ask the President and the secretariat to clarify the question of how we are to vote, and request the President to apply article 19, paragraphs 4 and 6 of the Standing Orders.

The PRESIDENT – I do not think that anything was out of order. Under the terms of article 19, paragraph 6, there is a clear procedure that has to be followed. If there was any point of order to be made, it should have been raised before we voted on the request for a record vote. We were voting in order to ascertain if, in accordance with article 19, paragraph 6, there were 90 delegates in favour of a record vote. In response to the remarks of the Government adviser of Kuwait, I would observe that a group in ILO terms means the Government, Employers' or Workers' group. I assume that the Government adviser of Kuwait made his request on behalf of the Arab group, which does not constitute a group within the meaning of the Standing Orders. In order to make matters a little bit more explicit, I will give the floor to the Legal Adviser.

Original – French: The LEGAL ADVISER of the Conference – I can but confirm exactly what you have said, namely that, for a record vote to be held under article 19, paragraph 6, of the Standing Orders, it must be requested either by 90 delegates present at the sitting or by the Chairman of a duly mandated group. By "group" we mean the Workers', Employers or Government group, for the simple reason that by hypothesis each of these groups represents more than the minimum 90 delegates needed to request a record vote.

The PRESIDENT – I believe that everything is clear. We are now going to vote on a motion, presented by the Government adviser of Kuwait and supported by the Workers' delegate of Sudan and the Government adviser of the Islamic Republic of Iran, to the effect that the Conference does not wish to examine the request of the Baha'i International Community for representation at the Conference. We are voting on the motion as moved by the delegation of Kuwait. Those who support the motion will vote in the affirmative and those who oppose it will vote in the negative.

(A vote is taken by show of hands.)

THE PRESIDENT – The result of the vote is as follows: for the motion 69; against the motion 7; abstentions 99. The total of those who voted is 76 and the quorum is 252. Consequently the motion is not carried. The Conference will therefore proceed with the matter tomorrow afternoon at 3 p.m.

(Mr. Delpino takes the Chair.)

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

Original – Spanish: The PRESIDENT (Mr. DELPINO) – We will now continue with the discussion of the reports of the Governing Body and the Director-General.

Mrs. BAPPOO (*Government delegate, Mauritius*) – Allow me to join the previous speakers in congratulating Mr. Nkomo on his election as President of the 76th Session of the International Labour Conference. I should also like to congratulate the Vice-Presidents on their election. Their wisdom and tact have already greatly contributed to the smooth running of this august assembly.

My country learned with sorrow of the retirement of Mr. Francis Blanchard from the post of Director-General. He has left an indelible mark on our Organisation and no tribute would ever be strong enough to record his incessant efforts for development, peace and social justice. The last Report he has submitted to us is simply illuminating. The population of Mauritius bows low to the unique achievement of an exceptional citizen of the world.

We were fortunate enough to find Mr. Michel Hansenne to replace him. He is proving a most capable Director-General, and has an impressive background. He has already clearly defined his will to serve our Organisation with enthusiasm and vigour. My tripartite delegation is unanimously confident that he will give a new dimension to our Organisation to the benefit of the whole world. My country welcomes him heartily at the helm of our Organisation and offers all its co-operation to him.

We must strongly welcome this new dimension, for the world geo-political and economic framework is evolving very quickly and areas of tension are contracting. The evolution is globally positive on all continents and should be encouraged. However, we must all of us adapt our way of life to this new scenario. After 70 years of existence, this unique Organisation must be given the opportunity to restructure its activities to meet the changing demands.

As pointed out in the Director-General's Report, all our countries have known the acute pangs of the recent recession and we are still struggling to emerge from it. In my country, a social explosion was avoided, thanks to an aggressive policy of export-oriented industrialisation. We managed to steer the economy out of the red by making massive investments in our infrastructure and productive areas, thus bringing down unemployment to below 4 per cent and inflation to less than 2 per cent. Simultaneously, we raised wage levels to satisfy a long-awaited expectation. Indeed, the government action has more than doubled the payroll over the past six years. Alas, this had the immediate effect of setting off again the spiral of inflation and resulted in an unfavourable balance of payments, both of which we are trying to combat.

Our export industry, concentrated on textiles and garments, is very fragile on account of the volatile market. We have to diversify into other areas but we are already facing an acute shortage of trained manpower. We have therefore launched an extensive national programme of vocational training and retraining at all levels and in all sectors. The funding is being met by the Government as well as the private sector, by means of a levy on the wage bill.

As in many other countries, our main agricultural sector, sugar production, has been ailing for years. Yet inevitably, for a long time to come, it will still remain the backbone of our economy. After an in-depth study, we have made this sector more efficient and productive, but this was not achieved at the expense of workers' interests. In fact, measures were taken at the same time to improve their conditions of employment.

Industrialisation and agricultural diversification have unfortunately brought serious threats to our environment in their wake. Thanks to the generous assistance of the international community, we are, at great cost, introducing severe measures of control. The workplace has not been overlooked; special legislation has recently been enacted to require enterprises to maintain a high level occupational safety and health measures.

As regards welfare, we are reaching out far beyond the workplace. Under present legislation, funds are available for organising the welfare of workers and their families in the two most important economic sectors: sugar production and export enterprises. Tripartite bodies are responsible for the management of the funds.

Tripartism is being further strengthened by the constitution of tripartite committees to look into labour legislation on safety, health and welfare, and workers' education.

We have not stopped there. We realise that the complexities of the world economy have made the earth a small place and, consequently, we must have closer links with all countries. We are participating actively in moves for regional co-operation with neighbouring countries, irrespective of our different political perceptions. We have also managed to obtain a breakthrough in South-South co-operation, thereby establishing economic and cultural links with many countries of Africa and Asia. At the same time, we are still consolidating our cordial ties with industrialised countries and our action, locally, regionally and world-wide has one single, ultimate aim: the happiness of our people.

If I have dealt somewhat with my own country, it was to indicate how the analysis made and the solutions proposed in the Director-General's Report are close to reality for my people. Economic recession, employment, industrialisation, agricultural development and pollution are problems which we have tackled aggressively since the early 1980s and there is hope now of further progress with the help of international organisations and the international community. Here, I should like to record the invaluable assistance which my country has received from the International Labour Office in several areas. The co-operative sector is taking off with renewed strength, thanks to the ILO. The Office is also becoming active in the upgrading of skills in our workforce, particularly for female workers in the export enterprises. Tremendous resources have been supplied by the ILO to improve safety and health in the workplace. The ILO is running a workers' education project to upgrade the technical knowledge of trade union leaders so that tripartism can become still more effective. In short, we are making maximum use of the wealth of resources of the Office to try to stand on our own feet and our gratitude goes to the Director-General and the heads of all the departments for their positive approach to our problems.

(The speaker continues in French.)

Because my country is multilingual, I would like to conclude in French. Our dearest wish remains happiness for all mankind. In the same way as we rely on other countries for our social and economic progress, we in turn are prepared to make our humble resources available to other countries because we are firmly convinced that there is one earth and that men are condemned to live together, in peace.

We have come here from all continents in the quest for a little more justice and a little more happiness for our peoples. Soon, we will be going back home with the tremendous satisfaction of having shared our experiences, having found compromises on a number of subjects and with the firm commitment to strive for the well-being of our societies. We also all take home a great feeling of satisfaction at seeing that the representatives of our peoples, from different origins and different backgrounds, can work together, hand in hand, in universal brotherhood, to reach our common goal in a spirit of tolerance, wisdom and mutual respect. This attitude can and must be transposed to other areas. Humanity will emerge even stronger.

Mr. HERNANDEZ (*Employers' delegate, Philippines*) – It is with extreme pleasure that I convey to Mr. Nkomo, on behalf of the Employers' Confederation of the Philippines (ECOP), and on my own behalf, our warm congratulations on his well-deserved election as President of this Conference. Having worked with him during the Tripartite Conference on Action against Apartheid held in May 1988 in his great country, Zimbabwe, and during the 75th Session of this Conference, I have no doubt that with his experience and expertise he will steer the Conference to a successful and fruitful conclusion.

The choice by the Director-General of the theme of his Report, *Recovery and employment*, illustrates the global interest in this topic which, to be sure, addresses the major challenge of our time: how to achieve high rates of economic growth and employment and a more equitable distribution of the fruits of progress. The year 1988 was viewed as a time when the world economy turned around, and we are now given optimistic forecasts. And yet, very ironically, poverty in the Third World continues to increase.

This crisis once again demonstrates the flaws of the "trickle-down" approach to development. Growth, at the international or national level, does not necessarily extricate the poor from their misery or provide jobs for the unemployed. World Bank forecasts notwithstanding, global stagnation is likely to prove harder to shake than most would like to believe. Aside from protectionist measures, a series of corporate developments have stunted demand world-wide, leaving increasing numbers of people at the margins of market activity. Prominent among these developments are the handling of the Third World debt crisis, corporate substitution for Third World raw materials and labour-saving technological innovations in the developed world.

The world economy has created a need to rethink the kinds of adjustments that will produce growth and development. At the very least, adjustment strategies must be built on realistic assumptions. Rather than increasing their reliance on a hostile world envi-

ronment, developing countries should try to reduce their dependence and to diversify their trading partners and products. This approach implies a careful restructuring of trade and financial linkages to conform with a development logic that is driven by internal economic forces.

The domestic stagnation of the industrialised economies severely limits the exports they can absorb, a reality exacerbated by protectionism – the panoply of quantitative restrictions that has spread to encompass one-half of the global trade. The fact is that there is a new global economic environment working against would-be newly industrialising countries (NICs). This requires a major rethinking of development strategies. A few general principles for development in a hostile world economy can be sketched out. Most would-be NICs remain predominantly agricultural societies. Hence, the starting-point of internal demand-led development must be in agriculture.

Employment problems are closely linked to structural adjustments at global and national levels. In the Philippines, the pattern of growth in the past was highly capital-intensive due to policies which were generally biased against the employment-intensive, rural-based, small-scale and decentralised enterprises. The post-1986 policies have, therefore, attempted to reverse this trend through structural adjustment.

The growth achieved in 1988 by the Philippines proved the correctness of the course it had taken. The revitalisation of the economy and the gains in political stability have been translated into a 26 per cent growth rate in investments, coupled with greater private consumption expenditures last year. However, in spite of the robust 6.7 per cent growth of our economy and the political stability we have achieved, we have not yet left the hard times behind. We shall therefore work towards bringing the benefits of growth to the countryside. We shall not wait for the benefits to trickle down to the rural areas. Countryside development is a major solution to the problems of poverty and unemployment.

Admittedly, the majority of the underemployed are to be found in the rural areas. Given the nature of our economy, which remains predominantly agricultural, with 65 per cent of our total workforce in the rural areas, investors have two possibilities: first, they can initiate industrialisation of the rural areas through labour-supported technology or equipment; second, they can boost the agricultural economy through rural investments that are likely to generate farm and off-farm employment. In addition, if we are to enhance employment promotion in the rural areas and attract investors to the countryside, we must ensure that industrial peace exists. Preference for the friendly settling of disputes became manifest as early as last year when the number of strikes in the Philippines went down by 39 per cent from the figure registered in 1987.

The Employers' Confederation of the Philippines, having realised the magnitude and seriousness of the problems of unemployment and poverty, adopted the theme "Business and employment strategies in the 1990s" for the recently concluded Tenth National Conference of Employers. The thrust of the National Conference was to prime the business community to anticipate and meet the challenge of maintaining profitability and economic viability, on the one hand, and satisfying the demands of social development, on

the other. To put it in more specific terms, business must expand and continue to generate profits. However, this expansion carries with it the necessary duty of providing the population with the means to support itself, and nowhere is this concern more evident than in the area of employment generation.

During the Conference of the Employers' Confederation of the Philippines, the following perspectives clearly stood out:

- Modernisation, with its related issues of technological change and automation, entails a hidden threat of unduly displacing human beings with electronic chips. Depending on how we respond to this challenge, modernisation can be either a boon or a bane to employment generation.
- The Government must motivate and lay the groundwork for the private sector to marshal its resources in providing employment to the mass of unemployed and underemployed.
- Promoting employment and business growth in the Philippines in the coming decade obviously boils down to promoting increased entrepreneurship. As no business generally starts big, the value of developing small and medium-sized enterprises stands out sharply as a focus of our development strategy.

Two pending Bills in the Philippines Congress, the "Kalakalan 20" and the "Magna Carta for Small Enterprises", speak highly of the current thrust and commitment to countryside development through small enterprises. Both Bills seek to provide a solid foundation for rural industrialisation. The "Kalakalan" Bill encourages the establishment of small-scale enterprises in the countryside through tax exemptions and other incentives for firms employing fewer than 20 workers. The "Magna Carta for Small Enterprises", on the other hand, stresses the need to establish a comprehensive credit and guarantee system that will help the financing of programmes for small-scale enterprises. If passed, the Bill will free small-scale entrepreneurs from traditional lending proclivities and from the practice of relying on collaterals for transactions. One of the features of the Bill is the provision that all lending institutions set aside 3 per cent of their total loan portfolio for small enterprise credit.

The ECOP has also taken a direct and active part in the promotion of small- and medium-sized enterprises, through an expanded "Improve your business" programme, which seeks to develop their entrepreneurial capabilities, as well as those of the informal sector in the metropolitan areas and the micro-entrepreneurs in the countryside. The Confederation has, in addition, pursued various social development projects. This expansion of concerns has transformed it from a group of employers seeking to promote its own interests to an organisation committed to a role in the overall social economic development of the country.

Our vision for the Philippines is to multiply businesses. Our responsibility is to increase employment. We are prepared to make a reality of our vision, through an intensive search for the type of strategies that will benefit our economy and the living standards of our people. But anxieties continue to temper our enthusiasm, and to restrain the vigour of the actions that our sense of patriotism demands us to unleash; for, as in the other Third World countries haunted by the debt burden, the letters "IMF" have

become the focus of pain in the beleaguered Filipino psyche.

The IMF is imposing its standards and its will on the governments of developing countries, through the Letter of Intent which impose stiff and heavy conditionalities. Developing country governments force themselves to comply with these conditions, even if this means sacrificing the needs of their people, because IMF approval is not only necessary as a precondition for its stabilisation loans; it is also required by commercial banks as a precondition for additional loans.

Since it has a direct hand in preparing the economic and financial plans of debtor countries, since it reviews the performance of a country on a regular basis and since it requires the debtor country to report and submit detailed economic, financial and monetary data, the IMF is actually co-managing the economies of debtor countries. The costs of IMF conditions go far beyond the actual sums lent to developing countries. A major issue is the human costs of IMF-imposed policies, which directly affect the poor and exacerbate their sufferings. These include limits on government expenditures, increased taxes, withdrawal of subsidies, higher costs of government services, especially for utilities, and lifting of price controls.

An equally important issue is that of national sovereignty, wherein foreign lending institutions impose standards which may not be aligned to national aspirations, and dictate policies which in the end have proved harmful to the people of these countries. I submit that no outside institution should co-manage our economies, create our national visions, determine our policy directions and decide how we will attack the problems of poverty and inequitable distribution of wealth. I offer this idea to those whose beautiful statements on "development" and seemingly rational targets further wound the sensitivities of the affected countries of the Third World.

All countries are vulnerable to changes in the international economy. Nevertheless, it is possible to combine structural adjustment with the resumption of equitable growth which will eventually lead to increased employment and the alleviation of poverty. Priority must be given to investment directed at improving the incomes of the vulnerable groups to stimulate economic recovery further. However, only a global approach can ensure improved co-ordination of economic policies, more open markets, better prices and the solution to the debt problem. It is our hope that we shall all pass the test of this challenge.

Mr. DYREMOSE (*Minister of Labour, Denmark*)
— First I would like, on behalf of the Danish delegation, to congratulate the President on his election at this session of the International Labour Conference.

I would also like here at the Conference to congratulate the Director-General, Michel Hansenne, who took over this very important position only a couple of months ago. The Danish Government wishes to express its faith and confidence in the Director-General and his ability to perform the important functions he will be assuming.

I would like to express my compliments on the Reports from the Director-General, which form the basis of this debate in the plenary session of the Conference.

The theme of the main Report this year, *Recovery and employment*, is a very relevant one in the present situation. This applies both at the global level and also at the national level, for instance, in Denmark.

The Report stresses that there is a need for a number of economic policy decisions in order to restore growth in production and in employment. The Report gives some examples. I find it extremely useful to discuss such questions in an international forum, but of course the formulation and the implementation of the required economic policy take place in the individual countries.

There is, however, one factor which is essential for all governments who want to pursue an economic policy of growth generation, and that is co-operation with the social partners. In the Report, the Director-General also stresses that the tripartite dialogue is a key ingredient. A central issue in such a dialogue should of course be employment. Both workers and employers have a direct interest in ensuring that wage increases are set at a level which provide incentives for increasing productivity and avoiding higher unemployment.

The same ideas are central to the economic policy plan which the Danish Government presented a couple of weeks ago, in order to overcome our economic difficulties. This plan could have borrowed the name of the Director-General's Report, *Recovery and employment*.

The Government's new plan aims at creating a climate for a modest development in wages, which will result in improved competitiveness, increased investments and confidence that it will be worth while to work harder and make an extra effort. I am convinced that the effects of such a policy will be an increase in exports, growth in the private sector and a higher level of employment. The Government's plan has the following objectives: restoring economic growth and increasing employment; turning the balance-of-payments deficit into a surplus; increasing private savings; and keeping inflation at the lowest possible level.

It is my firm belief that economic growth without inflation creates the best basis for all groups of the Danish population, and it is therefore also important in order to preserve the qualities of the Danish welfare society. Otherwise, the main purpose of the Government's initiative will not be achieved. Social benefits and transfer incomes will remain at a high level, but it will be necessary to reverse the present trend, which is that more and more people are becoming dependent upon public support. In the 1990s, this development must be reversed. More and more people must be enabled to provide for themselves. This is the best recovery for the individual that can be imagined.

Denmark needs economic recovery and increased employment. And I fully endorse the views of the Director-General that good co-operation with the social partners will enhance the possibilities of implementing major economic initiatives.

The Danish Government is prepared to enter into such co-operation with both sides of industry and it is our hope that such a dialogue can be established. If not, it will be difficult to bring back optimism and to restore growth and employment in Danish society.

The ILO was founded in 1919 in connection with the conclusion of peace following the First World War and Denmark has in all these 70 years been

strongly committed to the Organisation and its activities, namely its standard-setting work, the safeguarding of human rights, tripartite co-operation, technical co-operation and other questions with a vital bearing on the labour market and working life, at both the regional and the global levels. But the Organisation faces some major challenges in the years to come. As the only international tripartite Organisation, the ILO seems to have great opportunities for moving into the front line of international discussions concerning the interaction of economic, social and human conditions.

The tasks and tripartite structure of the ILO give the Organisation unique opportunities. At the same time, it places responsibilities on the Organisation, which must adapt to the changing requirements, not least in respect of its own working procedures.

Activities during the 1990s should emphasise the traditional role of the ILO in establishing the preconditions for fair distribution and fair competition. This means that the work should be concentrated on a reinforcement of the role of the ILO as a leader of social progress and justice, on a renewal of the standard-setting work and on a renewal of technical co-operation for the development of working life.

Such deliberations concerning the role of the ILO in the future are a central element of the discussions which take place among Nordic countries where we have for decades had excellent and close co-operation and co-ordination as regards our participation in the activities of the ILO.

Reports and other accounts from the ILO, from the Committee on Freedom of Association, for instance, give the impression that industrial relations in Denmark suffer. This is not true, of course.

The Danish Government has never hindered the employees' right to organise. In fact in Denmark, we have one of the highest rates of organisation in the world, one which has not been falling as has been the case in many other countries in recent years. In the private and public sectors as a whole, between 85 and 90 per cent of the wage earners are members of a trade union. I think this is the second highest out of nine countries. The Danish Government has never in any way tried to prevent trade unions from concluding collective agreements. But the Danish Government feels an overall responsibility for the national economy and employment. I think every responsible government does that. Unfortunately, in Denmark there have been situations where it has been necessary for the Government and the Parliament to intervene. This is quite a different situation though, and there is a wide gap between this and a violation of basic human rights.

I think, therefore, that there is a need for an in-depth discussion about the basic problem of incomes policy in relation to the way in which the right to free collective bargaining is interpreted by the supervisory bodies of the ILO.

At the Conference in 1986 and again in 1987 I pointed out that such a discussion would be useful. I noted that the Director-General's Report in 1988, *Human rights: A common responsibility*, contained ideas along the same lines. I quote from the Report: "The ILO supervisory bodies have also had to deal with a variety of restrictions imposed on the bargaining rights of trade unions. This is an area where conflicting interests need to be finely balanced and where the public authorities cannot remain indiffer-

ent to the wide effects of agreements reached." I consider that it is extremely important that the supervisory bodies, for instance, the Committee on Freedom of Association and the Committee of Experts, when dealing with complex cases, to bear in mind that it is governments which have the overall responsibility for general economic policy.

I would also like to say just a few words about the very important technical items on the agenda of this Conference.

The revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), seems to be very important and it will affect a lot of people. At the same time, it demonstrates the wide range of the activities of the ILO.

From the Danish side we will, with great interest, participate in the discussions concerning the revision of the Night Work (Women) Convention (Revised), 1949 (No. 89). Denmark has not ratified this Convention because it prohibits night work for women. We are convinced in Denmark that there is no need for special legislation to protect women. We find that such special protection of women reduces the employment opportunities and may have a negative impact on the efforts to obtain true equality between men and women on the labour market.

The third theme, safety in the use of chemicals at work, is extremely important and has far-reaching implications. The working environment plays an important role in Denmark and it is our firm conviction that improvements in safety and health at work and economic growth should go hand in hand. They are not opposites – on the contrary. A sound working environment is also sound business economy. The extra costs which improvements in the working environment entail in the short term will, in the longer term and in the longer perspective, result in increased productivity.

The Danish attitude to the apartheid policy in South Africa and Namibia is, as it has persistently been, clear and firm. We strongly support the views of the ILO on the consequences of apartheid with regard to labour market and social questions, and our view about this question is reflected in the Director-General's Report.

My final remarks are that Denmark's commitment to the ILO is still second to none. We would like to see this Organisation develop in such a way that it will, in the future as well, be able to live up to the changes which are taking place in the world. We are certainly ready to make out contribution.

Mr. SAICHEUA (*Government delegate, Thailand*) – First of all, I would like to extend, on behalf of the Government of Thailand and my delegation, the warmest congratulations to the President on his unanimous election to the high office of leading and guiding this 76th Session of the International Labour Conference. I would like also to congratulate all the other officers of the Conference. Allow me to congratulate the newly elected Director-General of the ILO and express my appreciation for his role in organising this Conference. I am confident that the President, with his wisdom and able guidance, will lead this session to a fruitful and successful conclusion. I wish to assure you of the full support and co-operation of my delegation.

This year is a significant one for the ILO, as the Organisation is now 70 years old. For an interna-

tional organisation to have survived the Second World War and have endured difficult circumstances for such long periods is already a major success in itself. Thailand, as a founding member of the ILO, would like to join all other 150 member States in congratulating the ILO on its 70th anniversary.

The Director-General's Report to the Conference, *Recovery and employment*, is a very comprehensive and precise analysis of the problems confronting the world today. The unfavourable international economic situation and the economic crisis, which many countries are facing, render the ILO's work even more important. Thailand therefore welcomes the Report of the Director-General as a positive contribution in this respect.

We fully agree with the Director-General's Report that there are both international and national dimensions to the adjustment task. We believe that countries cannot fully control their own destinies, but are merely players in the world today. We in Thailand have been quite fortunate in overcoming economic problems in the past decade and now reaching the stage of recovery. In 1988, economic growth reached 11 per cent, the highest in 22 years. This growth was equally shared by all sectors, with agriculture expanding by 8.6 per cent, manufacturing by 12.8 per cent, services by 10.7 per cent and export by 34.2 per cent. This growth was due to an increased flow of foreign investment, closer co-operation between government and private sectors, our ability to diversify exports from a primarily agrarian-based one to one of manufactured products, and the promotion of tourism. Our success has, as a matter of fact, generated the need for what our planners have called "second-generation infrastructure facilities" which require more capital investment for greater facilities in telecommunications and related areas.

The recommendations in Chapter 3 of the Report concerning macro-economic policies, in particular structural adjustment and stabilisation policies, in the context of equitable growth have influenced and will influence macro-economic policies in Thailand. In practice the trend is already noticeable in our country.

It is mainly in the area of micro-economic policies that greater attention is needed, more specifically, for developing the ability of government agencies to deliver appropriate services and for formulating programmes for direct employment creation. The situation is similar as regards devising and delivering appropriate services for influencing labour-market behaviour. Such services are needed in order to maintain a favourable investment climate, which is fundamental to economic progress and equitable growth.

Part II of the Director-General's Report on the activities of the ILO during 1988, the allocation of resources to assist labour administration in playing an effective role in micro-economic policies was disproportionately low. We hope the situation will be remedied and that the 1990-91 ILO Asian labour administration programmes for micro-economic policies referred to in the Report will receive greater attention.

Successful implementation of these micro-economic policies has almost become a precondition for maintaining a favourable investment climate, as well as sustaining entry into external product markets. Efficiency in the delivery of labour administration ser-

vices can be greatly enhanced in areas where the ILO can contribute through its labour administration centres. These services are vital for ensuring a favourable investment climate and a stable external market for its products, for attracting capital assistance needed for second-generation infrastructure facilities and for equitable distribution of benefits from higher Gross Domestic Product.

Another area where the ILO can assist is in bridging the gap in understanding the situation in developing countries by encouraging dialogue between Government, employers' and workers' organisations of developed and developing countries. Currently there are misconceptions and information gaps in areas such as child labour policies in developing countries. These gaps affect trade and investment relations adversely which, in turn, aggravate the national situation. I hope some consideration may be given to the matter.

With these words I would like to congratulate the ILO one again for producing thought-provoking Reports and hope that its programmes will be increasingly addressed to enhancing the efficiency of labour administration.

On the agenda item concerning night work, Thailand has no specific law on the matter, but it can be applied under the Labour Protection Law. However, most of the nightworkers are employed on shift work for eight hours, as specified by law.

My Government has always been giving great emphasis to activities to promote safety and health of workers at work, as may be seen from more than 50 governmental regulations already issued concerning labour protection aspects, working conditions, safety and health, as well as a workmen's compensation scheme. I would like to note that, with the assistance of the ILO, the National Institute for the Improvement of Working Conditions and Environment was established in Thailand in 1983. Three Regional Centres for the Improvement of Working Conditions and Environment are also being established during 1987-90. This Institute and these Centres will help promote activities concerning safety and health as well as conditions of work.

Thailand has experienced rapid expansion of both industrial and agricultural sectors. This includes the introduction of new technologies and the Eastern Seaboard Development Project. The Project is aiming at developing the petro-chemical industry where a number of downstream industries are to be established. Various agro-chemicals are also being introduced into the agricultural sector. Increasing production and use of chemicals sometimes result in major accidents and health problems. However, the Government has set a clear policy that job creation and economic growth must go hand in hand with labour protection. In this connection, I consider the discussion on safety in the use of chemicals at work to be one of the most important and appropriate issues. I wish you every success in this important endeavour.

I would like to close by making reference to Mr. Francis Blanchard, the former Director-General, who retired earlier this year after having led the Office for 15 years. The Government of Thailand expresses its heartfelt appreciation for his contribution to the ILO and we wish him well in his retirement.

In conclusion, I believe that within the relatively short time of the present session some meaningful progress in our search for effective solutions to the

socio-economic problems of the world of work will be accomplished. And with this note, I wish the Conference continued success in its deliberations.

Mr. GOPAL (*Workers' delegate, India*) – It is indeed a great pleasure to have had this opportunity to participate in this momentous session of the International Labour Conference, which is commemorating the 70th anniversary of the founding of the International Labour Organisation, the unique tripartite agency of the United Nations.

On behalf of the Workers' delegation from India, I join with previous speakers in congratulating Mr. Nkomo on his election as President of this historic 76th Session of the Conference. We are confident that, with his deep understanding and vast experience, he will do an admirable job in fulfilling his responsibility of guiding the deliberations of this session.

I also extend to Mr. Francis Blanchard, who has retired as Director-General of the International Labour Office the best wishes of the working class of our country; I also congratulate Mr. Michel Hansenne on being elected the new Director-General and Mr. Heribert Maier on being named Deputy Director-General of the ILO.

This august assembly is to consider the advisability of adopting an international instrument or instruments concerning safety in the use of chemicals at work. It augurs well for our work that the majority of the member States replied in the affirmative to the numerous issues raised in the questionnaire sent by the International Labour Office in this regard.

The 1984 disaster at Bhopal in India, perhaps the world's worst ever industrial tragedy that took a toll of 2,000 precious human lives while causing permanent harm to the health of nearly a quarter of the city's population, epitomised the contradictions, imbalances and inadequacies that have developed during the past two decades of rapid growth of the chemical industry.

The tragedy has rudely shaken the entire world and made it aware of the serious potential hazards inherent in an indiscriminate recourse to modern technology especially in the chemical industry.

Technological progress has no doubt resulted in a decrease of certain occupational hazards, but it has also created new ones or worsened existing hazards. This particularly holds true in industries with a large-scale use of chemicals. The number of chemical substances in use has been estimated at over 100,000, and this staggering number is increasing every day.

The employers, particularly in the private sector, have the least regard for occupational safety and health and are concerned only with maximum profit. Governments too are sometimes to blame. Despite the health hazards of asbestos, new asbestos industrial establishments are being allowed to be set up by the governments of the rapidly developing countries.

Another factor of serious concern is the application of double standards in the field of safety, practised by the transnational corporations; they have one set of standards for their own countries and altogether a different set of standards in the developing countries. Their only objective is to lower their costs, with no concern for the serious hazards to which the workers and the people are being exposed. The Bhopal disaster is a striking case in point and I am confident that this Conference will give the go-ahead to

the International Labour Office to draw up the requisite draft instruments for the consideration of the governments.

The Night Work (Women) Convention (Revised), 1948 (No. 89), was adopted long ago and many of its provisions have since become outdated. I fully subscribe to the views of the Government of India that, considering the desirability of prohibiting night work for women, adequate measures are needed to protect women workers. The contention that the prohibition of night work by women is discriminatory should also be taken into account. However, the argument that a Convention would be difficult to implement considering the diversity in the existing law and practice is not convincing.

The Director-General has again presented a special report on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia. Session after session we have been passing resolutions on action against the most barbaric apartheid policy of the White minority regime in South Africa. We have also adopted a declaration in this regard which is being periodically updated.

Thanks to a few advanced countries of the West with vested interests, the White minority regime is being encouraged to defy the entire world opinion against the most obnoxious policy of discrimination based on the colour of the skin of the people to deny to the sons of the soil – Black South Africans – their freedom and basic human rights. The South African Government is seeking to turn the agreement to implement the United Nations Security Council Resolution 435 on the independence of Namibia into a farce.

Not content with this policy of repression against the Blacks, the White authoritarian Government is preparing to embark upon an offensive against the front-line States in Africa who have been relentlessly campaigning for a global imposition of mandatory sanctions against South Africa.

The trade unions in the developing countries, and particularly in the non-aligned countries, have pledged their solidarity with the brave people of South Africa. In India, the Government has instituted the Prime Minister's South Africa Fund for the purpose of extending monetary and material help to the front-line States to face effectively the South African offensive. The workers of the coal industry, along with the management have contributed Rs. 10 million to this fund. Likewise, all the central trade union organisations have jointly collected a substantial amount for the assistance of the South African people who are engaged in a valiant struggle for freedom.

Two years ago this August tripartite assembly deliberated on the world of employment. To start with, I would like to say that there has been no significant improvement in this direction since then. This is particularly so in the developing countries. On the contrary, the world labour and social situation has grown into an issue of grave concern to us all. We have been witnessing rising unemployment, a slow-down in the rate of employment generation, a marked deterioration in the quality of jobs created and unabated growth of low productivity and underpaid jobs. All these have been contributing to the high increase in poverty in the Third World countries. Chances of recovery continue to elude the Third World. This alarming situation is the direct outcome of the refusal

on the part of the developed countries to recognise that growth in the North does not result in growth in the South. The "trickle-down" concept has since been proved wrong. The rich nations refuse to acknowledge the interdependence and mutuality of interests between nations. They do not appreciate the need to usher in a new world economic order to ensure a balanced development of the world. We are being forced to helplessly witness the unending capital flight from the South to the North. Despite the much trumpeted rate of growth of the world economy during the eighties, the developing countries, to whom this growth has turned out to be meaningless, continue to be engulfed in poverty. It is in this context that I welcome the Director-General's choice of "Recovery and employment" as the theme of his Report for discussion in this session of the International Labour Conference. The Director-General has very rightly and forcefully emphasised the pivotal role of the ILO in the area of employment and has thus reaffirmed the essential socio-economic change. I congratulate him on this excellent Report.

The Director-General is fully justified in having described the 1980s as a lost decade for the developing countries. The growth of world trade decelerated sharply in the early years of the decade and the developing countries had to bear the brunt in the form of deteriorating terms of trade. The result was increased indebtedness, pushing most of the countries into an adjustment process geared towards restoring balance-of-payments at the expense of economic development.

I fully endorse the Director-General's assertion that in an increasingly interdependent world, all countries are sooner or later affected by a major change on the international scene and this heterogeneity must not be allowed to lead us to turn a blind eye to the universality of the economic crisis – the slow-down of the world economy as a whole, the deteriorating terms of trade of the developing countries, the general rise in interest rates, the introduction of fresh trade barriers and the rapidly shrinking availability of capital.

While on this subject, I have recently noticed the attempts of trade unions of some of the developed countries to get bilateral trade and financial agreements linked to the rigid observance of international labour standards. I do appreciate their concern but while there can be no compromise on the observance of standards on basic rights, such as human and trade union rights, the indirect enforcement of various other labour standards through their linkage to bilateral trade and financial agreements, will impose constraints on the recipient developing countries. The developed countries have to consider the needs of the developing countries and must not create impediments to their growth. Further, it is most disturbing that this demand is being raised at a time when the world economic system as a whole is being sought to be restructured on the basis of mutual co-operation, equity, interdependence and shared responsibility.

Industrialised market economy countries seem to be in no mood to vie up protectionist and distortive measures and policies. Barriers are being erected in the path of the exports from the developing world. As pointed out earlier, the debt burden has forced many developing countries to adopt adjustment programmes at enormous costs, necessitating severe curtailment of their own development efforts. The net

transfer of resources is from the developing countries to the developed ones, instead of being the other way around. Trade imbalances existing among major economic powers have been on the increase with resultant tensions in the international trading system. The world economic crisis, which is basically structural, is being deepened by the macro-economic policies of the developed nations. Multinationalism is being increasingly sidelined and the resultant weakening of multilateral co-operation for development has brought about the growing inequity in the sharing of the burden, and adjustment efforts between the developed and developing countries. The industrially advanced nations are increasingly opting for bilateralism in foreign economic relations, often doing so for political reasons.

The need is for a global approach to common problems – trade, financing, technology, production and labour. Resource constraints should also be taken into account and so should the differing economic circumstances. It is heartening that there are presently serious efforts being made to reduce the threat to world peace. In a bid to reduce tension between the super powers, efforts are already afoot for finding lasting solutions. The steps taken towards disarmament can be made conducive to addressing ourselves to the issue of development in a new, long-term perspective. The funds saved from a halt to further development and production of destructive arms can be well utilised for coping with the problem of indebtedness. Recent changes taking place in the economic policies of some socialist countries in Europe should promote their integration in the world economy and their involvement in the efforts towards balanced world development.

While discussing the development strategies for recovery, the Director-General has very aptly pointed out that the extent of structural adjustment that is required, and how easily it can be brought about in a particular country, is influenced by past development strategies, the degree of flexibility in the structure of production and the mobility of factors of production. He has further stated that the adjustment programme will have to be extended significantly beyond macro-economic management to include trade liberalisation, reduced state regulation of economic activity, removal of subsidies and adjustments in relative prices and in some cases the phasing out or privatisation of loss-making state enterprises. On the issue of privatisation of state units, however, there are divergent opinions existing in my country. There is a powerful section which strongly believes that privatisation is no solution to the problem. This opposition to privatisation perhaps stems from the increasing incidence of ailments and the consequent closure of industrial units in the private sector.

We have a large number of private enterprises which have either been closed down or begun to fail. At the end of June 1987, the total number of failing units in the portfolio of scheduled commercial banks stood at 159,938, involving an outstanding bank credit of about Rs. 5,738 billion. It will be of interest to learn that according to the Reserve Bank of India report, labour has been responsible for barely 2 per cent of the sickness.

In employment generation, too, the performance of the private sector has been disappointing. For instance, employment in private sector industry came down from 7,373,000 in 1986 to 7,369,000 in 1987,

whereas in public sector industry, there was growth in employment – from 17,863,000 in 1986 to 18,028,000 in 1987.

It is also true that in many situations state investment is complementary to private investment. This is particularly so in the case of India. For the creation of a conducive climate for increased private investment, both domestic and foreign, massive state investments in infrastructure and human resources have become necessary.

For the generation of internal resources for development, a number of savings schemes have been drawn up and implemented. The pattern of state investment and the channelling of private investment are aimed at the implementation of the strategy of structural adjustment with growth and equity. Fully aware of the necessity of reaching the major poverty group, special importance is being given to investments in traditional agriculture and the rural sector. A number of rural development programmes have been embarked upon. Some of them are: Small Farmers Development Programme, the Food for Work Programme, the Integrated Rural Development Programme, the National Rural Employment Programme, the Training of Youth Programme, etc. In August 1987, our Prime Minister, Mr. Rajiv Gandhi had enunciated a restructured 20-point programme with added thrust to the elimination of rural poverty.

In this anniversary of Jawaharlal Nehru's birth, India, with the second largest population in the world, is technologically an adolescent. The population is increasing at an alarming rate and the number of unemployed is also increasing at an equally alarming rate. Industrial development is not fast enough to absorb all this unemployment.

India, therefore, stands as a test case. The world's largest democracy is struggling to catch up with the advanced countries, while simultaneously tackling the immediate problem of unemployment. In this task, we look towards the wisdom of the international trade union movement and other world bodies like the ILO to guide us.

Original – French: Mr. DOLGU (Government delegate, Romania) – I am particularly pleased to join the previous speakers in addressing to Mr. Nkomo our sincerest congratulations on his election as President of this session of the Conference and in wishing him the best of success in the accomplishment of this important mission. My congratulations also go to the Secretary-General of the Conference, Mr. Michel Hanseenne, on his election as Director-General of the International Labour Office, and I should like to assure him of our support in the accomplishment of his noble mission at the head of this important international body.

In this anniversary year, following the example of other distinguished delegates who have spoken before me, I should like to congratulate our Organisation upon the results obtained over its 70 years of existence and to address to it our best wishes for success in its continuing efforts to foster social justice and contribute to improving the working and living conditions of workers.

As emphasised in the Director-General's Report, for which we thank Mr. Francis Blanchard, the ILO is celebrating its 70th anniversary at a time when the

social situation throughout the world is giving rise to great concern. Indeed, the setbacks in the quest for full employment and social progress can only be described as grave. These setbacks have marked the decade that is now coming to an end because, according to the Report again, and here I quote: "Unemployment rates in many industrialised countries have been at their highest levels since the last world war and a majority of developing countries have experienced rising unemployment and underemployment as well as increased poverty". This situation reflects the world-wide imbalance of the economy, which is characterised by a "perverse situation in which poor countries have become net exporters of capital which is desperately needed to revive development".

With a per capita income still inferior in many countries to what it was in 1980 and social conditions which continue to seriously deteriorate, the eighties appear to us indeed as the lost decade of development.

The processes that have led to this situation, and which are presented in Chapter 1 of the Report, clearly show that the main burden of responsibility lies with uncontrolled market forces, the virtues of which nevertheless continue to be extolled by those who claim that a free rein ensures the best possible distribution of resources.

The effects of the international economic and financial crisis have not spared my country, and the servicing of the foreign debt has confronted my people with difficult options. However, the balance sheet of efforts deployed over the past few years has shown that, despite the difficulties and the pressure exerted upon our resources, growth has continued and is continuing. This balance sheet also shows that technical, scientific and human potential has considerably expanded in all sectors of activity. In the past 20 years, 2,000 industrial production units have been established both in old centres and in more than 180 new industrial zones which, together with the new agro-industrial and tourist centres, constitute a large number of new areas of growth.

The number of jobs has been increased on a continuous basis, thereby promoting the eradication of unemployment, job creation for the entire working population and also the systematic integration of young people. Over the past 20 years alone, more than 3.3 million new jobs have been created. The average wage is three times what it was in 1965, the number of those drawing old-age pensions has attained 3 million and the number of children whose parents receive special allowances has reached 5 million.

New hospitals, clinics and dispensaries have been built and medical care is free for all citizens. The number of medical staff with intermediate and higher level training has increased over the past 20 years more than threefold and there is currently one doctor for 472 inhabitants.

A compulsory ten-year period of education has been generalised and about 80 per cent of young people attend school for a minimum of twelve years. This will be the case with everybody from 1990 onwards. Education at all levels is free and the primary and secondary levels are obligatory.

Over the same period, about 3.4 million housing units have been built with state funds and hundreds of thousands of families have had private houses built in the rural and urban areas. At present, 80 per cent

of country's population lives in new houses or accommodation.

Education, culture and scientific research have also gone through substantial development. Over this period, the number of teachers and of those employed in the sector of culture and arts has been doubled and the number of those working in research has increased by an even greater ratio.

To ensure that the whole population is involved in development and growth, however distant the area they live in, we have introduced administrative reforms with the objective of ensuring that all the resulting 40 departments are provided with economic growth poles and an appropriate social and cultural infrastructure. We have managed to reduce considerably the divergent levels of development of the various departments, and all areas of the country are now benefiting from growth and general development.

Over the past few years, we have also introduced new economic machinery which directs economic and social development planning but which is based both on self-management and self-financing of enterprises. Within these enterprises activity is solidly based upon economic criteria which stem both from the market and from modern methods of management. This allows us to pursue, more or less throughout all sectors of activity, intensive developments based upon quality, a quest for efficiency and profitability. We have not, however, diverged from what we have achieved in our socialist revolution, namely the values of justice, equity and social security which are inherent in it. These values, we believe, can only be guaranteed by the principle of socialist ownership – of the people as a whole and of co-operatives – and by the guiding role of the plan, excluding exploitation of man by man, and with an income distribution which while giving incentives to workers, also prevents the formation of new privileged classes.

The existing system can certainly be refined still further, but, in our opinion, there is no reason to back-peddle on the system of socialist ownership and to open up the forms of exploitation and the inequalities of earlier times. At the same time, we are firmly attached to the ideals of extending socialist democracy and of perfecting the democratic system that we have established over the past 20 years and which has aimed at the active participation of the people in decision-making and at their involvement, at micro and macro levels, in consolidating continuously the rule of law by promoting the economic, social, cultural, civil and political rights of workers. It is only in this way that it will be possible to maintain full employment and to involve all departments, all communities, all citizens in the economic and social progress of the country.

The situation in a large number of developed capitalist countries shows that the best choice for nations should not involve a growth in inequality. This can only give rise to unemployment, a shortage of housing and an accumulation of other social problems that are serious and complex.

The Report of the Director-General attaches great importance to the crucial problem of debt and to its consequences for a large number of countries. My country has also had to bear this burden, and it has had to pay a high price to rid itself of it. We first of all had to pay very high interest rates: between 1975 and March 1989, we paid twice the amount of the credit received; that is, US\$21,000 million, of which more

than \$7,000 million were paid in interest. But we also have taken into account the interference of which a number of indebted countries are victims, since the rescheduling of new credit is always accompanied by economic and even political conditions.

Since the beginning, we have realised that this problem of foreign debt can only be solved by a new political approach within the framework of a global strategy. That is why, seven years ago, Romania presented such a strategy in another Geneva international body, and it has continued to give it more tangible shape and to promote it. However, the measures undertaken up until now to set up such a global strategy for foreign debt have not substantially changed the situation. Economic growth is being held back for a huge majority of developing countries, confronted, as the Director-General says in his Report, by the coexistence of inflation, unemployment and severe imbalances in their balance of payments. All of this has repercussions on the living and working conditions of workers.

This is why, in agreement with its stance of principle, Romania welcomes sympathetically and in solidarity the resolution on this matter presented by Latin American countries.

The Romanian delegation has noted with interest that the Director-General refers in his Report to disarmament and has launched the idea of financing, with the savings released from disarmament measures, a number of operations and major actions which to a large extent would preserve the environment. This also is in line with the ideas and proposals submitted by Romania over a number of years in international bodies, including the ILO.

To conclude, may I express the wish that the Organisation remain faithful to its vocation of co-operation in order to foster peace and social justice; that it may not become involved in action reflecting the political interests of certain States or groups of States; that an end may be put to confrontation and approaches based on ideological and political priorities; and that strong co-operation may be built on a foundation of equality and respect for diversity in institutions, systems and special characteristics ensuing from local traditions and the level of development.

Mr. von HOLTEN (*Employers' delegate, Sweden*)

– It is a pleasure for me to add the congratulations of the Employers' delegations of Denmark, Finland, Iceland, Norway and Sweden to those conveyed by preceding speakers to the President, and the Vice-Presidents on their election.

This morning the Conference adopted the ILO's budget for the next biennium. The programme envisages concentrated action on a few priority themes. Top priority is given to following up the conclusions of the High-Level Meeting on Employment and Structural Adjustment held at the initiative of Mr. Blanchard in November 1987. The Meeting, as we all know, concluded that structural adjustment is essential to achieve more growth without inflation, and it called upon the international institutions concerned to join forces in facilitating such adjustment. For the ILO this will mean not only that it will have to identify possible adverse social consequences and advise on how to keep these to a minimum but also that it will have to provide assistance, for example in the field of education, in overcoming such obstacles to adjust-

ment as may exist in the form of outdated social patterns and attitudes.

The programme for 1990-91 constitutes the first concrete step in this new direction. In our opinion this step could have been bigger, because we believe that it is in this area that much of the future of our Organisation lies. On the other hand, Rome was not built in a day.

Recovery and employment is the title of Mr. Blanchard's last Report to the Conference. Drawing on the work of the Committee on Employment of the Governing Body, he further develops the analysis made by the High-Level Meeting, emphasising in particular those aspects that are of immediate interest to the ILO.

He speaks about the universal nature of the economic crisis of the past ten years, stressing the role of a motor played by the OECD countries and the very negative effects for developing countries when that motor slows down. While there is still high unemployment in every part of the world and a further decline in per capita GDP in many developing countries.

The lessons to be drawn from the past include the need for greater efficiency in resource use. The Report's description is worth quoting: "In some countries a contributing cause of the debt crisis was the use of borrowed foreign funds for low-productivity activities or unwise investments, or for sustaining an over-extended level of consumption. There also tended to be a relative lack of attention to the need to maintain a high degree of efficiency and productivity in state interventions in economic activities. Public sector activities in many countries expanded beyond the extent justified by economic and social considerations. There was a relative indifference in many cases to the micro-economic inefficiencies resulting from various forms of state intervention and regulation of economic activity. Indeed there were often examples of clearly irrational economic policies from which no one benefited".

In turning from the masterly analysis to the conclusions of the Report, we feel a bit disappointed; on the other hand, we remember that this is a trick which our former Director-General often played on us to provoke a good debate in the Conference.

He certainly argues strongly, as he has always done, against protectionism. He could have added, however, that free trade is only conceivable with a market economy and a market economy only conceivable with free enterprise.

Only last year the Conference adopted a new Convention (No. 168) concerning employment promotion and protection against unemployment. Its preamble states that "policies leading to stable, sustained, non-inflationary economic growth and a flexible response to change, as well as to creation and promotion of all forms of productive and freely chosen employment including small undertakings, co-operatives, self-employment and local initiatives for employment, even through the redistribution of resources currently devoted to the financing and purely assistance-oriented activities towards activities which promote employment, especially vocational guidance, training and rehabilitation, offer the best protection against the adverse effects of involuntary unemployment...". This was a unanimous statement by this Conference one year ago.

There are still a lot of legal and similar barriers to numerous forms of productive employment around the world and these should be removed. We had expected more suggestions for action in that direction and less traditional ones dealing with public works and such like. That many Western countries – including the Nordic ones, which were formerly very poor – are rich today is in fact due to the recognition in the last century of the freedom of property and the freedom of trade, by which the privileges of monopolies and oligopolies such as guilds were abolished.

Privatisation and deregulation are mentioned in the Report but in a manner which is more negative than positive. Privatisation is, of course, to some extent an ideological issue. Nobody can deny, however, that state medical care and welfare monopolies are becoming a more and more serious problem in Europe, in Eastern as well as Western Europe. Unable to identify the priorities which respond to real needs, these monopolies tend to grow perpetually and to put an increasing burden on the shrinking productive sector of the economy, with, as an ultimate result, a general lowering of living standards. Here, structural adjustment is indeed necessary and what the ILO should do is to provide models, etc., by which the vested interests standing in the way of this adjustment can be overcome.

One word finally about deregulation. Evidently here, and indeed in this whole context, the ILO must see to it that the baby is not thrown out with the bathwater. But equally important is to remove the bathwater so that the baby does not drown. Basic human rights must be respected and enhanced. Good relations between the social partners of a country are often the product of decades of searching, and they should not be made to suffer, even if organisations and agreements may have to be reshaped. On the other hand, there are many labour standards which need to be adjusted according to changing circumstances. This goes for international as well as national standards.

Without repeating all that the Nordic employers have said year after year about ILO Conventions, I will just refer to the night work issue before this year's Conference. There are in all three Conventions concerning the night work of women, which have been denounced by 12 member States. Also, the Underground Work (Women) Convention, 1935 (No. 45) has been denounced by 8 member States. And the Night Work (Bakeries) Convention, 1925 (No. 20) has been denounced by 6 member States.

The logical conclusion would point to some need for deregulation. It is true that the conference is now considering the adoption of a Protocol to the Night Work (Women) Convention, (Revised), 1948 (No. 89), with a view to rendering it more flexible. But the Conference is at the same time considering the adoption of a General Night Work Convention which is something the ILO has not had so far and which appears to be quite out of tune with present national trends, at least in highly industrialised countries, which use production processes for which night work is a condition *sine qua non*. And the Nordic employers are, I must say, not a little annoyed with the Office reports on the subject, according to which all night work is by nature hazardous. That is simply not true. What we risk is obviously having yet another Convention added to the so-called International

Labour Code which at best only very few member States will ever ratify.

Something has to be done with a view to directing the future technical work of this great body into channels where it can bear better fruit. Several interesting suggestions to that effect are contained in the report of the Governing Body's Working Party on Standards which was published two years ago. These suggestions should not be forgotten.

Mr. VASURATNA (*Employers' delegate, Thailand*) – it is a pleasure for me to be among honourable delegates to the International Labour Conference today to witness the commemoration on of the 70th anniversary of the International Labour Organisation.

First of all, allow me to congratulate the President on his election to the presidency of this 76th Session of the Conference. On behalf of the Employers' Confederation of Thailand, of which I am President, I am more than confident that the President's skilful leadership will certainly bring success to the Conference.

May I begin with a review of the Director-General's Report, *Recovery and employment*. It calls for a global approach to set the pace for the world's economic and social development through structural adjustment for growth and equity; this is a natural consequence of the ILO's High-Level Meeting on Employment and Structural Adjustment, held in November 1987, dealing with the employment and social aspects of structural adjustment programmes for the next decade of development.

The ILO's major concern, to create a basis for economic co-operation in order to tackle the current international disparities, is most appreciated. What I am rather sceptical of is the efficacy of the structural adjustment strategy described in the Director-General's Report. I wonder whether it can be implemented successfully.

Some developing countries are still struggling to do away with the protectionism imposed by certain economically powerful countries of the West. Economic and trade protectionism may have been justified in the past. Today the scenario has changed to a great extent owing to technological advances, although there are still some small difficulties in the area of technology transfer. There is co-operation between rich and poor countries reaching towards a common goal of prosperity and social well-being. The remaining problems are due not so much to economic maladjustment among the countries of the world, but rather to malpractices on the part of certain economically powerful countries towards their trading partners.

Take Thailand in the 1980s as a case in point, if you will. We have in fact followed rather strictly most, if not all, the strategies recommended in the Director-General's Report. What a coincidence! For example, devaluation of the Thai baht was announced in the early 1980s. Our monetary and fiscal policies were introduced at the same period; to curb the imbalance in external payments and keep up with appropriate domestic consumption. This stabilisation policy has somehow managed to operate successfully until the present day. The Government has played a vital role in liberalising trade for export enterprises. More incentives are offered to attract external investment.

The result of our structural adjustment has borne fruit over the few years it has been in operation.

Thus, since 1988 Thailand has had the potential to become "Asia's Fifth Tiger", following the Republic of Korea, Taiwan (China), Hong Kong and Singapore.

However, not all is a matter for pride. Our labour market promotion is still poorly organised. Rural underdevelopment persists. Our educational system to prepare the labour force for the market is still in the course of improvement. Our distribution wealth-plan is not effective enough; in fact, ironically it has worsened owing to the growing predominance of Bangkok.

My point is that, despite our structural adjustment so far, the overall situation as regards employment and equity in Thailand remains unsatisfactory. Perhaps the implementation of structural adjustment will work best in the metropolitan area. Although the efficient use of resources never comes about soon enough in any given society, however, it is not necessary to cast doubt on capitalism as such. The Government must be alert and ready to take the responsibility.

In this coming decade, one of our viable alternative strategies is to encourage and promote the development of both physical and human resources. The tripartite system will be more closely co-ordinated to improve the employment situation. The Employers' Confederation of Thailand (ECOT) will work in conjunction with both the Government and the employee's institutions, and our common goal is to achieve economic stabilisation and social equality.

The principle of structural adjustment is by all means necessary. Each country has its limits, however. Nevertheless, the idea of a global approach to the problem is appropriate, particularly in regard to the elimination of international protectionism. The equity goal referred to in the report should also be on a global scale.

Last but not least, in the time remaining I would like to touch on the two important reports concerning night work and safety in the use of chemicals. We sincerely submit to the ILO's wisdom to regulate the standards of working conditions as the world moves inevitably toward industrialisation. As change in the world system varies from one country to another, any measures or standards required should be formulated flexibly to prevent complication of practices. We hope that industrialised and developing countries alike will find no difficulty in the application of such standards, thus avoiding any possibility of discrimination. The solution may not be simple, although every country must be alert to these emerging requirements.

Original – Spanish: Mr. ARTHUR ERRAZURIZ (Minister for Labour and Social Welfare, Chile) – At the outset of my statement, I should like to extend my sincere congratulations to Mr. Nkomo on his well-deserved election of the presidency of this session of the International Labour Conference. I should also like to extend my congratulations to the Director-General of the Office for the excellent preparations he has made to ensure the success of this Conference. I have no doubt that it will give us – who hold the responsibility for the political and social fate of our respective countries – much food for thought.

I have been participating in the ILO discussions for many years and I believe that I am speaking from this

rostrum for the last time since the Government, which I have had the honour of representing, is ending a period of fruitful labour which started out rescuing Chile from the totalitarian threat; it introduced a series of profound reforms of our political, economic and social structures which have permitted our country to make great progress towards justice and freedom and is taking its bow with the establishment of a fully democratic process based upon elections which will take place next December.

We have not failed to inform this forum of any of these steps we have taken, which have led to the re-establishment of the democratic system, because we believe in co-operation which has always fired relations between my government and this organisation.

We have always fulfilled our constitutional commitments but, in spite of this and with few exceptions, we have encountered misunderstanding and sometimes violent opposition.

This attitude is understandable on the part of those who base their action and found their power on the constant crushing of freedoms but incomprehensive on the part of those who should be our allies in the great crusade of forging a destiny of freedom and well-being for Chile.

In spite of all this, we persevere in our task, defying all critics and responding to all attacks, confident that we are contributing to the future greatness of our country and the safety of our children.

We are coming to the end of this road, and I can see a look of disbelief on the faces of those who never failed to attack us; it is the same look of disbelief we see on the faces of those who come to our remote country and see that we are on the brink of overcoming underdevelopment and poverty.

Our road has not been easy but we cannot reconstruct democracy if first we do not eliminate the causes of its destruction: lack of freedom, injustice and poverty.

It is for this reason, that, in the political field, we must carry through a thorough process of institutional reform, thus creating free, stable and modern democracy in line with economic and social progress. The constitutional reforms are an important stage in this process; these will be submitted to a plebiscite next month and will ensure institutional stability, which is vital if our country is to move forward and achieve a climate of harmony between all Chileans.

The country lived through decades of a gradual, sometimes imperceptible erosion of individual liberties. Political liberty was not seen to keep pace with day-to-day liberties. Finally, the growing power of the state dragged the country down the dangerous slope of plans and ideologies alien to our national character and brought us to the brink of losing every vestige of liberty.

Our country is now going down the path of regaining our lost freedoms. Beyond taking on the mere task of administration, we have embarked on a historic drive for the freedom which is deeply embedded in our collective consciousness. Justice can only be based upon a prospect of deep foundation for the society for the good of our country. Along this road, we have been completing, one by one, each of these stages without being diverted by political pressures and without falling into immobilism. This has been a slow process adjusted to the requirements of the country and the interest of the Chilean people, which culminated in the plebiscite of 5 October last year.

In the economic sphere the task of our Government has been enormous in challenges as well as in results. When in 1973 the armed forces assumed the leadership of the country, Chile suffered a serious inflationary spiral which was estimated to be around one thousand per cent a year. Production was completely paralysed, the rural areas were abandoned, and shortages of supplies worsened daily, as a consequence at the complete destruction of the country's productive system.

Chile was becoming the object of an ideological experiment, but in reality it was a dramatic and perfectly conscious process of destruction of the economic and social structures in order to set up the conditions to bring about a totalitarian state.

Thus, over the past years, we had to reverse this process under the guidance of solid principles of subsidiarity, of respect for the right of property and free enterprise in the economic field. There have been important obstacles, such as the two international recessions which we had to face, but we came through successfully – and today our economy is emerging as one of the most prosperous ones on the continent and as an example of a nation which is rapidly moving across the thresholds of development.

Chile today is growing at an average rate of 6 per cent, with perfectly controlled inflation at levels of 15 per cent, with a sustained growth of real wages and a rate of unemployment of about 7 per cent.

The Government of Chile has constantly worked in the conviction that the economic development of a country has no meaning if it is not at the service of social progress. It is for this reason that throughout these years, we have given an impetus to a substantial network of subsidies and direct aids which have made it possible to decrease drastically the level of poverty of our country.

All these changes would have been impossible to bring into force if there had not been such noteworthy economic growth in recent years.

In this respect, I must refer to the importance my Government has given at all times to the task of promoting economic development without forgetting the employment potentialities of my country, or in fact enhancing them. We can affirm that the process of recovery, after the two international recessions which affected our economy, was characterised by a policy of structural readjustment, of stabilisation, guided towards investment and the creation of new jobs. During the past year alone, almost 300,000 new jobs have been created in my country.

All this has made it possible to reduce unemployment in the country in spite of the progressive increase of the labour force together with an improvement in real wages which, during the past few years, were increased to 6.5 per cent a year.

My Government has placed special emphasis on the creation of new jobs because we believe that the best kind of investment is one which is based on human capital. Unemployment causes serious ethical, social and psychological problems to those it affects, and it is also a huge obstacle in any strategy aimed to promote growth and higher productivity.

Furthermore, we have learnt from experience that it is only with high employment levels that it is possible to attain better working conditions and higher protection for workers, and it is only with high employment levels that it is possible to exert pressure for the improvement of wages. It is only in these con-

ditions that there can be stability of employment and that the worker can enjoy true freedom in the choice of his job, and it is collective bargaining that allows him to achieve results that are just and appropriate to his interests.

We are not only interested in an increase in the employment level. My country, during the past few years, has also been constantly concerned with the improvement of the quality of working conditions.

The worker is much more than a mere factor of production and more than a simple link in the production chain. The worker does not only aspire to an appropriate wage, he also seeks to progress as a person, to improve his skills, and to integrate himself more into the firm as well as to be part of progress and social dynamism.

As a result of the above, my Government, by means of the national vocational training and employment services created in 1976, has implemented a series of vocational training policies for the various types of workers. As a result of the Company Programme alone, more than 1,200,000 workers have received vocational training to date. Furthermore, we have directed our interests mainly towards young people and we have successfully put into practice scholarship programmes and programmes to promote the hiring of apprentices by means of tax incentives.

In the field of labour legislation in general and trade union legislation in particular, the Chilean Government has taken significant steps to perfect labour laws and to bring them more into line with the international standards outlined in the ILO Conventions.

In May, we started the legislative procedures to make an important modification to the Labour Code by further broadening the concept of freedom of association, making it possible to create trade union centres as organisations of a higher level; we have also increased the scope of collective bargaining. In addition to the above, the Government has advanced in its study of whether to ratify the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), a subject that no other government was interested in considering.

We cannot fail to mention the numerous systems created to facilitate the acquisition of shares by the workers. This method, that we have called popular capitalism, has made it possible for 240,000 Chileans to participate in the economic development of the country and also in the firms in which they work, thus creating new incentives which, without a doubt, are fundamental for the attainment of increasingly harmonious labour relations.

During the past few years, the Government I represent has acted with the intention of creating an increasingly free and just society in our country, one where freedom is not confined to the exercise of political rights alone but extends to every other aspect

of community life. Thus, we have overcome the numerous obstacles and arbitrary practices which violated freedom of association and freedom of recruitment, just as we have strengthened trade union and economic freedom.

We are aware of the risks involved in a society without justice. When in a community certain imperatives of justice are forgotten, society ends up seeking them in the wrong ways. Experience has shown us that justice is therefore not only an ethical imperative, but an essential prerequisite for the preservation of a free society.

Therefore my Government, far from being satisfied with promoting freedom and achieving high indices of economic development, has implemented many policies to ensure that these achievements bring about better social development and greater justice.

The action undertaken by my Government during these years has been silent but effective. Without grandiloquent promises, it has been a Government that has achieved results. Without indulging in populism, we have improved living conditions for workers; without boasting of our successes, we have undertaken an economic development process of vast scope; without demagoguery, we have strictly complied with our international obligations.

There has been a radical reform of our institutions and production systems. From a political system in a state of crisis, characterised by a formal democracy confined to meeting political concerns, we have built a genuinely democratic society, in which every aspect of daily life is pervaded by the inestimable value of liberty. This Government has been the first in our history which has given an impetus to a radical process of restoring individual freedoms.

However, despite the unfair accusations levelled against us during these years, we are helped by the certainty that we have now laid the groundwork for economic and social development in our country, in the framework of a stable modern democracy.

We are no longer concerned with the lack of understanding displayed or the attacks made against us on so many occasions. Our efforts have been amply rewarded, by a Chile which has fully recovered, with an economic, social and political basis solid enough to perform a task of unforeseeable dimensions in the coming years.

We are proud to announce that next year the Government which I represent will turn over the administration of the nation, with the satisfaction of having made huge strides towards an increasingly free, just and developed society in Chile. When passions and attacks subside, this will be recognised by history and gratefully acknowledged by our children.

(The Conference adjourned at 6.15 p.m.)

Twenty-sixth sitting

Tuesday, 20 June 1989, 8.15 p.m.

President: Mr. Nkomo

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT – We shall now continue our discussion of the reports of the Governing Body and the Director-General.

Ms. ISAK BIHI (*Government delegate, Somalia*) – On behalf of the Somali delegation to the 76th Session of the International Labour Conference and on my own behalf, I should like to congratulate Mr. John Nkomo most heartily and sincerely on his well-deserved and unanimous election to the presidency of this session of the Conference. My delegation is confident that under his experienced leadership and patient guidance our Conference will be crowned with success. Our congratulations and good wishes are also directed to the Vice-Presidents and other distinguished officers of the Conference.

I wish also to extend our heartfelt congratulations to Mr. Michel Hansenne on his appointment as Director-General of the ILO. I am convinced that Mr. Hansenne will, with the co-operation of the member States, contribute to our progress in the labour and social fields. I can assure Mr. Hansenne of my Government's full support and understanding.

I will not fail also to pay tribute to Mr. Francis Blanchard, whose 38 years of service in the ILO, including 15 years as Director-General have contributed to the effectiveness of our Organisation. I extend our thanks and appreciation to Mr. Blanchard for the masterly manner in which he managed the various activities of the ILO and the close attention he gave to African social problems. I wish Mr. Blanchard and his family good personal health and happiness.

It is now 70 years since the First Session of the International Labour Conference was convened in Washington in 1919. We mark this 70th anniversary with considerable satisfaction in what has been achieved so far. There is no denying that our Organisation, like other organisations in the United Nations system, has passed through difficult stage. However, because of its unique tripartite constituency and its committed mandate to improve the working conditions, the well-being and the standard of living of all mankind, the ILO has prevailed and has even advanced the principles embodied in the Constitution and in the Declaration of Philadelphia.

On the occasion of this 70th anniversary, the Director-General has presented a valuable Report which is under discussion in this Conference.

The world economy has experienced in the 1980s a prolonged and lingering recession and serious problems which continue to beset it. This economic recession

hit Africa hardest during the 1980-84 period. The overall employment situation in the region worsened and labour market adjustments took on different forms. Austerity measures were put into practice as a means of achieving stabilisation and structural adjustment. I must emphasise that in many cases these measures resulted in severe setbacks with pronounced hardships for a sizeable proportion of the populations concerned. We should always keep in mind that development is not only characterised by the growth of production and income, but it also necessitates, and is closely linked with, the evolution and transformation of economic and social structures.

However, there have been some improvements since the early years of the 1980s, but even positive news generally tends to be qualified. It is the responsibility of the international community to work towards creating a predictable and supportive international economic environment. There is no question that global economic recovery is a necessary condition for solving employment problems everywhere.

We welcome the initiative taken by the ILO to establish a dialogue on the social aspects of adjustment with the international institutions involved in the programme with the aim of considering more carefully the consequences of international trade practices and financial and monetary policies on employment and poverty. We appreciate the efforts made by the ILO in convening the High-Level Meeting on Employment and Structural Adjustment, which provided a forum for exchange of views on the issues and put forward a set of recommendations for both developing and industrialised countries. The ILO should be commended for taking such bold action to redress the negative impact of the adjustment programme.

One of the major problems facing Somalia is the provision of productive employment to its rapidly expanding labour force. The inability of the economy to generate adequate employment opportunities, coupled with the increasing number of persons seeking jobs, has led to a growing disparity between demand for and supply of, labour. Thus, extended unemployment is increasing despite efforts by the Government to reduce it. Significant shortages of skilled and trained manpower exist side by side with large pools of unemployed youths.

The Director-General has rightly proposed in this Report that growth should go hand in hand with job creation. This area has also received high priority from my Government. Two policy initiatives adopted in recent years have contributed to the country's economic recovery. The first is the privatisation poli-

cy. The Government has recently enacted a law which not only permits but also encourages the privatisation of the main branches of the national economy, most notably the banks and insurance companies. It also welcomes foreign investment in order to make proper use of the country's rich natural resources. The second is the establishment of self-employment promotion schemes in the agriculture and fisheries sectors as a means of generating employment and increasing production.

I should like to emphasise that the alarming problems relating to unemployment and poverty in developing countries in general, and in the least developed countries in particular, can only be resolved through the adoption of programmatic policies and action-oriented programmes by the countries concerned, with active and increased support from the ILO within the framework of international co-operation.

Turning now to the other items on the agenda this year, the International Labour Conference finalises the process of partially revising the Indigenous and Tribal Populations Convention, 1957 (No. 107), with a view to the adoption of a new Convention. In spite of being a single ethnic country, Somalia shares the views of the international community that the integrationist approach to these peoples should be reconsidered in order for them to achieve their legitimate aspirations of preserving their unique heritage and identity. My delegation also welcomes the inclusion by the Governing Body of the other two technical items on the agenda of the present session of the Conference, namely night work and safety in the use of chemicals at work. We hope that this world assembly of labour will examine broadly in its first discussion these two major issues, which are affecting the health and safety of millions of workers around the world.

We express our appreciation to the Director-General of the ILO for the efforts he has made in monitoring the situation of Arab workers in Palestine and other Arab territories occupied by Israel and submitting to the Conference a report on the subject in conformity with the resolutions adopted by the International Labour Conference in 1974 and 1980 concerning the violations of trade union freedoms and rights, and the implications of Israeli settlements in Palestine and the other occupied Arab territories in connection with the situation of Arab workers. The Report clearly describes the violations of freedom of movement of trade unionists, as well as discrimination in access to vocational training and employment opportunities.

The occupation authorities are continuing to use force to suppress Arab workers and employers in Palestine and the other occupied Arab territories, despite the fact that the International Labour conference has on many occasions, within the framework of the basic standards and principles set out in the preamble of the ILO Constitution and the Declaration of Philadelphia, condemned such inhumane practices and called on the occupation authorities to stop the establishment of Israeli settlements in Palestine and other occupied Arab territories.

The recent events, that is to say the heroic uprising of the Palestinian people in the occupied territories, have indicated how critically that situation dominates the entire life of the population in the territories. It is a fact well known to all of us that the socio-economic situation in Palestine and other occupied Arab terri-

tories continues to deteriorate and that the fundamental rights of workers and employers are openly and flagrantly violated. We therefore appeal to all countries throughout the world to take a positive stand in putting an end to these inhumane and brutal practices. The Somali Government energetically condemns the policies exercised by the occupation authorities and considers that the fundamental rights and freedoms of the Arab workers and employers in those territories can only be guaranteed by the liberation of the territories from the illegal occupation of the Zionist authorities. The Director-General has also underlined in the report that the various recommendations contained in his report to the 75th Session of the International Labour Conference were not implemented. It is evident that the occupation authorities are not prepared or willing to respect their obligations towards the basic standards and the principles and aims of our Organisations.

In accordance with article 17 of the Standing Orders of the Conference, the Governments, Employers and Workers of the Arab Group have submitted to the present session of the International Labour Conference a resolution concerning the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories. The sponsors of this draft resolution are fully confident that all those who respect human dignity and freedoms will, as in the past, support the adoption of the resolution as a minimum contribution to the elimination of social injustice and in solidarity with the employers and workers whose rights and freedoms are denied.

On the labour and social situation in South Africa and Namibia, my Government has carefully studied the Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia. We have noted with great concern the deteriorating situation in South Africa and the various restrictions on Black workers and their trade unions resulting from the policy of apartheid adopted by the South African regime, which represents a system of institutionalised racism. The Somali Government continues to speak out resolutely against apartheid and to condemn its policies of racial discrimination. We also continue to advocate the strict and rigorous implementation of the mandatory sanctions adopted by the United Nations Security Council. Such sanctions are the most effective means available to the international community to dislodge the apartheid system by peaceful means.

The Somali Government strongly supports the implementation of Security Council resolution 435 which will bring about the independence of Namibia, whose people have suffered for a long time from the evils of apartheid and the illegal occupation by South Africa. The recent developments taking place in Namibia under the auspices of the United Nations are promising despite the attempts by the South African regime to jeopardise the whole process.

In conclusion, we hope that the 76th Session of the International Labour Conference will, through its discussions, arrive at conclusions that will be beneficial to us all.

Original – Farsi: Mr. HOOBAKHT (Employers' delegate, Islamic Republic of Iran) – In the Name of

Allah, the Merciful, the Compassionate! "But ah! thou Soul at peace! Return unto thy Lord, content in His good pleasure! Enter thou among my bondmen! Enter thou my Garden!" The Holy Koran.

The 76th Session of the International Labour Conference is being held at a time when the Moslems of the world are mourning the loss of their staunchest supporter, the great man whose struggles, devout sacrifices and decisive leadership revived the true Islam of Mohammad – peace be with him – in contemporary history.

Although the world's Moslems have been deprived of their great supporter, his sacred soul has enabled the Islamic Revolution to transcend geographical boundaries and thus to spread to occupied Palestine, to flourish world-wide into the strongholds of blasphemy and to toll the bell for the eminent death of arrogance in the world as embodied in "the Great Satan" and in "the homeland of colonialism", while further strengthening the determination of the world's oppressed nations to seek their much-needed liberation.

I wish to express my sincere condolences to all the Moslems of the world for their great loss.

Recent sessions of the International Labour Conferences seem to have taken a new course in their discussion of the world's current fundamental socio-economic questions. This trend within the International Labour Office may well be attributable to the fact that a majority of peoples in the less-developed parts of the world face the consequences of ever-increasing poverty and deprivation. These problems require serious attention indeed.

According to formal international statistics, the world population in 1986 had reached 4,290 million, 82 per cent of which, namely 3,598 million, resided in the developing countries. If the rate of demographic growth remains constant, that is at 1.9 per cent, the population of the developing countries will reach 6,700 million by the year 2000.

In contrast, the annual per capita GDP in those countries has been rapidly declining from 3.9 per cent in the 1965-73 period to 3.1 per cent in 1986. According to tentative international estimates, it reached only 1.7 per cent in 1987.

Another look at the statistics provided by international agencies reveals that over the 16 year period between 1970 and 1986, the debt of the developing countries grew from 15.8 to 20.9 per cent. Such an increase in this debt further emphasises the need to introduce a new international economic order.

Thus demographic growth, along with the decline in annual per capita GDP and the escalation of the foreign debt, have given rise to further difficulties for the Third World peoples. The Director-General's Report reflects the new attitude taken by the international organisations, namely that the international community cannot, and should not, remain indifferent to the deteriorating situation in the Third World countries lest the existing difficulties become exacerbated, thereby thrusting larger numbers of oppressed nations deeper into poverty and further worsening their economies.

Employment admittedly is a major element of social, economic, financial and monetary development policies, whether short- or long-term, and employment policies and objectives, as stated in the Director-General's Report, do play a key role in ensuring a fairer distribution of income, securing social justice

and establishing economic security. However, contrary to the quotation cited in the preface to the said Report, we believe that human beings should be the end of development over and above the means of development, and there is good evidence to that effect in many countries, too.

The world economy has emerged from a period of instability and insecurity in the 1980s. Major industrialised countries have deemed it legitimate to take advantage of, and utilise, all kinds of means to secure their own positions in the world economy. The monopolisers of the world's resources have thus found a path to their own recovery, but this will inevitably result in sharper contrasts in living standards even within the wealthier countries.

Raw material prices are fixed by Western countries in the world markets through trusts and cartels imposed upon the exporting countries to further rob them of their resources.

At the same time, major commodity prices are set by the industrialised countries through their own enterprises with no government control.

According to formal international statistics, the prices of developing country mineral and metal raw materials have dropped from + 2.5 per cent in 1973 to - 4.2 per cent in 1986, while in the same period the prices of industrialised country manufactured goods have increased from + 4.6 per cent to + 19.8 per cent.

Deliberate manipulation of exchange rate fluctuations is periodically carried out by the major industrialised countries to enhance their own positions. International monopolisers and exploiters calculate and take the measures required to expedite further abuse in international trade to their own benefit.

The country that issues the dollar controls formal international exchange rates through the arbitrary release of notes. Moreover, when the industrialised countries are not sufficiently satisfied with raw material prices, already reduced by their own price-fixing bodies, they simply resort to exchange rate manipulation or other profiteering action leading to a further deterioration of economic conditions in the raw material exporting countries.

Provision of international credit by the rich and industrialised countries to the developing ones with a view to making the latter purchase the industrial commodities and capital goods of the former, in addition to the monopolised purchase of raw materials and agricultural goods of the developing countries, have exacerbated the latter's foreign debt.

In consequence, and as it has been referred to by the Director-General in his Report, the debtor countries have become more and more unable to repay their debts in the face of their voluminous compilation, and are thus under increasing pressure to give in to the policies imposed upon them by the creditor countries.

I wish to reiterate here that finding a practicable solution to the debt crisis which would make it possible for the debtor countries to repay their debts, is all the more necessary for the restoration of human dignity and the eradication of neo-exploitation, particularly as a sign of hope for more stable prospects for future generations of the Third World countries.

As stated in the Director-General's Report, lower investment rates are another cause for economic recession in the Third World. It is noteworthy that investment rates in the African and Latin American

countries were 20 per cent to 25 per cent lower in 1986 as compared to 1980.

In such circumstances, it could well be demonstrated that relative recovery may follow in the Third World countries, if the correlation among development, expansion of investment, and economic recovery in those countries were taken into account, along with a choice of appropriate economic policies that should accompany the promotion of self-determination as a development principle.

Over ten years have elapsed since the victory of the Islamic Revolution in Iran. Our Moslem people have experienced many ups and downs during that period. Neither the various hindrances and intrigues, nor the imposed war could infiltrate the resistance of the Moslem nation of Iran which has been determined to achieve the objectives of the Islamic Revolution, and which has overcome all these conspiracies.

The Islamic Republic of Iran has successfully adopted structural adjustment policies and taken positive measures to that end, relying upon domestic expertise and efficient managers. These policies were referred to in the Director-General's Report as new approaches.

Large industrial and agricultural projects become operational in our country at a time when an all-out war was imposed against our people by "the Great Satan" at the hands of its allied agents.

The PRESIDENT – I have appealed to the meeting to avoid using terms that are not appropriate to this meeting and I would like to request you to avoid using those terms. You may continue.

Original – Farsi: Mr. HOOBAKHT – Nevertheless, our Moslem nation achieved the highest level of political and spiritual growth under the guidance of a great leader; this growth brought with it new values for our Moslem people, and put an end to the political and economic influences of the enemies of Islam.

Managers in our country pursue socio-political development objectives with a view to improving living standards, creating employment, and securing sufficient income levels for their society.

Special economic priorities that have already been established appear in the Director-General's Report as reasonable and effective solutions that should be applied in the implementation of economic and structural adjustment policies, although the Director-General has dwelt on this matter a little too late, for those proposals have repeatedly been reiterated by the Islamic Republic of Iran's delegations at previous sessions of the International Labour Conference but have not, up until now, been heeded.

The increased production of hazardous chemicals has seriously jeopardized the life of mankind. Responsible international bodies alone will not be able to solve the problems of mankind and his difficulties of conscience merely by means of international conventions or generalistic provisions. It is the expansion of the more practical and supervisory functions of the international organisations that may set effective limitations for the countries manufacturing chemical and lethal weapons.

The establishment of an international research institute dealing with the production and application of hazardous chemicals to examine the harmful effects of the mass production of these materials, could, to some extent, prevent an unhealthy increase in their

production and their application in the world. Nevertheless, what is more important, is a change in the attitude of managers, who, in the industrialised countries focus their attention only on positive figures on balance sheets, and ignore the fact that humanity cannot be quantified in dollars.

If the International Labour Organisation is to play a role in solving the future world economic crisis, it must be prepared to emphasise how very important it is for the managers of the industrialised world to be, above all else, human.

We are prepared to assist in the realisation of this important aim.

Peace be upon the True followers of Allah.

The PRESIDENT – Let me once more remind the distinguished delegates to use parliamentary language.

Original – Spanish: Mr. VALDES SAENZ (*Employers' delegate, Chile*) – I should like to begin by congratulating the President on behalf of the delegation of private employers of the Republic of Chile, and in particular the Confederation of Production and Commerce of my country, for his well-deserved election at this very important Conference, a Conference that will inspire us to make progress in the areas covered by the Report of the Director-General, for which we sincerely thank the Director-General.

To call the attention of the world, and in particular the competent economic agents – be these members of the United Nations family, the signatories of the original Bretton Woods treaties, or the governments of the developing countries – to the importance and transcendence of economic recovery for all countries and an increase in employment levels in these countries, in order to deal with a new decade of development and progress, with peace and economic growth in better conditions of justice and equitable distribution of the benefits of that development and growth, is an unavoidable responsibility.

The statement contained in the preface of Part I of the Report that "human beings are both the means and the end of economic development" is a self-evident truth that is often forgotten behind the dehumanising figures in employment statistics, reduction in growth, inequitable situations that affect the relative prices of export commodities of the developing countries and so many others; this leads us to repeat the Director-General's statement enthusiastically. It is true that it should be the crux, the permanent guide, the determining core of efforts to be made by this International Labour Organisation in shaping policies and programmes necessary to sustain equitable development in the next decade; and this central axis should be at the service of and dependent on human beings. It should be human beings who enjoy the results of this development, and they cannot be subordinated in true importance, nor should this development be valued above the human dimension, which is the reason for development.

As the representative of a developing country which suffered a very violent slump in its growth rate – a fall which in absolute terms of GNP was perhaps the greatest, or one of the greatest, suffered by any country in any particular period, which took place in 1982 in Chile as a consequence of the excessive indebtedness of the country and the violent deterioration in the terms of international trade, all of this due

principally to the world recession – Chile has genuine experience with this problem.

The experience of Chile – which had to endure this fall and which has since implemented and applied policies of economic restructuring based on exchange rate policy promoting a growth development model directed towards external markets, strict control of public expenditure and government deficit, maintenance of official and real exchange rates for the development of economic activities, the end to tariff barriers which affect the correct allocation of economic resources within the country, the development of sectors in which the economy and the country present comparative advantages – is broadly positive. The concrete result was a major increase in employment and a significant reduction in national indebtedness.

As a representative of private enterprise in a country that has made a considerable and sustained effort over many years to overcome this crisis and to get back on to the road to economic development, consolidating six years of growth at satisfactory rates, we believe that we are in a position to make authoritative and original comments on the subjects which were covered by the Director-General's report.

The process experienced in Chile is unique in that private enterprise played a fundamental role in this, assuming its responsibility as a main agent of development. Employers in particular have accepted a commitment to the country, to its development, to its workers, and to its enterprises in order to move the country forward in order to achieve appreciable economic results.

It is true, as was said by the Director-General in his Report, that one of the main lessons learnt during this decade is that it is an illusion to try and resolve social problems without economic growth. The first common objective should therefore be the recovery of growth capacity in all those areas in the world where there is still recession, and maintaining sustained expansion where recovery has been achieved. In the case of Chile, the cost of the economic recovery achieved, which was very high, was borne and shared by the entire population of the country – the workers, the enterprises and the consumers. Real living standards in the country, for all Chileans, declined sharply in 1982 as a result of the fall in GNP.

This cost, which all Chileans have had to bear is reflected in very high levels of unemployment, for which the Government adopted short-term emergency measures which are no longer in force, and special programmes of minimum employment and employment of heads of households; these measures at one point involved a labour force in these programmes of 500,000 people at the height of the crisis from 1982 onwards. The normalisation of the economy enabled the productive sector, in particular the private productive sector, through the expansion of productive capacity in agriculture, fisheries, mining, and service and industrial export production to attain an increase of productive employment in better working conditions for 1,300,000 Chileans and a real improvement in their wages of 6 per cent in 1988. These figures speak for themselves, considering that the total working population is 4,850,000, in indicating the great efforts put in by Chilean private enterprise thanks to the devotion of employers. Employers, as we said, bore a major part of the cost of the readjustment, which resulted in the bankruptcy and closure

of many enterprises lacking the capacity to adapt to the new conditions and economic requirements imposed on them as a result of the consequence of the crisis. The obligation for the majority of surviving enterprises to become more efficient meant that their higher management, their shareholders and their owners had to put in more resources and more effort by way of devotion, dedication, commitment and risk-taking.

Private enterprise in Chile has progressed as a direct result of the very serious crisis of 1982-83, which made it better prepared, more mature, fitter, with greater resources, capacity and confidence in itself, more determination to face and overcome the obstacles to economic development in the country.

I should also like to refer to the organised efforts made from the outset by the Confederation of Production and Trade in its role as a private enterprise union, to overcome or alleviate the serious unemployment problem affecting the national economy and particularly the labour sector. As this Organisation has been informed, the Confederation of Production and Trade set up an Employment Commission which put forward specific solutions and proposals to develop initiatives that would stimulate employment, generate new employment and raise the level of employment obtaining at the outset of its work.

The results achieved by the Commission, which co-operated closely with measures taken by the Government, including a National Employment Secretariat to tackle the problem head on, can be described as broadly satisfactory. A series of proposals put forward by the Commission were implemented, among the most noteworthy being the competition to think up ways of increasing employment. Over 1,300 entries were generated by the competition, which was open to anyone with new ideas on employment.

Many of the ideas were applied and are now being fully developed, providing a stream of productive work and development in our country. One example is the seaweed farms in the north of the country. It is also worth mentioning that a large number of these ideas, many of them entries in the national employment competition, have been published in a book.

We were anxious that the country should understand the great efforts that have been made. During 1988, therefore, the Confederation of Production and Trade ran a broad public relations campaign, sending its leaders, in particular its President, Don Manuel Felliú, to most of the major cities of the country, especially the regional capitals, explaining the commitments of private enterprise and private employers to work for the development of Chile, pledging continued efforts in this direction and future action by private enterprise to engineer progress.

This campaign increased the country's confidence in their productive economic agents, producing more involvement with the effort undertaken by enterprises and economic productive agents and greater stability and faith in the future development of Chile.

In order to continue on the path of development, once we have overcome the very high cost of structural readjustment, it is a basic prerequisite that realistic trade terms are maintained, which will not damage economies in the developing countries that have already suffered.

It is therefore essential to seek mechanisms to prevent the development of protectionist practices af-

fecting the free flow of international trade. For this reason the developed countries must keep their markets open so that the developing countries can export and sell their products in these markets, free access to which is therefore imperative so that the efforts tending to new growth in countries affected by the crisis can lead to positive results.

It is also essential for sustained growth in economic development to maintain the greatest possible stability in economic and labour relations. For this reason a healthy labour policy should try to alter trade union conditions and the realities of the market as little as possible. State regulations should be kept to a minimum and not be abused, as often happened in the past.

To this end, appropriate legislation should be introduced for adjustment that may be necessary at any particular time in order to govern labour relations.

Accordingly, in a spirit of consensus and tripartism, the Confederation of Production and Trade has established labour commissions with technical representatives from two of the main trade union federations to work in conjunction with the Confederation on a series of matters of interest to both sectors. This involves labour regulations and other areas of mutual interest.

This initiative has already enabled us to reach specific agreement and a common approach on various matters of mutual interest to be implemented later – the results of action by the Federation of Production and Commerce over two years ago and reflected in the Declaration of Jahuel. The Declaration expressed the willingness of private Chilean employers to co-operate with the labour sector on those points of interest which would allow both sectors to move forward and to maintain and sustain our ongoing development. We look favourably therefore on all studies that would help us to achieve the ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) which will contribute to greater stability and more harmonious development in national productivity.

These areas, as mentioned by the Director-General, should guide the work of this Organisation and that of the Conference.

We wish, however, to express our displeasure that certain international organisations continue to protest the so-called non-representation of the Workers' delegation of my country. As the Conference will know, this is a subject which has been exhausted over the past 15 years. The truth is that the procedure of appointing the Chilean Workers' delegation whatever its composition as the ILO itself has seen, has been the subject of continuing improvement.

Therefore, it is impossible to ignore the Workers' delegation, which has participated with great interest in the deliberations of this Organisation.

There are of course other sectors of workers in the country also representative of their trade unions who, from choice, decided against membership of the delegation; that is, they excluded themselves from participation therein, which is regrettable from the point of view of healthy coexistence and reconciliation among Chileans.

We think that it is an injustice to workers in Chile to continue to refer to this issue. Those who are objecting and protesting against the members of the Chilean Workers' delegation could have been members of the delegation if they had so wished. It was

their own decision not to participate. They preferred to criticise and to disqualify those who did assume the responsibility.

The delegation of Employers of Chile, finally would like to stress the fact that our country has faithfully carried out all of its international commitments. In exchange for this we ask for the basic respect of the rest of the international community in the situations to be faced this year, in which we will be called upon to make an important decision – a decision will be taken with the seriousness and responsibility of that of the plebiscite on 5 October 1988.

At this time, the country has reached major agreements on the Constitution. The moderation, responsibility and maturity which has been demonstrated by all sectors in arriving at these fundamental agreements is the guarantee of the future stable development of Chile in conditions of independence, sovereignty and seriousness which has marked its entire 179 years of existence.

Proud of its history, aware of its responsibility and confident in its future, Chile is prepared to meet the challenges of the future.

Mr. KERKINOS (*Government delegate, Greece*) – Mr. President, on behalf of the Greek delegation and on my own behalf, allow me, Sir, to extend to you our warmest congratulations on your election to this high office of President of the 76th Session of the International Labour Conference. We are confident, that you will conduct our deliberations successfully and bring our work to a happy and fruitful conclusion. Our congratulations also go to all the other Officers of the Conference. And may I seize this opportunity to address to our new Director-General, Mr. Michel Hansenne, our best wishes upon his election to head the International Labour Organisation. I wish to assure him of the unswerving support of the Greek Government and of my delegation.

The main theme of the 76th Session of the International Labour Conference, "Recovery and employment", is surely one of the major and continuing concerns of both the international organisations and the governments of all countries, whatever their level of economic development.

Only when we are able to halt the impact of the present difficulties through international co-operation, and pave the way to the economic and social well-being and progress of our countries, will the question of economic recovery and employment no longer be a priority. The International Labour Organisation, this year celebrating its 70th anniversary, has made a major contribution in setting up this international co-operation.

During this session we are fortunate enough to have at our disposal an excellent working tool: the Report of the Director-General of the International Labour Office.

Participants will be most appreciative of the serious analysis and detailed information the Director-General has provided, by examining very different areas. We recognise his realistic outline of the prospects for coping with the existing perennial problems.

In the present circumstances and for most of our countries, irrespective of the level of their economic development, dealing with unemployment and achieving an increase in employment are the main aims and priorities of economic and social policies.

The existence of millions of unemployed in the world today is a challenge: a challenge because, at a time when the ideas of economic democracy and social participation are becoming more widespread, and the question is raised of how to work and produce better, a large sector of the population is deprived of the fundamental right to work.

For all societies, the cost of unemployment is extremely high. The fact that the full human potential cannot be achieved has a negative influence on the overall economic life of our countries.

High unemployment means a considerable reduction in the level of production, and at the same time a lowering in revenue from taxes and social service payments. Considerable resources which could be utilized productively are, on the contrary, devoted to helping the unemployed, to provide for their social security and their re-training, which in turn increases the deficit of the public sector and kindles inflation.

This vicious circle of inflation-unemployment could well result in a polarised society, one part being made up of people with stable and well-paid jobs, and another of people on the fringe of society – seasonal workers, the underemployed, or unemployed. Low performance levels of national economies in the field of employment render this risk very evident.

But in spite of these pessimistic observations, there is no doubt that major progress has been made in recent years in a good number of countries, and particularly in member States of the Organization for Economic Co-operation and Development (OECD) and of the European Community.

Reduction of the deficit in the public sector, improvement of the balance of payments, and control of inflation have greatly contributed to restoring more stable economic conditions and creating a new climate of confidence. The increase in the gross domestic product (GDP) in the above-mentioned areas more investments – particularly those related to a policy of restructuring and modernisation – and improvement in productivity, mean that we can expect more positive results in the area of employment, and thus a lowering in unemployment levels bequeathed to us by the last prolonged economic recession.

In spite of the positive trend of macro-economic indicators, the international economy cannot claim to have attained the necessary conditions for a permanent recovery, which must take place before we can achieve a satisfactory level of permanent and productive employment.

The international economic environment remains extremely delicate, and there is always the risk of another prolonged recession.

The perceptive analysis of the Director-General has already emphasised some of the elements which could bear a negative influence on efforts towards recovery and lead us to a new phase of stagnation. The report also underlines the elements which oblige us to establish new international co-operation with a view to setting up a common strategy of employment and development.

The need for a new competitive environment does not exclude, but on the contrary demands, that we work on strengthening multilateral co-operation and solidarity between countries.

The lowering of protectionist barriers and the movement towards the development of a world market should be accompanied by measures for reducing inter-regional inequalities and promoting equal par-

ticipation in the benefits from the recovery of the world economy.

Today we are even more conscious of the fact that we all share the same problems and that we are interdependent. We realise that, from the economic point of view, there are no islands of protection, either for the strong or for the weak.

With energy and courage we have to face up to structural disparities such as, for example, the gap between North and South, the burden of the foreign debt on the developing countries, and overwhelming demographic, migratory and environmental problems. Otherwise, the hopeful perspectives and emerging tendencies for a recovery of the economic activity may well be halted.

In this common endeavour to overcome stagnation and poverty affecting a large segment of the population of our planet, and at bringing about economic and social modernisation, the European Community of 1992 is shaping a will and the means to participate in a crucial and decisive way.

It goes without saying that this common effort will not succeed if each country does not choose the methods and policies most suitable for reinforcing the development trend.

A stable and uninterrupted increase in economic activity is the only sound basis for the creation of constant and productive employment.

But the extent of the accumulated unemployment and the intense pressure on the supply side of labour – particularly in the developing countries which are faced with the serious problem of the population explosion – call for different macro- and micro-economic measures to be taken simultaneously.

With a view to realising the objectives of the macro-economic policy, the labour market needs to function better and be adapted to the needs both of supply and demand.

The effective equilibrium of supply and demand of labour and increased mobility of the workforce, in combination with incentives for the furthering of the professional training, have been recognised as factors which bear considerable influence on both the increase in productivity and the dynamics of business activity.

With regard to vocational training, it can never be overemphasised; the literature on the subject being extensive, I think that there is no need to elaborate in detail.

In today's conditions when technology is constantly changing, investment in the human factor should be considered at least as important as that in business capital.

The existence of a flexible and well-trained workforce is a prerequisite for a more functional and effective labour market and, at the same time, an essential labour market and, at the same time, an essential factor for the improvement of the competitiveness of our economies.

It is important to acknowledge that a new strategy for economic recovery and employment cannot succeed if social conditions and the social dimension of such a strategy are ignored.

The necessary changes – radical as far as structures and mentalities are concerned – must be carried out at the lowest economic and social cost, while, at the same time, special care is taken for the rights of the workers as far as their work, security and social protection are concerned.

Any kind of national economic policy necessitates a compromise if we are to achieve an equitable sharing in the cost of and benefits from development. Such a compromise between governments and social partners can only come about through dialogue and the consent of the interested parties.

To conclude, I would like to assure you that the Greek Government, in taking up this challenge for a new socio-economic order, will use all means at its disposal for achieving our common objective: social, economic and democratic modernisation.

I would also like to assure that Greece, as the other member States of the European Community, intends to work actively and take any initiative necessary for achieving the ideal of active solidarity between States, and for creating an international society of well-being and continual progress.

Mr. GLADE (*Employers' delegate, United States*) – Mr. President, the United States Employers' delegation congratulates you on your election to preside over the 76th International Labour Conference and the particularly efficient and just way in which you have guided our deliberations thus far.

The United States employers also send their greetings to Mr. Hansenne and warmly welcome him to his new post. We look forward to working closely with him as he directs the International Labour Office. We enjoyed a very good relationship with his predecessor, Mr. Blanchard, to whom we pay tribute for his many distinguished years of service to this Organisation.

I stand before you somewhat unexpectedly due to the absence of the venerable Mr. Charles Smith. As most of you know, Mr. Smith has served continuously and with distinction as the United States Employers' delegate over the past decade and it is only due to unfortunate circumstances at home that he is not at this rostrum as so many times before. His family and he are in our thoughts and I want to express on his behalf our appreciation of the supportive communications that we have received.

Mr. Smith encouraged me to discuss the reports of the Director-General and the Governing Body to the Conference, particularly because the Director-General has this year focused on the theme of economic recovery and employment, of special importance to the business community of the United States and one on which certainly Mr. Smith would have spoken loudly and clearly. In his spirit, I offer the following constructive remarks.

First, let me be clear. United State business would like to see nothing more than for the ILO to be charting a relevant course for itself as we approach the 21st century. And as the Director-General's Report states, the challenges to the ILO are great: unemployment and underemployment, the changing nature of work, economic transitions, and democratic movements around the world. We are simultaneously examining the past, indeed celebrating 70 years of the ILO, and anticipating the future. But is the ILO truly anticipating events to come, preparing for a new world of work? Or is it dwelling on past changes and bemoaning the reality that the world of work has evolved?

I link two sentences in the Director-General's Report as representative. First, it says the past decade has witnessed a "severe setback in the quest for full employment and social progress to which this organ-

isation has been dedicated since its inception". Second, "a resumption of growth and social policy cannot be attained without a serious effort of adjustment to new realities on the part of both industrialised and developing countries" – and I would add international organisations, as well.

What are these new realities? Well, the litany is familiar: dramatic improvements in global communications, expanding international and regional trading relationships, tremendous international financial movements, technological breakthroughs, particularly at the workplace, and renewed interest in democratic political and economic freedoms.

In addressing these issues, the Report rightly builds on the momentum generated by the High-Level Meeting on Employment and Structural Adjustment and the objective of maintaining the social aspects of structural adjustment at the forefront of international concerns.

My delegation offers its full support to this goal. Those whom I represent see an important role for the ILO in this area. However, inasmuch as we generally agree with the report's outline of the problem, we are concerned about some of the perspectives and recommendations of the Office paper which tend toward a prescription for state intervention. We question the realism of the ILO when it drifts toward this view.

For example, the Report refers to the external debt situation of the developing countries. Market-based schemes for debt reduction, successful in countries such as Chile, as we have just heard, are denigrated as "ad hoc efforts", where, it is said, what is needed is a more global solution to the problem. This is not consistent with the truth.

Much of the debt problem, in our view, is due to a lack of confidence in Third World governments by their own citizens, the root-cause of capital flight. Such exodus of the tools for productive, development-oriented investment, has a tremendous negative impact on adjustment. Deposits in overseas banks by citizens of the indebted countries are valued at slightly more than the entire Third World debt to commercial banks. The notion that only a global solution will work, no matter what the problem, be it debt, capital flight, or unemployment, is a recurring one throughout the report. In the case of debt, the global solution of the ILO's is some form of debt relief or rescheduling.

I respectfully suggest that it is precisely growth-oriented free market policies, pursued by national governments, that will prompt the return of these funds, which will provide the capital necessary for self-sustaining economic growth and prosperity.

My delegation believes strongly in structural adjustment policies designed to reduce the role of the State in the economy, to privatise and deregulate the economy, to encourage self-employment, entrepreneurship in the informal sector and to liberalise trade and capital movements. Unfortunately, the ILO's view is that most of these are the ingredients of conventional structural adjustment programmes. In every instance, the report warns against such a simplistic and doctrinaire approach. The implication, of course, is that this has been tried, therefore it is conventional, and does not work. Well, we say that in those cases where a simple, market-oriented approach to development and adjustment has been tried there has been a marked improvement in a country's growth and standard of living. Indeed,

many speakers from east and west, north and south have come to this very spot before me, proclaiming economic reforms that aim to infuse into their systems aspects of the market and entrepreneurship. Indeed, the Russian word "perestroika" is now in the international vocabulary. But, it seems by our reading of the Director-General's Report, that the ILO refuses to recognise this reality and instead plods on, thereby reducing its credibility and relevance, claiming that the State must play an important role in such activities as directing the flow of investment and in reallocation of resources and factor mobility.

Well, let us be clear about these nefarious markets. In most cases the reason that a market is not developed is because of government restrictions on that market. A market exist where individuals, including small businessmen, corporations and other economic actors, own property, protected by the government, and trade that property based on a price determined freely by the actors involved. Where there is any impediment to these factors (such as limitation on private ownership, price or wage controls or hindrances on free trade, among other things), there will be inefficiencies and imperfections in the market. The argument that the free market cannot be allowed to operate because the market is poorly developed is circular and nonsensical.

Nearly all these countries have massive black markets or underground economies in everything, from retailing to construction to public transportation. Peruvian economist Hernando De Soto finds that black markets occur whenever governments restrict economic freedom of the individual. For example, to obtain a business licence in Peru took researchers 289 days of full-time activity. This is far too costly for any small businessman.

The claim that local entrepreneurship is weak in these countries is not only false, but borders on being a slur on the many highly motivated people of these less developed countries.

As an example from my country, and in reference to the discussion on the partial revision of the Indigenous and Tribal Populations Convention 1957 (No 107) presently taking place, a study of the Pine Ridge Indian Reservation economy revealed that the reported median family income on that Reservation was \$2,600, with unemployment running at 90 per cent. Fortunately, this is not a complete picture. Operating within the overall economic scheme, mostly hidden from view, exists an extensive informal sector of dynamic self-employed individuals and family units who produce goods and provide services for the benefit of the community and, of course, for their own benefit. The majority - 83 per cent - of reservation households are involved in informal, income-generating activity.

It is thus unfortunate that the ILO continues, unrealistically, to dismiss the potential for employment because, in its view, these jobs are precarious, of low quality and security and less protected.

I do not wish to belabour the critique of the Report of the Director-General. If my delegation were not well familiar with the activities of the Office, such unrealistic and old-fashioned ideas, as those I have noted, would give rise to serious concerns on our part.

Like a phoenix out of the ashes of a divisive resolution at the 1986 Conference has risen a strong programme on structural adjustment, its genesis due in

large measure to the untiring efforts of Mr. Francis Blanchard. Considering the theme of the Director-General's Report, I am surprised that more speakers have not remarked on the report of the Governing Body. I would like to highlight the activities of the Governing Body Employment Committee. In our view, this Committee is firmly, and appropriately, on track in working toward improving the realism and relevance of the ILO.

It is in this Committee and its supporting activities in the Office that the debate about structural adjustment is proceeding in a constructive manner, far from labels of "doctrinaire" and "simplistic". The Committee is addressing the fundamental issues of how to mitigate the adverse social effects of structural adjustment where they exist. As necessary ingredients of adjustment, the Committee is examining labour market policies, including flexibility and mobility, education, training and retraining, and wages policy - that is the complete mix of macro and micro measures essential to successful adjustment. In passing, I would note that both the Director-General's Report and the conclusions of the High-Level Meeting highlight the importance of dialogue and social consensus in the formulation and implementation of these measures. Unfortunately, an Employers' resolution that addresses these issues directly continues to receive no support from certain quarters of this house.

As a follow-up to the High-Level Meeting, the Committee is exploring the role of the ILO in discussions with international financial institutions. We support an ILO involvement in the social aspects of these institutions' adjustment programmes.

To this end, we are also pleased to learn of the establishment in the Office of an interdepartmental task force on structural adjustment, which should lead to tangible and challenging results.

We also believe that the ILO should explore the possibility of convening a world conference on training.

In conclusion in our view the ILO should be optimising its potential in the global debate and international action on adjustment and employment creation. But my delegation respectfully suggests that, for the ILO to assert its relevant role on this issue, it must not be seen to be clinging to nor encouraging outmoded and unrealistic concepts of state intervention and an over-reliance on regulation. This trend continues even as we sit here, as we are witnessing in the Committee on Night Work, where we have the real prospect of seeing an ILO instrument that states absolutely that all night work is intrinsically hazardous and perturbs family life. Well, such language in our view is regressive and counter to the goals of development.

The working population of the world looks to the ILO for leadership and bold thinking about the future. Let us not be distracted from real progress on this front.

Mr. BHAGIRUTTI (*Workers' delegate, Mauritius*) - On behalf of the workers of Mauritius and on my own behalf, I wish to congratulate Mr. John Nkomo on his election as President of the 76th Session of the International Labour Conference. I am confident that his long experience in industrial relations will enable him to discharge his responsibilities to the satisfaction of all parties concerned. I take this

opportunity to congratulate also the two Vice-Presidents.

At the very outset, I also wish to express our hearty congratulations to Mr. Michel Hansenne on his election as Director-General of the ILO. We trust that under his able leadership the ILO will continue to forge ahead on the path traced by the dynamic outgoing Director-General, Mr. Francis Blanchard. My congratulations are also extended to my friend Mr. Heribert Maier, who is well known to the trade union leaders throughout the world, on his appointment as Deputy Director-General of the ILO.

The Report of the Director-General, *Recovery and employment*, is an important and valuable document, which will help us in our endeavour to achieve full employment and growth in our respective countries.

The Director-General deserves our thanks and appreciation for highlighting the weaknesses and shortcomings in the present economic policies pursued by countries in the North. In spite of sustained growth during the past five years in OECD countries, the developing countries in the Third World are crippled by an increasing debt burden and are plagued by severe economic problems, such as deteriorating terms of trade, a rise in interest rates and protectionism. These are the major problems contributing to the decline in the growth rate of these countries, resulting in massive unemployment, widespread poverty and indebtedness.

In those countries which have had recourse to IMF and World Bank assistance, the workers have had to pay the heavy social cost of adjustment policies, and the most disturbing effect has been a reduction of labour incomes, particularly wages, which have declined by 20 to 30 per cent in real terms, as stated in the Director-General's Report.

The industrialised countries have a great role to play to relieve the Third World countries from the debt crisis. In this connection, I sincerely express my appreciation to the French Government for its bold decision to write off the debt of several African countries, as announced by President Mitterand at a meeting in Dakar, recently.

I hope that other countries in the North will follow suit. We have noted with interest the first steps of the major Powers on disarmament. These developments are encouraging and we fully subscribe to the conclusive Report of the Director-General that the savings which will accrue from military expenditures should be channelled to finance development programmes in the Third World.

I would fail in my duty if I did not give an account of the situation prevailing in my country on the issues mentioned in the Report. Mauritius is one of the rare developing countries which has been able to record sustained economic growth of about 5 per cent annually since 1983 – thanks to the farsightedness of our Government and the valuable contribution of the working class. For over a year, conditions of full employment have prevailed in our country: the rate of unemployment was as low as 4 per cent last year. That range of unemployment is well within the range commonly referred to by economists as frictional unemployment, which is a situation of full employment.

The report of the Committee of Experts on the Application of Conventions and Recommendations opens the eyes of all concerned by examining the information and reports submitted under articles 19, 22 and 35 of the Constitution by State Members of the

International Labour Organisation on the action taken with regard to Conventions and Recommendations.

The ILO, by virtue of its mandate, its tripartite structure and its long history, is upholding all human rights which fall within its competence and whose enjoyment is still hampered by so many obstacles in the world today.

It is sad to note from the report that many countries are late (sometimes very late) in submitting to the competent authorities the instruments adopted by the Conference. I took note with pain of the observations made by the Committee in the case of my country (paragraph 113 of the report), but later I noticed with some satisfaction from document C.APP./D.4, circulated in the Committee, that in its reply to observations made by the Committee of Experts and other information supplied, the Government of Mauritius has indicated that the instruments adopted at the 60th, 65th and 69th Sessions of the Conference had been submitted to the competent authorities.

I hope that the instruments of the past four sessions will also be submitted to the competent authorities in the near future.

This year the ILO is celebrating its 70th anniversary. I wish to salute the ILO for its valuable achievements as regards the improvement of the conditions of life of the working class throughout the world. I trust that it will continue its standard-setting activities for the well-being of the working class in general.

As regards the item "Safety in the use of chemicals at work", we believe that the proposed standards will be designed to protect the safety and health of workers exposed to hazards resulting from the use of chemicals at work in various types of activities, such as production and processing. The implementation of fundamental control regulations at the international level would help to improve the protection of workers in the less developed countries, which are importers of chemical substances produced in the developed world.

At this stage, I would like to express my thanks and appreciation to the Government of Mauritius for having consolidated the Occupational, Safety, Health and Welfare Act, 1988, with the technical assistance of the ILO, to enable the more effective control of safety and health in all workplaces covering the private and public sectors.

On the second discussion on "Partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107)", I fully agree with the document that the ILO has prepared for the indigenous and tribal populations, which will of course touch some 300 million persons belonging to indigenous and tribal groups. This move will enable them to enjoy the full measure of human rights and fundamental freedoms, without hindrance of discrimination. My organisation fully supports the ILO in its move to protect further the indigenous and tribal populations.

We note with satisfaction that the subject of night work has been placed on the agenda of this Conference. In Mauritius, in the export processing zone (EPZ) sector, in December 1988, there were 591 enterprises operating with a workforce of some 89,100 workers, of whom nearly two-thirds, or 57,500, were females and 37,600 males. The EPZ Act permits a night shift for women in these zones, contrary to Convention No. 89, which prohibits night work for women in industry.

It is known to one and all that night work affects the health and welfare of workers. Since family responsibilities rest more on women, it is necessary to create a working environment and social conditions which enable the employment of women and the execution of family responsibilities to coexist. In Mauritius, one of our priorities remains the improvement of working conditions. We believe that night work should be restricted as far as possible for all workers, and that conditions for those undertaking night work should be improved.

Before I finish, I reiterate my organisation's unflinching support for our sisters and brothers in South Africa, who are still struggling for their basic human rights under the inhuman system of apartheid. We condemn the racist regime of South Africa and ask for the immediate release of Comrade Nelson Mandela and other trade unionists arrested and imprisoned for performing their trade union duties in the service of progress and the advancement of the interests of the working class.

Original - Arabic: Mr. HUSSAIN (*Employers' delegate, Iraq*) - In the name of God, the Merciful, the Compassionate! It is my pleasure to congratulate Mr. John Nkomo, Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, on his election as President of the 76th Session of the International Labour Conference. Mr. Nkomo's experience and competence as regards labour and workers will enable him to lead the work of this Conference wisely, in order to achieve positive results in pursuance of the aims of the ILO.

The Report of the Director-General, *Recovery and employment*, gives a clear diagnosis of the social and economic impact of the economic recession in various regions of the world and the resulting employment, which has brought immeasurable suffering to thousands of workers and their families. However, subsequent developments in the world economy have led to economic recovery in the industrialised and the developing countries, resulting in an increase in job opportunities and a reduction in unemployment. The elaboration of development plans and the implementation of projects in the developing countries, as well as co-operation among countries through a new international economic order, are conducive to the establishment of social justice and the improvement of living conditions in the developing countries.

The economic recovery now under way in many countries of the world is accompanied by détente in international relations, serious measures aimed at disarmament, and a certain optimism regarding the peaceful settlement of regional conflicts. There is no doubt that these are important measures capable of strengthening economic recovery and securing social and economic well-being in various regions of the world.

We agree with the Director-General that the industrialised countries bear a considerable responsibility vis-à-vis the Third World and must give special attention to the stagnation and recession prevailing in vast regions of the world, which are in great need of the solidarity of rich countries.

The developing countries, and in particular the debtor countries, need to develop in order to improve their living conditions, increase production and modernise their industries. Tripartite dialogue between the social partners is essential for economic

growth in these countries and for the achievement of the common aims of the parties concerned.

The experience of my country in this respect is rich and varied. Development plans have been drawn up on the basis of available material and human resources, resulting in a vast economic recovery which has secured social and economic well-being in the country, while providing a job to every citizen who is able to work. What is more, we needed to appeal to our brothers and our friends for assistance in implementing development projects. This development progress has affected sectors such as industry, agriculture, health care, education and others. The enemies of Iraq have attempted to thwart this development process by every means available, including the war which was imposed on Iraq. Now that the war is over, my country is once again undergoing renewal, and the development process is making great strides. The workers have gone back to the factories after participating in the defence of the country during an eight-year war which devastated a great many houses, factories and economic facilities.

Now, under the leadership of Saddam Hussein, President of the Republic of Iraq, my country is undergoing a vast process of construction and industrialisation, which keeps pace with scientific and technological change in the world. My country's Government continues to support private businesses in order to enable them to become involved in various sectors of industry, trade and services, in view of the prominent role of private businesses in capital investment and development, and their effective contribution to economic growth.

A new Act has been issued on employers' organisations, which takes account of specialisation and flexibility at work, in the context of freedom of association. Thus, the Federation is accorded plenty of scope for its activities in the service of industry and industrialists in my country. The Federation endeavours to play its part in the promotion of relations with similar Arab and international occupational organisations.

Arab employers and workers in Palestine and the other occupied Arab territories are subjected to violations of their trade union rights and freedoms by the Israeli occupation authorities, who apply a policy of racial discrimination against them in every respect. The ILO mission to Palestine and the other occupied Arab territories stated that the Israeli authorities impose restrictions on Palestinian economic enterprises and on trade. The same authorities arrest and expel trade unionists, close down trade union premises, prohibit trade union activities and impose stringent restrictions on the freedom of movement of Palestinian citizens.

The mission also pointed out that Palestinian enterprises and employers are subjected to discriminatory treatment, high taxes, the closure of trade enterprises, blocking of bank accounts and the prohibition on Palestinian employers from expanding their enterprises, in order to protect the interest of Israeli employers and enterprises. The International Labour Conference is called upon to attach due importance to this issue in order to put a stop to the injustice and discrimination against Arab employers and workers in Palestine and the other occupied territories. Pursuant to its humanitarian aims, the ILO must perform its role in this respect and provide material and moral support to the Arab workers and employers in Pales-

tine and the other occupied Arab territories, in order to back their resistance and enable them to continue to stand firm against Israeli occupation, until the day when this occupation is lifted and an independent Palestinian State is created, under the leadership of the Palestine Liberation Organisation, the sole legitimate representative of the Palestinian people.

The policy of apartheid practised by the South African regime against the majority in South Africa and Namibia is a flagrant violation of human rights, international charters and ILO declarations concerning action against apartheid in South Africa and Namibia. Governments, and workers' and employers' organisations are invited to take vigorous action against this regime and to adopt effective economic and political sanctions against it in order to eradicate it and its arbitrary racist policy.

The agenda of our Conference features many other points concerning work and workers which deserve close attention and scrutiny, including night work for women. Women account for a considerable proportion of the active labour force in the world, and the necessities of work involve the use of this labour force in night work, in accordance with the rules prescribing working conditions of the female contingent in these sectors, in the light of the current situation and subject to the exceptions provided for by the competent authorities.

The partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107) has become necessary in the light of economic and social developments in the world. Many countries whose situations come within the scope of this Convention have already taken a major step in dealing with the issues covered by the Convention, and the time is ripe to revise this Convention and draw up a new instrument which is appropriate to the current situation.

Safety in the use of chemicals at work is a topic which should receive the attention it deserves in view of the effects of the use of these substances on human beings and nature. This is why support the elaboration of a legal instrument taking account of scientific developments in this field.

As regards reports concerning the ratification and application of international labour Conventions, employers' organisations in Iraq take part in the study of these conventions and the submission of a report on this subject to the competent authorities with a view to their ratification. They also participate in the preparation of the reports sent by the Government to the ILO.

I should like to conclude by conveying once again my congratulations to the President on his election this session, and to wish him every success in leading its work in order to reach solutions to the benefit of the human community and for the achievement of social justice.

Mr. CHANTAWONG (*Workers' delegate, Thailand*) – It is indeed a great pleasure to stand here before this Conference to report upon the labour situation in Thailand.

Thailand is now developing into a newly industrialised country (NIC). This means more employment for Thai workers.

I must, however, point out that Thai workers are still being deprived of workers' fundamental rights. By using loopholes in the law, a number of employers exploit the workers disgracefully with short-term em-

ployment. The short-term employment situation needs to be addressed with urgency.

Short-term employment surfaced two to three years ago, manifesting itself in four forms. These are: trial employment, temporary employment, employment for a fixed period and employment by contractors. All four forms have one common characteristic – they deprive the employees of their lawful rights. Even the companies that enjoy the special privileges of the Board of Investment Promotion employ these types of employment contracts.

The short-term employment contract also prevents Thai workers joining the trade union movement. This type of employment is the most serious labour problem at present. I would like to appeal before this Conference for fraternal help. Thai workers should also enjoy the workers' fundamental rights as elsewhere in the world. Workers need job stability.

There are still a number of loopholes in Thai labour laws which result in the deterioration of workers' conditions of life; there are no provisions in the labour laws that provide for plantation and agricultural workers. Rural workers have been exploited for a long time and this exploitation still goes on. Millions of Thai workers have left their homes in rural areas to go to the cities to find jobs. This exodus has merely resulted in increasing the level of unemployment.

Workers who have to use chemical substances in their work are not adequately protected from the hazards inherent in the use of such substances. Women workers in electronics factories experience a deterioration in their eyesight within four to five years.

Finally, I would like to say that if the Thai Government wants the country to become the fifth tiger, it should pay more attention to the workers' basic needs. The Government should ratify more Conventions concerning the workers' basic rights.

Mr. ABDI (*Workers' delegate, Somalia*) – It is a great honour and pleasure for me to take this opportunity of addressing my speech to this august assembly of the 76th Session of the International Labour Conference.

The General Federation of Somali Trade Unions (GFSTU) congratulates the President and Vice-Presidents of the Conference upon their election. We are sure that through their wise and energetic guidance the Conference will be crowned with success. We also congratulate the newly elected Director-General and wish him every success in accomplishing the historic task entrusted in him.

The former Director-General strove devotedly, without sparing any effort, to promote the noble ideals and aspirations of the ILO and his contributions will be remembered for ever.

As usual, the Conference has an important agenda before it, covering a wide range of items. The Report of the Director-General of the International Labour Office, of which Part I deals with economic recovery and employment, is an appropriate and timely tool, particularly at a time when the formulation of the strategy for the United Nations Fourth Development Decade is in process.

The Report underlines how growth and social progress can be restored in the coming decade and points out the required adjustments, both in national policies and international economic relations, since the two are interdependent.

Chapter 2 of the Report discusses the prospects of economic growth and employment creation in the 1990s. Chapter 3 tackles the central issue of the development strategies that will need to be adopted in developing countries.

As the Report indicates, in the 1980s there was a rapid economic expansion in several countries of the world – albeit with different characteristics including several Asian countries.

Despite all these signs of dynamic activities, the 1980s have, in most developing countries, particularly Africa and Latin America, been a lost decade. These countries, as emphasised in the Report, experienced major recession in 1982 and 1983 and have had to cope with severe debt and balance of payments crises for most of the decade. The result is that, in many of them, per capita income is lower today than in 1980 and that social conditions have been badly affected as poverty and unemployment have increased.

There is no denying that many of the developing countries are still facing serious economic difficulties; their economic growth rate is slowing down or remaining stagnant. Many countries are not self-supporting in food grain supply and factories are operating under capacity. Prices of the primary products on the world market keep falling and there have been sharp decreases in export earnings and increases in foreign trade deficits and external debts. The worsening situation has led to a decline in people's living standards and an increase in unemployment and underemployment and has affected the social and political stability of some countries. Therefore, it has become the central task of the developing countries to develop their national economy so as to prop up their political independence with economic independence.

For many years drought and famine have prevailed in many parts of Africa. Desertification, crop failure in the agricultural sector, the drop in small farmers' incomes to an unacceptable level, food shortages, increased unemployment and underemployment in the urban and rural communities, mounting inflation and an unbearable cost of living are common characteristics. The heavy burden of the foreign debt is another thorny issue which requires an appropriate and urgent solution.

The developing countries have submitted, on several occasions, their comprehensive plan of action and priority programmes to the international communities.

It is appropriate to refer to paragraph 8 of the New Delhi message of the Seventh Conference of Heads of State or Governments of the Non-Aligned Countries, which took place in New Delhi in March 1983. It may be summed up as follows: immediate measures must be taken to start a process of recovery and to bring the world economy back to the path of sustained growth; consequently, the activation and stimulation of the growth process in the developing countries must be a key objective of this endeavour. Immediate measures are needed in several areas; special emphasis must be placed on enabling the least developed countries to solve their acute balance of payments problems without interrupting their development process. At the same time, satisfaction of their basic needs of food and energy, enhanced access to markets and fair prices for commodities must be ensured. Protectionist trends must be reversed and immediate measures to dismantle trade barriers im-

plemented. It is necessary to put an end to unequal exchange between developed and developing countries. Besides, many developing countries are in a tragic situation because of their inability to meet their debt obligations. This serious problem should be urgently addressed.

In 1980 the Organisation of Arab Unity summit adopted the Lagos Plan of Action; in addition, the African Programme of Action for Economic Recovery and Development was adopted. These programmes and plans have won the warm support of the African countries. The developing countries have bright prospects in their national development, with their vast territories rich in resources and powerful labour forces. Obviously, the achievement of rapid economic growth and integrated development requires: nation-wide commitment to national developments; the availability of sufficient infrastructure, institutional and production factors; maximum utilisation of human and material resources; rational production management and labour organisation; a high savings rate and capital formation; optimal allocation of scarce investment resources, particularly in the activities that create the demand for labour; and the adoption of a technological policy that corresponds to the actual needs and objective conditions of the country, which effectively helps to promote technical progress and develop labour-intensive industries – thus generating greater job opportunities. In view of the deteriorating situation of food and agricultural in developing countries, reflected in falling grain production and mounting imports which cause severe strains on their scarce foreign exchange resources, the developing countries should give special priority to increasing their food and agricultural production and to achieving self-reliance through national and collective action. Some developing countries have achieved a degree of self-reliance in food through the determined application of policies, resources and technology. Such efforts should be continued and the acquired experience made available to developing countries with a food shortage to support their efforts to attain self-reliance in the food sector.

Trade Unions in many developing countries are mobilising and organising their rank and file to strive for the development of their national economy. Only when the national economic basis is stronger can the living standards of the people, including those of the workers, be raised. Trade unions in many developing countries have put forward many valuable proposals based on their survey and study of economic and social problems, while participating in national development planning; in this way, they have actively influenced the attention of their governments.

To establish a new international economic order is not only the strong desire of workers and trade unions in the developing countries, but also conforms, in essence, to the interests of the workers and trade unions of the industrialised countries. Trade unions in various countries should develop international solidarity and co-operation so as to promote the establishment of a new type of economic relationship among all countries, on the principle of equality and mutual benefit. The General Federation of Somali Trade Unions is concentrating its efforts in mobilising and organising its rank and file to step up the productive capacity of their labour so as to increase the gross national product and ensure economic growth and social progress.

It is one of the major concerns of the GFSTU to upgrade the skills and technical know-how of the workers in order to implement effectively the national plans and development strategies aimed at eradicating poverty and backwardness and to embark on an advanced stage of development and self-sufficiency. The GFSTU resolutely supports the just causes of all oppressed peoples and workers of the world, struggling for their freedom and liberty; in particular, we strongly support the heroic struggle of the Palestinian peoples and workers for their legitimate rights to self-determination, for the liberation of their homeland and the recovery of their inalienable national rights.

We support the struggle of the peoples and workers of southern Africa against all forms of oppression, exploitation, domination, inequality and discrimination.

We support the struggle of the Namibian peoples and workers for the liberation of their territory and the establishment of an independent State based on the principles of equality, freedom and justice.

We hail the United Nations commitment to implement the transitional programme for the independence of that country.

Original – Spanish: Mr. BARRAGAN (*Workers' delegate, Ecuador*) – On behalf of all the workers' confederations of Ecuador, who represent a unified, pluralistic and democratic process, I should like to join in the congratulations expressed here, wishing every success, to the President and the other Officers of this 76th Session of the International Labour Conference. I must also convey the gratitude of the Ecuadorian workers to Mr. Francis Blanchard for his excellent work as Director-General during the last 15 years, and express our satisfaction with, and congratulations for the election of the new Director-General, Mr. Michel Hansenne, who will have the full support of all the members of this noble Organisation, the ILO, which has completed 70 years of fruitful work on behalf of the most needy groups in the world, namely ourselves, the workers, and particularly those from the developing countries.

With respect to the Report of the outgoing Director-General, entitled *Recovery and employment*, we must emphasise the fact that this is a very topical subject, which dramatically and accurately reflects events in Latin America and other continents of the world at this time. In our country, Ecuador, the problem of unemployment is impressive, as the figures point to some 65 per cent of the economically active population which is stifled by unemployment or underemployment, which could result in consequences and social tensions similar to those we have observed with great distress in our brother countries, such as Venezuela and Argentina, in the past few weeks, unless radical and urgent steps are taken by the Ecuadorian Government to remedy the situation, with the assistance of international organisations such as ILO.

In this respect, we must denounce the fact that the Government of my country, elected only some ten months ago, has not been able to fulfil most of its campaign promises to create mass employment. It has confined itself to facile solutions such as micro-enterprise or emerging employment programmes and job-sharing, which is a disappointment for the workers and has been unanimously rejected by all the Ec-

cuadorian trade union confederations. Finally, we agree with Mr. Blanchard when he says that daring global policies should be implemented, such as public works programmes on a large scale, medium-scale infrastructure problems, short-, medium- and long-term job creation, and the extension of social services such as health care, food, housing, education and so on. This calls for imagination, creativity and political decision, with full participation and consultation of the workers and grass-roots organisations in the urban and rural areas, the last of which has not been seriously considered by the Government of Ecuador.

We workers do not wish to dwell only on the gloomy negative aspects of our country and the crushing economic situation we are experiencing, because if we compare our situation to those of neighbouring countries, we must admit that we have made significant progress in the past few months as regards a greater respect for human rights and civil liberties, compliance with the political Constitution, the autonomy of state authorities, a dynamic, progressive international policy, and a mass literacy programme which is currently being implemented. However, these positive achievements are due to the fact that until August 1988 we were subject to an authoritarian, repressive dictatorship presided over by León Febres Cordero, who represented the most reactionary right-wing sector of the country, with the result that today every Ecuadorian is paying the price for his chaotic and immoral misgovernment and backwardness. In previous years we denounced violations from this very rostrum, and official documents of the ILO report violations of the Conventions and international instruments of this organisation. Today, thanks to democracy and the possibility of alternation it affords, the situation has changed as regards these aspects which we have described.

As regards workers who are wage-earners, we must inform you that the situation is not all that positive. Inflation has exceeded 100 per cent in the past few months, considerably eroding the purchasing power of Ecuadorian workers. The wage increases have been limited, only matching one-third of the inflation rate and the cost of living. This has led to profound discontent and permanent protest in the various economic sectors, particularly in the public services, whose rights and freedoms of negotiation have been curtailed, as the President of the Republic himself has restricted unionisation in the public sector, thus directly violating the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Labour Relations (Public Service) Convention, 1978 (No. 151). These positions have been rejected publicly by the workers of Ecuador, and we would warn the ILO to put a stop to these anti-trade union attitudes.

Other policies directly affecting the workers have been economic ones, which roughly following the same neo-liberal instructions of the IMF, have given rise to a justified social reaction, as the drastic economy measures have been accompanied by new taxes and increases in the cost of public services such as telephone, electricity, drinking water, automobile taxes, and constantly rising prices of essential articles such as food, clothes, housing, medicine, education and so on, and the consequence has been popular dissatisfaction and the protests which naturally fol-

lowed in the form of provincial strikes such as the recent transport strike, with its complicated effect, and national stoppages such as the one last November or the one planned for July on a platform of unified struggle in the demand for increased salaries, control of inflation and real participation by the working sectors.

The object of the forthcoming national solidarity strike is to call on the Government to accommodate the popular and trade union sectors and apply as soon as possible social programmes to compensate for their tough economic measures. We are not aiming to destabilize the democratic process as far right groups are or to challenge this or that high government official, but rather to question the Government's model for national development.

We wish to express our support for the process of revising and discussing the Indigenous and Tribal Populations Convention, 1957 (No. 107). In my country, and in the Andean region, there are indigenous people who have become fully aware of their culture and their role as organised groups with their own characteristics and personality.

A meeting recently took place in the city of Quito with other indigenous peoples of Latin America to draft a working document giving real expression to the criteria and contributions for the revision of Convention No. 107. An indigenous delegation is present at this Conference to defend its viewpoints. It should receive the full support of the relevant Committee and of this meeting.

In the Latin American field we reiterate our solidarity with the countries and peoples fighting to achieve democratic pluralistic systems; we regret and reject the killings which took place in China on the order of the Government against defenceless students whose only claim was a little more freedom and democracy; we acclaim the triumph of Solidarity and the Polish people, and we have high hopes for the new policies of Gorbachev, particularly the proposals on disarmament of the Great Powers, which will undoubtedly be for the benefit of all peoples of the world. Finally, as to the European countries who are systematically moving towards integration of an economic and political nature, Latin America is observing with mistrust the fact that, while the internal borders of the European countries are crumbling, frontiers for the products, trade and peoples of Latin America are being constructed and strengthened and no doubt this situation would have to be revised in the light of justice and international peace.

The Ecuadorian workers are part of Latin America with all its problems and complexities, but also with its feelings of humanism, emotion and hope for the future. Among the problems facing the Latin Americans, we stress the external debt which is due to the high degree of dependency of our countries on the great economic entities of the so-called "developed" world. Our dependency is not only economic, but also political, scientific, technical and cultural. In the last few weeks, a case in point of this degree of economic dependency of Ecuador was the theft of US\$ 80 million by the financial transnational Citibank, which seized this money from the current account of the Central Bank of Ecuador, alleging that the negotiations of Ecuador's external debt with the loan banks were at a standstill. This has been radically rejected by all parties and social sectors of our country, and even by Latin American governments, and we would

seize the opportunity of this 76th International Labour Conference to denounce the imperialistic and shameful attitude of the Citibank towards Ecuador. This is an alarming precedent of what could happen to other debtor countries. In other words, this indebtedness is becoming the "economic AIDS" of the modern era. The external debt is not only an economic and social problem, but also a political and global one. An urgent solution must be found among all governments and peoples in the developed countries. It is only thus that we will find the real practical solutions to unemployment, development, peace and true human justice.

Original - French: Mrs. RANDI (*Representative, World Association of Women Entrepreneurs*) - The problem under consideration at this session of the International Labour Conference is a key issue for the achievement of a better world balance in the economic and social sector.

Women entrepreneurs and managers in all continents, who the World Association of Women Entrepreneurs has the honour to represent through the national member organisations, are particularly aware that the problem of employment, especially in still badly underdeveloped regions, is a central problem for the general development of mankind, as it is the principle source of disequilibrium.

Governments, workers' and entrepreneurs' organisations and the United Nations have long focused attention on these problems.

However, despite this ample commitment, these problems do not seem to have been satisfactorily resolved. Our organisation, while emphasising how employment difficulties throughout the world hit women harder, with particular emphasis on the underdeveloped countries, wishes to make a contribution to this Conference by drawing attention to certain fundamental aspects which, in the experience of the entrepreneurs and managers associated with the WAW, can help to solve the problem even if population increase on the one hand, and job losses resulting from technological innovation on the other, continuously present us with the problem of ensuring work for all, in different terms.

First, there is a need to commit more energy and financial resources to vocational training, with special attention to training for possible entrepreneurial and self-employment activities, depending on the realities in each developed and/or underdeveloped country, so as to help strengthen and to encourage the emergence of initiative in the economic sector, and at the same time, through targeted support, to help to ensure equality of opportunity between men and women, beginning with legislation, rights access to credit and vocational training.

Second, training must be followed by a suitable system of financial support so that potential initiatives can take practical expression in economic projects through the availability of the necessary start-up capital. For this purpose, it is essential to introduce an articulated system of guarantee funds like the one now being developed for women, by the Association of Women's World Banking, with which my organisation collaborates, making possible access to bank financing which is not written off but which the newly established enterprise has to repay - because the enterprise must be enabled to work, but must also learn to be active.

In a Conference like ours, which is concerned above all with labour problems, it may seem superfluous to emphasize the importance of training and the updating of vocational skills at each occupational level, but we can never overstress the need for ever-larger investments to be devoted to that purpose, particularly in connection with technological advancement in the developed countries. We likewise think it useful to emphasize the need to intensify meetings and exchanges of experience among entrepreneurs and workers at the management level between developed and developing countries, with a view to possible co-operation in the economic and social sector.

In this respect, co-operation and assistance initiatives, like those that will be offered by the European Economic Community to small- and medium-sized firms and to autonomous vocational initiatives through legislation on the European economic interest groupings, can assume an important role.

Furthermore, it is essential to organise consultation and assistance agencies so that the new enterprises can consolidate themselves and assert themselves in the market.

We do not conceal from ourselves, for everyone is well aware of it, that the complexity of the problems we face can make them seem impossible to solve, particularly if we bear in mind that the difference between underdevelopment and development seems to be growing rather than shrinking. There is also the problem everyone faces of the migrating flows of young people in search of work between underdeveloped and developed regions.

While it is necessary to regulate such flows in order to avoid creating new social imbalances, it is also necessary to guarantee equal opportunities for all workers from developed countries and those who emigrate to those countries.

This is necessary not only for reasons of social and human solidarity, but for fundamental economic reasons having to do with costs and competition among firms.

For the entrepreneur, the updating of skills is essential to the survival of firms; this is equally true for old and young entrepreneurs, in developed and underdeveloped countries. It becomes of crucial importance for new firms, particularly in countries which do not have an industrial tradition behind them.

The solution to problems, which now seems to be a vague conviction but which has yet to be given practical expression, cannot come only from the external assistance of developed countries; it is essential to act in such a way that each local reality can express its own initiatives.

We must not forget that in the so-called developed countries, there are also underdeveloped areas and hence unemployment and partial unemployment, particularly among women, where the same solution is applicable as for countries in other areas.

In conclusion, I should like to refer to what the WAVE considers to be a key point: every social reality must be helped to express its own capacity for initiative, with special regard to the major reserve of energy represented by the female population.

When we look at the situation in the developing countries, we see the potential of women as of the utmost importance in overcoming the obstacles and in creating an economic reality marked by a more

balanced social situation and more in keeping with modern requirements.

We believe that women should become the creators of jobs rather than the seekers of jobs.

We think that this is a particularly valuable and universal message, given that the experience of access to the activities of firms and to credit in the developed countries, shows that real imbalances still exist between men and women.

This is the contribution that my organisation offers this session of the International Labour Conference for the adoption of measures likely to solve the problems indicated.

Mr. President, I congratulate you on your election and I wish you, on the behalf of all women entrepreneurs, success in your work.

Original - Spanish: Mr. IBARRA (*representative of the Permanent Congress of Trade Union Unity of the Workers of Latin America*) - Mr. President, I should like to begin by thanking you for enabling my organisation to take the floor and to congratulate you on your well-deserved election as President of the 76th Session of the International Labour Conference.

This very important session, which coincides with the ILO's 70th anniversary, has among its agenda items a matter of undeniable interest to the workers of the world, that of recovery and employment in the world economy. The other items, while also interesting, are clearly subordinate to the serious and basic problem of the world economic crisis accompanied by unemployment, unbridled exploitation by transnationals and above all tremendous underdevelopment of the Third World caused by indebtedness and unfair international economic relations.

The consequences of the economic crisis of capitalism have taken a particularly crude form in Latin America and the Caribbean. According to the 1988 report of the Economic Commission for Latin America (ECLA), per capita GDP fell that year to barely the level obtained in 1978. Inflation was more than twice as high, reaching the unprecedented level of 470 per cent.

In only five years of this decade, the debt in Latin America grew more than in the entire decade of the seventies. Each Latin America owes more than 1,000 dollars, an amount equivalent to the annual per capita income.

The evolution of the foreign debt problem in the past seven years indicates that the countries of Latin America and Caribbean paid more than \$140,000 million and yet the debt now exceeds \$420,000 million. Recent ECLA figures show that we have slid back ten years.

The erosion of workers real wages, the growth of unemployment and the continuing deterioration of food, health, education and housing conditions are consistent with the worsening of the quality of life in the region.

Financial agencies at the service of imperialism are practising restrictive policies contributing to the net transfer of resources abroad in excess of \$174,000 million. This places us in the terrible and paradoxical situation of being a capital-exporting region despite the fact that we are economically underdeveloped.

The number of unemployed and underemployed in Latin America stands at 110 million. Real wages fail to cover the basic necessities of life.

The harsh statistical reality points to an average illiteracy rate of 55 per cent and a child mortality rate of 65 per thousand live births.

US imperialism, with its transnational enterprises, monopolies and financial agencies, has increased the exploitation and deepened the dependency of the region's economies.

The policies imposed by the International Monetary Fund (IMF) and imperialist greed favour capitalisation of the debt, which means shattering the sovereignty of our nations.

As a condition for new loans they ask that we turn over our enterprises, our land, our industries and our mines to swell foreign capital resources.

What has been the response of those most responsible for this poverty? A few years ago the so-called Baker Plan was put forward. It did nothing to resolve the debt problem. Now we have another caricature of a debt relief scheme known as the Brady Plan, but its ineffectiveness will also condemn it to failure.

Owing to these conditions more and more workers and their trade unions have banded together to reject and defeat the inhuman demands of imperialism and its instruments, the likes of the IMF, with their onerous conditions which are against the interests of the people, such as the notorious letters of intent. A recent example was that of the death of hundreds of Venezuelans as a result of the social explosion in that brother Republic in reaction to the anti-popular measures that were imposed by the IMF and its intent to protect at all costs the voracious interests of the foreign debt.

Despite the worsening of the crisis and all of the measures that have been taken by the enemies of the workers to divide them, they and their trade unions are moving forward in unity. An example of this is the actions taken against the payment of the foreign debt and against interest payment. These actions were supported by other important social sectors such as small farmers and agricultural workers, students, women, professionals and others who agree fully on a set of demands for work, for development, for peace and for the defence of sovereignty.

Part of this action to bring about unity has been the work of the ad hoc commission of *campinas* which, together with OATUU, is promoting conti-

mental and world unity in the struggle against payment of the foreign debt and as a result, in August of this year in Brazil, there will be a meeting of the trade unionists from all over the world to work against this scourge.

The unity of the trade union movement could, sooner or later, provide a real alternative to the present crisis, but in order to achieve this, we would need to repair the damage of the past and get rid of sectarianism, and then to work honestly for dialogue and conciliation. This dialogue of all sectors should continue, putting first the sacred interests of workers and the dispossessed.

For purposes of solidarity, this congress will continue to renew its actions and support for the cause of workers and trade unions which, in Chile, Haiti and Paraguay, are fighting in difficult conditions in order to achieve their trade union and democratic rights.

Our congress calls for an end to the crimes against the trade union leaders in Colombia. We call for a mobilisation of trade unions and progressive organisations to defend the just cause of the Panamanian people and their national demands which the most aggressive circles in the United States are trying to trample on.

We also reiterate our solidarity with the Sandinistas of Nicaragua which is writing a glorious page in history – in spite of imperialist pressure – and is defending selflessly and courageously the construction of its free nation.

We also express our solidarity with the patriots of the FMLN in El Salvador, who are fighting for a better future for their country.

We support the trade union movement and patriotic forces of South Africa and their fight against apartheid, and we give our firm solidarity to the fight of the Arab peoples and particularly the heroic people of Palestine.

Finally, this Congress calls on the ILO to take new initiatives to increase employment, the reconversion of the arms industry for the production of useful goods and the establishment of a new international economic order.

(The Conference adjourned at 10.30 p.m.)

CONTENTS

	Page
<i>Twenty-fourth sitting:</i>	
Ninth report of the Selection Committee: Submission and discussion	1
<i>Speakers:</i> Mr. Hammond (<i>Chairman</i>), Mr. Tizmaaghz, Mr. Al-Omar, Mr. Abdoon, Mr. Al-Jassem, Mr. Zlitni, Mr. Tabani, Mr. Al-Yahya, Mr. Basaid, Mr. Halfaoui, the Legal Adviser, Mr. Hoobakht, Mr. Al-Thamer, Mr. Derby, Mr. Abu Khormah, Mr. Al-Jumairy, Mr. Hamza, Mr. Moshirian.	
Record vote on the resolution concerning the adoption of the Programme and Budget for the 62nd financial period (1990-91) and the allocation of expenses among member States	6
<i>Twenty-fifth sitting:</i>	
Ninth report of the Selection Committee: Discussion (<i>cont.</i>)	10
<i>Speakers:</i> Mr. Al-Thamer, Mr. Abdoon, Mrs. McCaffrey, Mr. Hewitt, Mr. Nabian, Mr. Muhr, Mr. Oechslin, Mr. Bhagirutti, Mr. Moshirian, the Legal Adviser.	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	12
<i>Speakers:</i> Mrs. Bappoo, Mr. Hernandez, Mr. Dyremöse, Mr. Saicheua, Mr. Gopal, Mr. Dolgu, Mr. von Holten, Mr. Vasuratna, Mr. Arthur Errazuriz.	
<i>Twenty-sixth sitting:</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	26
<i>Speakers:</i> Mrs. Isak Bihi, Mr. Hoobakht, Mr. Valdez Saenz, Mr. Kerkinos, Mr. Glade, Mr. Bhagirutti, Mr. Hussain, Mr. Chantawong, Mr. Abdi, Mr. Barragán, Mrs. Randi, Mr. Ibarra.	



Provisional Record

Seventy-sixth Session, Geneva, 1989

Action Taken on the Declaration concerning Action against Apartheid in South Africa

Report of the Committee on Action against Apartheid

1. The Committee was established in accordance with paragraph 4 of the updated Declaration concerning Action against Apartheid in South Africa and Namibia which was adopted by the Conference at its 75th Session (1988). It was established, *inter alia*, for the purpose of monitoring action against apartheid.

2. The Committee was composed of 55 members with the right to vote (20 Government members, 15 Employers' members and 20 Workers' members). It also included one Government deputy member, 19 Employers' deputy members and 21 Workers' deputy members. In accordance with the usual procedure, equal voting for the three groups was assured by the appropriate system of weighted voting. The United Nations, the OAU, a number of organisations with consultative status (as well as the African National Congress of South Africa (ANC)) and the Pan-Africanist Congress of Azania (PAC) were represented by observers.

3. At its opening sitting the Committee elected its Officers as follows:

Chairman: The Hon. M. Ndoye (Senegal)

Vice-Chairmen: Mr. B. Hernandez, Employers' member (Philippines) and Mr. R. Mercier, Workers' member (Canada)

The Committee also elected as Reporter: Mr. K. Vollebaek, Government member (Norway).

4. The Committee held six sittings. Its mandate was to examine the *Special Report of the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa and Namibia*, which dealt, *inter alia*, with developments regarding the situation in South Africa in respect of labour and social matters, and contained an analysis of the information provided by governments, and employers' and workers' organisations on measures taken against apartheid as foreseen in paragraph 5 (b) of the Declaration as well as on international action against apartheid. A further document complemented the Special Report by providing a brief summary of (i) the principal events which had occurred in South Africa concerning labour matters; and (ii) information supplied by governments, and employers' and workers' organisations which was not included in the Special Report. The Committee also had before it a document containing the following documents relating to the Committee on Discrimina-

tion of the 243rd Session of the Governing Body, May 1989:

1. Information supplied by governments and employers' and workers' organisations on action taken against apartheid (GB.243/CD/1/2).
2. Group of independent experts to follow up and monitor the implementation of sanctions and other action against apartheid (GB.243/CD/2/1).
3. Those portions of the report of the Committee on Discrimination and its appendices that relate to the above-mentioned matters (GB.243/11/19).

5. In opening the proceedings of the Committee, the representative of the Secretary-General drew attention to the fact that the Committee had been in existence for eight years but was meeting for the first time under its new title of the Committee on Action against Apartheid, which was given to it in the updated Declaration adopted by the 75th Session of the International Labour Conference. The new title reflected the new designation of the Declaration itself as the Declaration on Action against Apartheid in South Africa and Namibia, and also the change of emphasis in the orientation of the Declaration and of the work to be undertaken by the Committee regarding its implementation. He stressed that action was what was required from the ILO and all its constituents to deal with the apartheid system which continued to have drastic negative effects on the lives and livelihoods of its victims. He drew attention to some of the developments highlighted in the Special Report of the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa and Namibia. They showed clearly the South African Government's continued use of force to stem the struggle by the Black majority and other South Africans against the apartheid system. He also drew attention to the severe repression of the trade unions, especially those affiliated to COSATU and NACTU, the arrests and detention of union leaders, the attacks on union property, and the increasing use of the police to deal with strikes. Despite this, the trade unions had continued to grow. COSATU and NACTU had mounted a vigorous joint campaign against the recent Labour Relations Amendment Act which they perceived to be a major threat to their existence and their right to strike. They had also condemned the punitive provisions of the Act which made it possible for employers to sue them and to cripple them by recovering large sums of money in respect of strikes or stayaways which were considered to be illegal. The Special Report had observed that the differing views of employers and the large trade union federations on the likely conse-

quences of the Act could seriously worsen the industrial relations climate in South Africa. The Representative of the Secretary-General also pointed out that the South African Government's limited reform had ground to a halt. He emphasised that the present level of sanctions and disinvestment measures implemented had had an impact on the South African economy's ability to grow. He drew attention to the high cost of maintaining the apartheid system, its grave impact on the Black population who constituted the poorest section of the community, and the high level of unemployment in South Africa. He stressed that this situation should not be allowed to continue and that the ILO and its tripartite membership should do everything to eliminate the apartheid system. Regarding Namibia, he expressed optimism that it would attain its independence soon despite the initial setbacks. He hoped that the work of the Committee would demonstrate to the people of Namibia that the governments, and employers' and workers' organisations in the ILO were ready to work with them in the future as they had done in the past to ensure the complete eradication of the apartheid system in their country.

6. The Chairman expressed the hope that the Committee would demonstrate the same determination as it had in the past and would make a positive contribution to the international struggle against apartheid, which he described as the scourge of our time. He expressed the wish that the groups making up the Committee would work together in a spirit of co-operation, openness and courage to enable the Committee's work to be fruitful and that action taken would respond to the needs of the people being discriminated against by a system which violated human conscience. He stressed that no one could remain insensitive to the system of apartheid. The dramatic situation in South Africa continued to preoccupy the international community, and in particular the ILO, which had repeatedly denounced the injustices to which the Black workers were subjected. He reminded the Committee that under the chairmanship of Mr. Nkomo, the Minister of Labour of Zimbabwe to whom he paid tribute, the Declaration concerning the policy of apartheid in South Africa had been updated by the Committee and that it had been modified (at the 75th Session of the International Labour Conference) to become the Declaration concerning action against Apartheid in South Africa and Namibia. He specified that the updated Declaration and the Programme of Action against Apartheid annexed to it should form the basis of the Committee's work. He expressed satisfaction with the decision of the Governing Body to establish a group of independent experts charged with the responsibility of monitoring the application of sanctions and other action against apartheid. The establishment of the group was in accordance with the conclusions of the Committee which stressed that the imposition of mandatory economic sanctions represented the most effective peaceful means of forcing the apartheid regime to abolish its intolerable policy. The Chairman drew attention to the fact that there had always been African solidarity on the fundamental question of apartheid. The OAU, for its part, had adopted a number of resolutions denouncing the worsening situation in South Africa and had called for the support of the United Nations and its specialised agencies, as well as

concerted action by sovereign States so that they could use their influence to ensure the elimination of apartheid. The General Council of the Organisation of African Trade Union Unity (OATUU) had, for its part, recently adopted resolutions in Accra, Ghana, against apartheid in South Africa and in Namibia. The Chairman indicated that this action should not be misinterpreted to mean that apartheid was only an African problem; it was also a concern for the international community and the world. It was the responsibility of the nations of the world to eradicate this aberration which raised racism to the level of a governmental policy.

7. The Workers' Vice-Chairman called for a frank evaluation of the programme of action against apartheid, which would require a great deal of courage and intellectual honesty on the part of the Committee. The situation had to be examined in relation to the ILO's aims while at the present time, the situation in South Africa was even more serious. The state of emergency had been extended and a complaint had been transmitted to the workers by COSATU indicating "a tangible increase in repression". The speaker quoted numerous examples of violations of trade union rights committed by the South African police: in the course of the last two weeks more than 70 trade unionists had been arrested, including leaders of COSATU. When they were released, after a hunger strike, for example, these trade unionists were subjected to restrictions worse than those of their previous detention. Moreover, the police took brutal action against the trade unions, their premises and the houses of their leaders. It could be said that there was collusion between the employers and the security forces. As the Director-General's Special Report pointed out, police took action 953 times during the course of the year in order to break up strikes. This negative record had led the speaker to believe that the dismantling of apartheid, the aim of the Committee, was far from being a reality. This failure placed in doubt the very credibility of ILO action. It was to be noted that only a very small number of governments were ready to increase pressure on the South African regime. The member States of the European Community had once again sent a collective reply which revealed complete cynicism since they merely noted the absence of progress towards the abolition of apartheid, without committing themselves to taking any measures against this regime. Moreover, the speaker pointed out that certain European Community countries, far from decreasing their relations with South Africa, had in fact increased them. In this respect he quoted the increase in trade between the Federal Republic of Germany and South Africa, which was of the order of 33.8 per cent during the first eight months of 1988. He expressed his disappointment at the complete absence of any mention in the Director-General's Report of measures concerning the application, or the non-application, by member States of the embargo on South African coal which had been the subject of conclusions in the Committee's report of last year. It would be useful for the Committee to have precise answers on this question. The speaker criticised declarations of intention which had not been put into effect and fallacious statements made by certain States, which did not correspond to the reality of their relations with South Africa. He declared that he knew that mandatory

sanctions were not being applied, that embargoes on coal and arms were being violated and that States were taking advantage of the breaking-off of commercial ties with South Africa by certain countries to increase their own trade relations with that country. In support of this, he quoted the increase of 102 per cent shown in exports from South Africa to Switzerland in 1988 (not including gold). Besides, it had begun to seem as if certain relations might be developing between South Africa and the USSR. The Workers' group were hopeful that the work of the special group of independent experts would provide precise answers to all these questions and give a true picture of the situation. It was important also that precise information should be given to the workers on the subject of discussions within the European Community on any possibility that the embargo on uranium and nuclear technology with regard to South Africa might be lifted should that country sign the treaty on non-proliferation of nuclear arms. The Workers' members called on the Employers' group to explain the increased gap between salaries paid to Black workers and those paid to White workers, in all sectors of the South African economy, between June 1987 and June 1988. Lastly, the Workers' group regretted that the replies to the questionnaire included in the Director-General's Report had decreased in quantity and quality, thus depriving the Committee of elements which were essential to its work. For their part, the Workers had on many occasions demonstrated their unequivocal support for the workers of South Africa, not only morally but by action.

8. The Employers' Vice-Chairman observed that the Committee's task was to monitor and evaluate measures taken by the tripartite members of the international community to dismantle apartheid. Members of the Employers' group associated themselves with all freedom-loving peoples of the world in seeking effective and appropriate measures against a political system which drew its strength from racism and rejected the principles enshrined in the Declaration of Philadelphia and the objectives set forth in the Preamble of the ILO's Constitution. The Employers took note of the examination contained in the Report of recent developments in labour and social matters in South Africa and, in particular, in Namibia. The ILO had contributed towards the events and circumstances which had led to the implementation of Security Council Resolution 435 which defined and established the United Nations Peace Plan for Namibia. They also took note of the analysis in the Report of information supplied by the ILO's tripartite constituency on action taken on apartheid, especially on action taken in accordance with the updated Declaration concerning Action against Apartheid in South Africa and Namibia, and the conclusions contained in the report of the Committee to its report to the 75th Session of the International Labour Conference last year. They were, however, concerned that fewer replies had been received this year to the ILO questionnaire. This might not be an indication of waning commitment against apartheid or an indication of refusal to reply, but might be due to late receipt of the questionnaire. Difficulties in transmission to ILO constituents should be looked into. The Employers took special note of the recommendations of the Committee on Discrimination of the Governing Body, adopted during its 243rd Session, in respect of

the establishment of a special group of three independent experts to monitor the information on sanctions and other action against apartheid in accordance with the conclusions of the report of this Committee to the 75th Session of the International Labour Conference. These experts should be persons of the highest integrity, competence and expertise in whom all sectors could place their complete trust. Despite the emergence of encouraging events in southern Africa, particularly as regards Namibia, the road to freedom in South Africa for the great majority of the Black population was still a thorny one. Repression, violation of human rights, injustice and denial of basic human rights were still all too frequent. The eloquence of poverty and discrimination were still deafening. There was still debauchery of man's inherent right to live in peace and prosperity. The fight must go on until man's inhumanity to man had completely disappeared.

9. The Government member of the Libyan Arab Jamahiriya commented on the three parts of the Director-General's Special Report, and raised the question of the evolution of the situation in Namibia, which was becoming increasingly serious with regard to anti-trade union pressure. In South Africa, the police intervened constantly to repress and censure; the Labour Relations Amendment Act involved an illegal violation of labour rights through its interference with the right to strike. This legislation caused enterprises to demand compensation from the trade unionists who had been on strike. The situation in South Africa was serious not only for the trade unions but also for working women who were deprived of their rights and for the numerous unemployed. In spite of appeals made by the United Nations, the apartheid system remained in force. The Special Report showed that apartheid had not been dismantled because the measures mentioned which could have been taken against apartheid in reality had not been taken. The measures taken by the organisations of the United Nations system had enabled the people of South Africa and Namibia to carry on their resistance, which had increased, and had given them hope in their struggle. In the speaker's opinion, any revolution opened the way for the people's future, since only through the struggle for liberty could they attain social peace and dignity. The existence of apartheid was a challenge to all religions and all moral principles. Liberty should exist in all countries. The Committee must be convinced of the necessity to fight against repression, exploitation and racism, and must do everything necessary to make its work equal its ambitions; to achieve this, it must adopt effective and courageous measures to strengthen its action. He stressed that his Government had taken a number of measures against apartheid. It did not maintain any diplomatic, economic or commercial relations with South Africa. It boycotted all South African goods. It provided all forms of assistance to the struggle of the South African people to eliminate apartheid. He pointed out that his country supported freedom in accordance with the Great Green Declaration of Human Rights which had been approved by the Libyan people in their People's Congress. Finally, he drew attention to the great similarity between the Director-General's Special Report on Action against Apartheid and his report on the position of Arab workers in the occupied Arab territories

with regard to the situation of workers in South Africa and the occupied Arab territories.

10. The Government member of the German Democratic Republic observed that the Special Report of the Director-General clearly showed that anti-apartheid policies had not succeeded and that the situation of Black workers had worsened. Last year, the International Labour Conference had adopted an updated Declaration against Apartheid, together with conclusions. The Committee should be able to take stock of the implementation of measures against apartheid which had had some impact. The Peace Plan for Namibia was one concrete measure worth noting, but measures whose consequences were not effective enough needed to be expanded and examined. The Conference had adopted important conclusions regarding banks and agencies which would require detailed assessment of action taken; it had also requested that no more loans be made to South Africa. The Governing Body should be kept informed on these questions and the Director-General should bring pressure to bear on the banks. Additional information should be given to the Committee about the study on the gold market which the Director-General had been requested to submit to the next session of the Conference. Measures had not yet been put into effect for a special monitoring group on sanctions to report, through the Governing Body's Committee on Discrimination, to the Committee on Apartheid. This group should start its work as soon as possible and the Director-General must certainly make proposals concerning its composition at the June Session of the Governing Body. As regards his own country, he pointed out that the German Democratic Republic had no relations with South Africa and supported all ILO measures against apartheid.

11. The Workers' member of France complained that the information which the trade union organisation to which he belonged (CGT) had sent in October had not been taken into account in the writing of the Director-General's Special Report, but had only been included in an addendum distributed at the opening of the Committee's work. This fact had deprived the majority of the delegates of information on the initiatives taken and the action carried out against apartheid by this trade union organisation. He drew the attention of the Committee to the proposal made by the Secretary-General of the CGT, Mr. Krasuki, that the Nobel Peace Prize be awarded to Mr. Nelson Mandela. It would be an honour for the International Labour Conference to take a similar initiative. He suggested that the Committee adopt a resolution which could formulate a recommendation to the Conference in this respect. Such a resolution should also demand the immediate release of Nelson Mandela, who had been condemned to life imprisonment by the Supreme Court of Pretoria on 12 June 1964, that was to say exactly 25 years ago.

12. The Workers' member of Finland stated that the position of his organisation, like that of all Nordic trade unions and all on the Workers' benches, was very clear. In his country, a boycott of exports had led to the breaking off of trade with South Africa. Through the trade union solidarity centre, assistance had been given to training, organisational and other projects of COSATU, and there was also substantial involvement in assisting trade unionists in Namibia.

The new situation in Namibia was not without its dangers, but it was important to give to those engaged in independent nation-building the necessary support in setting up institutions for economic and social progress, including trade unions and collective bargaining systems which were part of the social infrastructure of all countries. The Director-General's Special Report to the Conference spoke of this social infrastructure, in which the role of the trade unions was a key point. It also stressed the issue of disinvestment, and references to this question were also found in the Report's section on action by the Commission on Transnational Corporations, which his organisation warmly supported. It was noted in the Report that disinvestment had been slowing down. It was also pointed out that there had been a recent trend for companies to withdraw formally but, through different arrangements (control of technology, licensing, trade, subcontracting and so on), to maintain their presence in reality. According to a recent OECD study, control of technology could be a much more important factor in the presence of a transnational corporation than the amount of capital or direct ownership. More detailed reports were needed on all aspects of the withdrawal process. Pressure should be maintained on the United Nations Commission on Transnational Corporations in this respect. As to the question of boycotts and who suffered most, an ICFTU poster contained the slogan "Sanctions don't hurt, apartheid does". The basic challenge remained that of how to fight apartheid in a way that would help to establish a just system when apartheid was dismantled. It was to be hoped that this would take place in Namibia, and in Finland ways of meeting the new needs were being sought.

13. The Workers' member of the Netherlands said that the Special Report of the Director-General did not give cause for self-congratulation on progress made either by employers or by governments. The workers also should intensify their activities against apartheid. The world as a whole was letting South Africa down. The Netherlands Government had not replied individually to the questionnaire but through the European Community, although it had been stressed that countries should reply individually. The Dutch Employers had not replied at all for many years and many employers' organisations had not responded to the Office questionnaire. Decisions had been taken last year on government action to deny the use of transport and other facilities which could be used to circumvent sanctions against South Africa. However, some airlines had advertised openly in South African papers, including KLM, after United States airlines had ceased operating South African routes. The Dutch Government had provided no information on this, and as it was not present in the Committee this gave rise to a situation which was unacceptable to his organisation. He noted too that there was no reply from the Dutch Government on the question of coal imports. Finally, he asked what had the employers really done to promote the liberty of workers in South Africa and to diminish the threat to their lives?

14. The Workers' member of Mozambique said that the apartheid regime had been condemned by the international community as a crime against humanity, yet it still prevailed owing to support from external forces. Current developments in southern

Africa showed that the survival of South Africans and Namibians depended on a collective international and regional approach to eliminate the system of apartheid and on the implementation by all the social partners of the updated ILO Declaration against Apartheid. It was well known, he said, that Mozambique and Angola were the principal targets of atrocities, terrorism and economic destabilisation perpetrated by the apartheid regime. Recent statistics showed that because of war there were more than 800,000 displaced Mozambicans living under hard conditions in neighbouring countries; between 5 and 9 million displaced persons in the country were affected by famine, disease and lack of clothing. Two thousand and forty nine rural primary schools had been destroyed; 720 rural health centres and 44 enterprises had also been destroyed, leaving millions of people and workers without health care or employment. More than 1,300 units of transport had been burnt by apartheid forces. It was shocking and horrifying to see how some countries were still supporting the apartheid system which had been condemned by the international community. He therefore appealed strongly to the ILO and its social partners to implement fully and in good faith the Declaration on Action against Apartheid. This could be achieved through disinvestment from South Africa; investment in the front-line States, particularly Mozambique and Angola; financing the projects of the Southern African Co-ordinating Conference (SADCC); financing reintegration projects for the displaced persons in Mozambique and the Mozambique Workers' Organisation (OTM) project for the absorption of miners returning from South Africa. He commended the Director-General's Special Report and hoped that the Committee would produce concrete conclusions to hasten the end of the apartheid system in South Africa and Namibia.

15. The Workers' member of Switzerland, referring to the remarks of the Vice-Chairman of his group about the increase in trade between Switzerland and South Africa, stated that the Swiss Workers' delegation strongly denounced the support given to the apartheid regime by Swiss industrial, financial and commercial interests. He stressed that it was particularly shocking that the Union Bank of Switzerland, to which the Committee had already asked the Office to provide an alternative, was in evidence at the Conference while the relations which this bank maintained with South Africa – especially as regards the gold market – had been condemned by the Committee and by the Conference in plenary session. He requested that the Office should take steps so that next year a different bank would be at the disposal of delegates on the premises where the Conference was taking place. The speaker pointed out that the President of the Swiss Confederation, at the press conference which followed his speech to the Conference on 8 June, had told a journalist who was questioning him on the profit which the Swiss made from the boycotting of trade with South Africa by other States, that it would be deplorable if Switzerland were to benefit from the boycott maintained by others.

16. The Workers' member of the United States stated that the Committee had performed its work well since it was set up, but that the message had not gone home. For example, between 77 and 85 United States corporations had spent US\$27 million on pro-

grammes for Black people in South Africa but during the same period US\$8 billion in total taxes had been paid to the South African Government. The AFL-CIO had applauded the passage of the United States Comprehensive Anti-Apartheid Act but what they had hoped would be a temporary pressure tactic to force the South African Government to abandon its policy of Black disenfranchisement had disintegrated into a meaningless debate over the effectiveness of sanctions, especially as these were limited, were not vigilantly monitored, and were not adopted on a broad international scale where they were nullified over time by market forces. Unfortunately, sanctions had distracted the attention of many in the international community from the realities of apartheid. Regressive reform and repressive change were occurring. The answer to South Africa's plight could only be found internally, with the full participation of all people and organisations who professed to have the best interests of South Africa at heart. The nature of their support would continue to be dictated by the expressed needs, positions, and resolutions of the trade union movement. They would continue to call for the strongest sanction methods along with vigilant monitoring to ensure compliance. South African trade unions demanded negotiated disinvestment, and disinvestment without negotiations with the workers only resulted in a loss of hard-won gains. An analysis of United States Government trade data revealed that a blatant failure to monitor and enforce the Act has allowed the flow into the United States of more than US\$130 million in embargoed goods from South Africa since the ban on imports was enacted. A ban on textile imports became effective on 31 December 1986. During the first six months of 1987, \$1.3 million in wearing apparel and accessories, \$1 million in raw textile fibres and \$970,000 in yarns, fabric and textile articles entered the United States. Also during the first six months of this year \$59.4 million worth of banned iron and steel entered the United States market in direct contravention of the law. These failures needed to be corrected. During the past year Black South Africa had continued to feel the weight and abuse of the apartheid system. Nowhere was this more evident than in the labour movement. During the past year, union officials and members had been arrested and detained, most often without charges, union officials had been denied permission to leave the country on legitimate trade union business; union newspapers had to clear government censorship before distribution; union publications had been confiscated and restricted from circulation; union offices had been bombed and officials subjected to constant harassment; union meetings had been banned, disrupted and bugged; legal strike activity had been subjected to government intervention and efforts at intimidation, union negotiations had been thwarted by government complicity with employers, union activity had been under constant legislative scrutiny in an effort to control, manipulate and minimise strong and independent trade union development. The White electorate continued to be controlled by a political machine intent on maintaining its power position. Apartheid must be totally dismantled by the Government of South Africa before reform could be achieved, because the Black population could not engage in a dialogue, thus opening the door to change, the enfranchisement of all people, and the creation of a non-racial society. The South African Government

was the principal target of this pressure because of its absolute control of the political process and almost absolute control of the economic system. Most concern for the economies of South Africa had focused on foreign companies doing business there. Less attention had been given to the Government's almost total domination and/or control of certain vital sectors of the economy. While the political control by the Government over all aspects of the lives of the Black population had been well documented, the same Government's domination of the economy was less well known. It was precisely this economic dominance which needed to be attacked. By depriving the racist South African Government of markets, avenues of trade, sources of foreign exchange, media of promotion, doors of access, and loans and other financial survival mechanisms, it was possible to isolate and force the hands of that racist Government. The Anti-Apartheid Act of 1986 had been merely the first step in this process; it was clear that the Act had not been successful owing mainly to lack of enforcement, and as a result there was a great deal still to be done to remove the large-scale financial and trading assistance which continued to be used to the detriment of the Black population.

17. The Employers' member of India observed that despite the considerable criticisms levelled against the apartheid system over several years, the South African Government had not shown preparedness to do anything about its apartheid policy. He attributed this intransigence to the minority Government's fear that it would lose power if it gave equal rights to all its people. Furthermore, the great powers such as the United States and the United Kingdom did not want to adopt sanctions against South Africa. He urged that the Committee should develop more effective forms of collective action which would make it difficult for the South African Government to continue its apartheid policy, and reminded the Committee about the measures adopted by the Government, employers and workers of India over the years against apartheid, including the termination of trade and other links with South Africa. He observed that the situation would improve if the world community adopted stronger action.

18. The Government member of Cuba expressed satisfaction with the Special Report which clearly showed the suffering, violence, impoverishment, detention, unemployment, illiteracy, illness and death inflicted by the apartheid regime. He further stressed that when people were engaged in a just struggle nothing could hold them back, as had happened in Namibia. He referred to the battle of Cuito Cuana-vale, in the course of which Angolans and Cubans repulsed the South African military forces which had forced the South African Government to the negotiating table. He pointed out that the Government of Cuba was rigorously respecting the programme of withdrawal of its forces from Angola under the supervision of the United Nations. He stressed the need for the strict application of resolution 435 of the Security Council, and requested the ILO to send a delegation to Namibia to assist in monitoring the elections in order to ensure that they were conducted freely and fairly.

19. The Government member of Senegal indicated that the Special Report constituted a basis for mean-

ingful discussions, as it provided a thorough analysis of the different features of apartheid, particularly as regards the economy. It detailed the worsening situation under apartheid and the suffering of the Black workers, though it also showed a greater trend towards participation in trade unions by Black workers. He drew attention to the fact that the Government of South Africa had systematically resorted to the use of police to deal with labour relations conflicts; attacks had also taken place in the townships. The struggle of Black South Africans had continued while the apartheid regime bore responsibility for the increase in violence. He noted that the state of emergency declared in South Africa had, inter alia, escalated and promoted the repression and detention of trade unionists and others. He indicated that there was a possible solution to the South African problem that could avoid a racial explosion. In this context, he mentioned that negotiations would have to be entered into between the Pretoria authorities and workers and the democratic movement in the country. Before such negotiations could begin, Nelson Mandela and other political prisoners would have to be released. He pointed to the support which the South African Government continued to enjoy from certain foreign powers which had allowed it to continue violating international law. Effective global sanctions had to be applied and many internal difficulties had to be overcome before the majority of South Africans could enjoy social and political rights. He referred to the Government's misinformation and distortion of the truth in order to create the false impression that reforms were taking place, but pointed to the increasing awareness about apartheid in the various regions of the world and the role of non-governmental organisations and churches in this regard. He observed that the process towards independence in Namibia could also hasten the eradication of apartheid in South Africa.

20. The Employers' member of Zimbabwe expressed satisfaction with the commitment to the struggle against apartheid articulated by the members of the Committee. He recommended that the struggle be intensified and observed that action could be undertaken on three different levels – by the ILO, the tripartite members, and individuals. In this context, he drew attention to the serious problem of refugees in southern Africa, in particular in Mozambique, in Malawi and in Zambia, and appealed for financial and other forms of assistance for these. Furthermore, he called for assistance to Namibia and its people in the process of reconstruction after independence. He challenged the trade unions to help their counterparts in Namibia without waiting for corresponding action by employers and governments. With regard to the South African situation, he reiterated the need for sanctions and urged the Director-General to speed up the establishment of the group of independent experts and the commencement of their work. He also urged members to intensify their pressure on governments, employers' organisations and the trade unions to declare their positions on economic sanctions and to implement and observe them with vigour. He was of the view that with current developments in Namibia, there was a greater possibility of change also occurring in South Africa.

21. The Workers' member of Bulgaria observed that little progress had been achieved in the struggle against apartheid despite the lengthy speeches made against it. He emphasised that in addition to the efforts made through the ILO, further action was required to speed up the eradication of apartheid, observing that sanctions could have an impact if they were fully implemented, and recommended that action at the international level should be better co-ordinated. He also proposed that one day of the year be declared and observed as an international day of action against apartheid. Furthermore, he suggested that ILO action against apartheid should be more widely publicised. He requested the tripartite members to make greater efforts to respond to the questionnaire seeking information on action taken against apartheid. He expressed satisfaction with the unanimity exhibited within the Workers' group. Regarding Namibia, he noted the progress towards independence and pointed out that this derived from the improvement in the political situation in the rest of the world, which had made the resolution of regional conflicts possible. He called upon the ILO to provide technical assistance to Namibia to help in its reconstruction efforts.

22. The Workers' Vice-Chairman pointed to the effect that their earlier interventions had had on Employers' and Government members of the Committee who had begun to turn their attention to finding solutions to some of the problems which had been exposed during the course of the discussions. However, these called not just for reflection but for concrete solutions to real problems like that which had emerged in a message just received from the Media Workers Association of South Africa, whose office had been attacked and whose publications had been seized by the police while some of its leaders had been put in detention. This was the dramatic reality of the situation and called for a direct response concerning action of the kind which had been noticeably absent from the replies to the questionnaire distributed by the Office.

23. The representative of the Organisation for African Unity congratulated the Director-General on the quality of his Special Report, which analysed and examined all aspects of the evolution of apartheid; it took into account factors which might be contributing to the maintenance of apartheid or even its strengthening, as well as those which were concerned with its weakening and its elimination. The very laudable evolution which it demonstrated was worthy of the Committee's encouragement. In conformity with the Declaration which had been updated last year, the Special Report contained a large section on Namibia. It brought out the enormity of the apartheid regime in South Africa as well as in Namibia. The OAU was grateful to the ILO for its action against the system of apartheid and for the multi-form assistance which it gave to the Black peoples of South Africa and Namibia, particularly in the fields of vocational training and rehabilitation of workers. As the Chairman had pointed out in his opening speech, each year that passed by without the elimination of apartheid was a year too many, a year of suffering, of shame and humiliation for the victims of this tragedy but also for the whole of the human race. That was why the international community considered apartheid to be a crime against humanity, to be fought by every poss-

ible means. The speaker mentioned the statistics contained in the Report: up to August 1988, 32,000 arrests had been made under the state of emergency which had been in force since 1986, while an estimated 18,000 people had been detained for more than 30 days without charge. Moreover, numerous trade unionists and workers had been dismissed and sent back to the Bantustans where they had no family ties and no hope of finding any employment. He recalled that apartheid was sustained by the collusion of certain powers who profited from this unhealthy, immoral and reprehensible alliance. The OAU appealed to these powers to yield to reason and use their privileged position in international circles to create conditions of peace and security which would allow the South African peoples of all races to live together in dignity, equality and harmony. The speaker was convinced that peace was possible in South Africa and that the parties concerned could reach agreement. The example of the situation in Zimbabwe was evidence of this. The speaker recalled the declaration made by the Assistant Secretary-General of the OAU, Dr. Mapuranga, at the plenary session of the Conference, according to which conditions favourable to peace must necessarily include the unconditional release of political prisoners including Nelson Mandela, the lifting of the ban on anti-apartheid movements, the withdrawal of South African troops from the Black townships and the cancellation of the state of emergency. The OAU was, for its part, prepared to examine the possibility of negotiation. It would continue to support the struggle for freedom of the Black people of South Africa until the unavoidable destruction of apartheid was achieved. With regard to Namibia, the speaker recalled the efforts made by the OAU to support SWAPO and indicated that a group of high-level OAU officials had been requested to participate with representatives of the United Nations in the monitoring of the elections in Namibia, so as to guarantee that they were carried out in a peaceful and orderly manner. He also mentioned that the leadership of the OAU had decided to co-ordinate the activities of anti-apartheid movements in Africa, and had in Brazzaville, Congo, last January, created an African anti-apartheid movement which had already demonstrated its dynamism. Finally, he expressed the wish that the Committee should adopt strong recommendations on the elimination of apartheid in South Africa and in favour of accelerating the independence process in Namibia. He felt that in this anniversary year of the ILO all recommendations adopted by the Committee against the greatest plague of our time should be adopted unanimously.

24. The Government member of the USSR stressed that international negotiations had permitted the liberation of Namibia, which was proof that when all parties show good will, it was possible to obtain results which would lead to peace. In this respect the efforts of the international community, the United Nations and also the ILO had been rewarded. The Special Report contained substantial information on apartheid but it had to be noted that the situation in South Africa had not changed in a favourable sense. On the contrary the state of emergency had been extended and the process, though modest, of increasing flexibility had slowed down and unemployment had increased. With regard to the impact of sanctions, the

speaker recalled that COSATU and NACTU were in favour of the application of sanctions as shown in the Special Report, and that sanctions were the subject of a paragraph of the Conclusions drawn up by the Committee last year. They had not been put into practice and it was to be hoped that the group of independent experts would be capable of useful work in this respect. The speaker recalled that the Government of the USSR was in favour of the struggle against apartheid, whose very existence was a threat not only to peace but also for world security as well as being a crime against humanity. On the subject of the statement made by the Workers' Vice-Chairman according to which there was reportedly some trade between South Africa and the USSR, the speaker declared that the USSR applied the Security Council resolutions and supported the application of sanctions, with which it had always complied. No secret transaction had taken place between the two countries. The USSR gave unfailing support to the front-line States, by means of financial contributions to the AFRICA Fund. So long as peace and justice did not reign in South Africa, it was the responsibility of nations to do their utmost to contribute to that end. The USSR was in favour of a just settlement in this region and joined with the rest of the international community in speaking in favour of the release of political detainees, and in particular Nelson Mandela.

25. The Employers' member of Lebanon noted that, according to the Director-General's Special Report, the South African economy had not shown any positive development. Indeed, the increase in military and related expenditure had taken place at the expense of economic and social development. Moreover, the system was obliged by its own abuses to use the corruption of officials as a means to hide its guilty practices. It must be noted that any organised trade union pressure was violently repressed, something that could only be deplored. Nevertheless, one had to be conscious of the fact that the situation could be worse if the international community did not do everything in its power to combat the racism practised by the South African Government. Consequently, stronger and stronger condemnation of the regime and increased action towards positive results were required, not only in South Africa, but in any place where racism was practised. In supporting the decision to set up a group of independent experts, the speaker trusted that that group would be able to increase the pressure exerted on the apartheid regime.

26. The Workers' member of Zimbabwe underlined the importance attached by the front-line States to the deliberations of the ILO Committee on Apartheid. Expressions of good intention should not be interpreted, however, as helplessness. There were two dimensions to apartheid, internal and external. The Director-General's Special Report touched on some salient points: repression and suppression, wanton killing of children, the double suffering of the Black workers from racial domination and class exploitation. The regime commanded a formidable force in the region which allowed it to destabilise front-line States by direct attacks and threats. The root cause of the support and strength of this regime must be sought out. Apartheid survived because capital supported the regime, through transnational corporations which sustained the system. How else

could employers support the amendment of the Labour Relations Act which would suppress trade union activity? Military and financial support by western governments was also sustaining apartheid, which was why there was a need for commitment to a minimum platform of proposals to avoid the armed struggle which some believed to be the only way to destroy apartheid. He proposed a number of concrete measures: first, the ILO should set up a team of experts to monitor those nations which committed themselves to a programme of action; secondly, efforts should be made to alleviate the immediate suffering of refugees through material aid; thirdly, trade union assistance should be increased to trade unions in South Africa and the front-line States to increase mobilisation of the workers, as the trade unions remained the only peaceful option for challenging the economy on which the regime and its supporters rely; fourthly, trade unionists must agitate in their own countries for increased investment in the front-line States; fifthly, in the advanced western States, trade unions must boycott banks and institutions giving financial relief to the regime. Here again constant monitoring and information were very important. On the question of sanctions, common ground could be found to rationalise different views. However, sanctions remained a very soft approach to the question of apartheid and would be of very limited effect, and that was why it was to be hoped that the Committee would be able to achieve such a focus. As the saying went, knowing something was not the same as watching and the front-line States were watching it happen.

27. The Workers' member of Japan stated that the Japanese trade unions, regretted deeply the relations existing between their country and South Africa, and that there was no tripartite representation from Japan in the Committee. Trade unions in Japan had appealed to their Government whenever necessary for it to take effective measures in favour of sanctions. Appeals had also been made to employers' organisations, naming firms and enterprises, a list of which had been supplied by the ICFTU. Unions had also appealed to the South African consulate in Japan - South Africa was not allowed to have an embassy in Japan. Personal contacts with South Africa were also being discouraged now as a result of the appeal made by the trade unions. He expressed concern over the situation in Namibia and expressed regret that the Government and the employers had not responded as the trade unions would have wished to the ILO questionnaire. Four major companies had agreed to cease trade with South Africa and, after the Conference, the trade unions would make a further appeal in this respect. At an ICFTU APRO conference held in Bangkok in August 1988, a resolution had been adopted on South Africa. A report from another source stated that Japan was one of four countries supplying military aid to the regime. This would also be the subject of a trade union protest. Apartheid should be eliminated as soon as possible.

28. The Workers' member of the Islamic Republic of Iran declared that in spite of many years of discussion, apartheid, this crime against humanity, still prevailed. Achievements relating to resolutions and the Declaration concerning Apartheid were clearly shown in the Director-General's Special Report, of which he quoted the first sentence: "The potential success of the negotiated settlement providing for the

withdrawal of all foreign troops from Angola and the agreement to implement United Nations Security Council resolution 435 on the independence of Namibia were the only bright spots in an otherwise bleak year for the people of southern Africa". Unfortunately even this bright spot was clouded over. On the first day of transition to independence, conflict had broken out which, according to reports, was initiated and pre-planned by the racist regime. Early this year, more than 3,000 new conscripts were enlisted by the South African-financed South West African Territory Force (SWATF). SWAPO had brought this to the attention of the United Nations. Although the SWATF had been due to be dismantled in mid-May, South Africa had suspended its demobilisation process because of the outbreak of fighting. South Africa had outmanoeuvred all the parties involved in the Namibian conflict and had succeeded in sabotaging the United Nations peace plan. The report cited Namibia as an extreme example of colonial economy. Thirty-five per cent of its GDP left the country in the form of profits to foreign shareholders, whereas the majority of Black Namibians remained below the poverty line. The Black-White income ratio was drastic, being 1 : 25. Its imports covered 85 per cent of consumer goods, virtually all from South Africa. A similar situation existed in South Africa where unemployment ranged from 7.9 million to 9.8 million and it was estimated that 45 per cent of the economically active population were jobless. Ever since the declaration of the State of Emergency in June 1986, other developments that had occurred included an expression of guilt by the White Afrikaners' main church for its role in establishing and maintaining the system of racial segregation, and the staging of hunger strikes in protest against detention without charges. Fighting had taken place in Natal Province among the supporters of UDF, COSATU and Buthelezi's organisations resulting in over 2,000 casualties. The Black organisations must strengthen their solidarity since fighting amongst themselves would weaken the movement and delay the ultimate objective of a free South Africa. As Nelson Mandela said in a message to these groups: "South Africans should strive for peace among themselves and keep up their determination to bring about a new South Africa". David Webster, the human rights activist, was assassinated after completing a major report condemning the death squads which were stalking government opponents. Of the 61 anti-apartheid activists assassinated in South Africa since 1978, in only one instance had anyone been charged or convicted. The arms embargo on South Africa had been beaten by cheating, smuggling and taking advantage of legal loopholes. The United States, the United Kingdom, the Federal Republic of Germany, Japan, France, Israel and Italy were among those countries most helpful to South Africa. In view of the above facts, the speaker fully agreed with the Workers' Vice-Chairman when he said that all should do something because all were responsible, and he pointed out that the ILO had not even succeeded in preventing the UBS from financing and investing through loophole channels in South Africa. Last year he had proposed temporary suspension of membership of those countries who could but did not sever their co-operation with the apartheid regime. They supported their lucrative trade with the racist regime rather than the struggle of the oppressed people of South Africa. If their own interests

were at stake, such countries sent thousands of troops to Vietnam, Afghanistan, Grenada, Argentina, Panama and Czechoslovakia or many warships to the Persian Gulf. Their intention was either to support or instal their puppet governments. These countries did not learn from history and, therefore, tended to repeat their action and faced the same consequences. The time had come for the oppressed people of South Africa to take action to reach their ultimate destination. They were free to choose their own means of struggle and their last resort was an arms struggle, in line with the United Nations General Assembly resolution of 5 December 1988. A group of church leaders had already warned that the world would see a blood bath if the international community did not take action against the South African racist regime. The world owed it to this courageous nation to stand by them and support them in their fight to erase the apartheid regime from the map of the world.

29. The Government member of Norway stated that the mere fact that the Committee on Action against Apartheid was a standing committee showed the importance the ILO attached to this issue. In addition to being a matter of human rights, the system of apartheid affected labour relations and the employment situation in South Africa – and up till now in Namibia – in a negative way. However, the Organisation had been seized with the question of apartheid since long before the establishment of the Committee, and this was the twenty-fifth Special Report on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia. The speaker thanked the Director-General for a very interesting and elucidating report which had become a most valuable tool for the analysis of the situation in South Africa and Namibia, and for planning action to be taken for the eradication of apartheid. Last year a thorough examination had been made of the Declaration as it then was. The Committee had done some very good work and an updated and more powerful Declaration, this time including Namibia, had not only been presented to the Conference but had been adopted by the Conference without a vote, although this did not mean complete agreement by all the representatives from the whole tripartite system of the ILO. Even his own country had had to make a couple of reservations, but it was a powerful sign of the world's unified abhorrence of the system of apartheid, and of solidarity with those who suffered under that system of repression and commitment to the eradication of apartheid. There might be more or less strong disagreement on the ways and means to go about reaching that goal, but there was agreement on the goal of the Committee's work, i.e. the eradication of apartheid. This Committee, and specifically the Working Party, had an obligation to come up with specific recommendations which the plenary could then adopt and the Governing Body act upon. Norway – and the other Nordic countries – had adopted general economic boycott laws against South Africa and Namibia. They had, however, few illusions of the impact these measures might have on South Africa's Government. Therefore they called for mandatory and comprehensive sanctions by the Security Council as the most efficient means of eradicating apartheid. This would not be possible at the present time, however, and other

areas had to be found which could gather maximum support, one such area being the supply of oil to South Africa. Indeed all five permanent members of the Security Council were in agreement that no oil from their territories should go to South Africa. A hearing held by the United Nations Intergovernmental Group to Monitor the Supply and Shipping of Oil and Petroleum Products to South Africa, held in New York last April, had dealt with this question and could also be followed up by this Organisation. The Workers' Vice-Chairman's criticism of the lack of seriousness in many of the replies to the ILO questionnaire was valid, and his delegation would support the idea of revising the questionnaire so that it became a more useful tool. There were several possibilities. As an example, it would be possible to have an annual theme regarding the particular sanction which should be pursued or to have specific questions to each country. This could be a possible task to be followed up by the group of independent experts for which the Committee had called last year. Norway had followed this matter with keen interest and hoped that the experts would be designated at the Governing Body's meeting immediately after this Conference. Last year's Conference also recommended several forms of action to be undertaken by the ILO, governments and employers' and workers' organisations. Areas for further study would be research into the gold market and the question of ILO banking relations. The speaker hoped that the Working Party would be able to identify specific areas to be followed up. Last year the Committee had also discussed the new South African Labour Relations Amendment Act. It would be of interest to this Committee to have some information from the Secretariat as to the position of the complaint by COSATU, which the Governing Body had referred to ECOSOC. Positive developments had taken place in Namibia, and the repatriation of Namibian refugees had now started, creating a new situation which presented another challenge to the Committee and to the ILO itself. The success of the Namibian independence process might be a greater blow to the apartheid system in South Africa than most sanctions, and constructive co-operation with the Government of an independent Namibia would undoubtedly be needed. Neither the front-line States nor the South African refugees should be forgotten. Bilateral support as well as support through the ILO's training programmes continued to be of fundamental importance for the construction of a southern African region that could develop in peace. The SARRED Conference that took place in Oslo last year on the plight of refugees, returnees and displaced persons in southern Africa bore witness to the grave situation in the region, and this Committee was one of the forums in which calls for help had to be answered, which was one reason why the Committee's responsibility had to be taken seriously.

30. The Workers' member of Italy commended the ILO for the production of the documentary film "Changing this country", which showed the life and working conditions of four Black workers in South Africa, and she requested that the film be publicised as widely as possible in member countries as it conveyed a powerful message. She informed the Committee on the various forms of action undertaken by the three Italian trade union confederations – CGIL,

CISL and UIL – against the Pretoria regime. Although they had noted with satisfaction the Italian Government's acceptance of the principle of economic sanctions against South Africa, they had requested greater clarity and coherence. The three trade union confederations had demanded that the Government proceed independently to adopt mandatory economic sanctions against South Africa without waiting for a change of approach by those countries which continued to block such moves by the European and international communities. They had campaigned for a reduction in trade between Italy and South Africa, particularly in the principal areas of commercial activity covering investments by Italian banks, Italy's purchases of large quantities of South African coal and gold, and the illegal arms trade. With regard to Italy's imports of coal from South Africa, it was to be observed that the decrease was not sufficient to give grounds for satisfaction, as Italy remained the largest importer of South African coal in Europe and the second largest in the world, after Japan. The state-owned electricity generating board (ENEL) was the largest consumer of this coal. The trade union confederations had mounted protests against this trade in coal, and had approached Agip, Italy's state-participation oil company which was also a subsidiary of ENI, to clarify whether it owned shares in South African mining companies. If the reply was in the affirmative, they would demand that the company divest itself of the shares. Italy was a major importer of South African gold and, therefore, approaches had been made to the banks and the jewellery industry to stop trading in South African gold. In addition, there was the initiative taken by the Italian trade unions and anti-apartheid groups to collect 50,000 signatures in favour of new legislation that would prohibit all Italian imports from and exports to South Africa, and the granting of bank loans, and end all cultural, scientific, academic and sports co-operation with South Africa other than that involving aid to anti-apartheid organisations.

31. The Workers' member of China referred to recent changes in southern Africa, especially the agreement signed in December 1988 regarding peace in Angola and the independence of Namibia, as well as the commencement, on 1 April 1989, of the implementation of Security Council resolution 435. He attributed these positive developments to the 30-year struggle of the Namibian people under the leadership of SWAPO, and also to the support and solidarity of the international community, in particular the OAU, the front-line States and the ILO. He was disturbed to note the difficulties that still lay in the path to Namibian independence. He drew attention to the support and recognition SWAPO enjoyed, not only among Black people in Namibia, but also internationally, and therefore deplored the tricks being resorted to by the South African Government to avoid conducting free and fair elections in Namibia. He urged the Namibian workers and people, and the international community, to be vigilant, stressing that since the independence of Namibia was the desire of the people, it could never be reversed. He pointed to the worsening living and working conditions of the Black people in South Africa, the Government's repression of trade unions, and its acts of aggression against the front-line States which had led to strong resistance among the Black workers and people of

South Africa and also pressure and sanctions by the international community. He drew attention to the current economic and political difficulties in South Africa which had forced the Government to seek the withdrawal of their troops from Angola and the announcement by the President that he would step down after the elections in September 1989. Reiterating the need for comprehensive and mandatory sanctions, he informed the Committee that the Chinese workers had always strongly supported the South African people in their struggle against apartheid and expressed appreciation of the tremendous efforts made by the front-line States and the ILO in support of the workers and other victims of apartheid.

32. The Workers' member of the United Kingdom pointed out that the Special Report showed that there had been both disappointments and successes in the struggle against apartheid. He commended the efforts made by the trade unions in this area. The British Trades Union Congress, for example, had monitored the events in southern Africa, given financial and other practical support to South African trade unions and their members, and brought pressure to bear on the British Government. The TUC had taken action to ensure that pension funds were not invested in South Africa and issued lists to their affiliates of British companies which did not pay living wages to their workers in South Africa. They also publicised in their journal the plight of trade unionists and other workers in South Africa. He urged the Employers' and Government members to make a greater contribution to the discussions in the Committee.

33. The Government member of France drew attention to the anniversaries this year of the French Revolution and the Declaration of the Rights of Man and indicated that this was the time to demonstrate more clearly that apartheid was unacceptable. Speeches were not enough, action was required. In this context he drew attention to the fact that France had stopped investments in South Africa from 1985 and the importation of South African iron and steel from 1986. Imports of South African coal had also been reduced recently. He reminded the Committee that France maintained no military co-operation with South Africa and did not sell it any arms or other military equipment. France had also been active in the anti-apartheid efforts of the European Economic Community. Regarding humanitarian aid to the victims of apartheid, he stressed that France had increased the level of cultural and technical co-operation with non-governmental organisations and anti-apartheid associations in South Africa. Such aid amounted to 18 million French francs. In addition, France contributed a further 2.2 million francs per year to the United Nations Fund for Action against Apartheid. He also expressed the commitment of his Government to Namibia's independence. In this context, it had appointed a permanent observer with the rank of ambassador to Namibia. He reiterated his Government's support for the setting up of the group of independent experts and urged that overlap between the work of the group and that of other international organisations should be avoided. He expressed his expectation that the Office would nominate the experts shortly after the Conference.

34. The Government member of Ghana expressed his country's appreciation of the efforts against apartheid outlined in the Special Report. The recent developments towards Namibian independence clearly indicated that apartheid could be eliminated in South Africa. He urged the international community to rally round the liberation movements fighting the apartheid regime and to provide them with the necessary material, financial and moral support, in addition to diplomatic and peaceful initiatives. Ghana supported the imposition of comprehensive and mandatory sanctions against South Africa, disinvestment, and assistance to trade unions and liberation movements in South Africa.

35. The Workers' member of the USSR drew attention to the fact that the current Special Report was the twenty-fifth. He observed that this year's report was weak in certain respects, and regretted omission from Chapter 2 of the response provided by the World Federation of Trade Unions, which had done a lot in the fight against apartheid. He added that the Report did not provide an objective assessment of sanctions against apartheid and tended to give the impression that selective, rather than global, sanctions would work. He regarded this as unacceptable, and reiterated the need for global sanctions. He expressed dissatisfaction with the low rate of response by governments and employers. He was, however, satisfied with the part of the Report dealing with Namibia and also with the ILO's technical co-operation assistance, but urged that more should be done. Expressing the hope that the group of independent experts would be constituted at the resumed session of the Governing Body and that other far-reaching and symbolic measures would be adopted, he urged the submission of Nelson Mandela's candidature for the Nobel Peace Prize and stressed the need for real action now, quoting a statement by Martin Luther King in support of this.

36. The Workers' member of Spain expressed full support for resolutions adopted by the ILO against apartheid. He informed the Committee that the Spanish workers had been complaining to their Government since 1986 about trade with South Africa. The Government's response had not been satisfactory and they had therefore decided to turn to the Committee. Spanish workers supported all measures against South Africa. He pointed to the important role played by the EEC in the action to isolate South Africa, but emphasised that they could do more to make the boycotts effective, as some EEC members still traded with South Africa. The volume of coal imported by members of the European Community from South Africa remained considerable. Spain, for example, had increased its imports of South African coal substantially, and might even be selling some to other European countries. He emphasised that the Government of Spain should respond more positively to the call for sanctions reiterated by the ILO Conference, especially as Spain occupied the presidency of the EEC.

37. The observer of the Pan-Africanist Congress of Azania (PAC) expressed satisfaction with the high quality and objectivity of the Special Report. He commended the unanimity exhibited in the Committee with regard to the proposals which had all been action-oriented. He referred to the deterioration of

the situation in South Africa; the failure of the racist regime to review those clauses of the Labour Relations Amendment Act objectionable to the labour movement; the arrests and detention of trade unionists; the sentencing to death of 14 Black South Africans in the trial of 26 people in Upington for no more than being present at the scene of a crime, which in South Africa is known as "common purpose"; and the patrolling of African townships by racist troops. He also drew attention to the alarming rate of accidents and deaths in the mines, and expressed gratitude to the ILO for its technical assistance to the PAC in the fields of workers' education and vocational training.

38. The Workers' member of Yugoslavia, while expressing his satisfaction with the Special Report, observed that there was a need for an increase in the number of replies to the questionnaire and that the action against apartheid needed further consolidation this year, which marked the 70th anniversary of the ILO. In this connection, a number of significant measures should be deployed. He referred to the worsening situation in South Africa, including increased repression, violence, suffering and impoverishment, as indicated in the Special Report. He urged the international community to reinforce the measures taken with a view to intensifying the struggle against the racist regime. He called on the Committee to provide moral and material support to the workers and trade unions in South Africa and Namibia. He pointed out that the updated Declaration and Programme of Action had provided a further stimulus to the struggle against apartheid, and expressed support for the setting up of the group of independent experts to follow up and monitor the implementation of sanctions and other action against apartheid within the framework of the conclusions adopted by the Committee. Finally, he stated that the Confederation of Yugoslavian Trade Unions would follow keenly the actions adopted against apartheid, in addition to co-operating and showing solidarity with the South African and Namibian trade unions.

39. The Workers' Vice-Chairman recalled that the mandate of the group of independent experts had already been defined last year, in the conclusions of the report of the Committee. This mandate was to follow up and monitor the implementation of sanctions and other action against apartheid. This monitoring should particularly concentrate on the following tasks: to examine and evaluate the effects of present sanctions; to carry out feasibility studies and case studies concerning sanctions; to survey regularly and update the state of world trade with South Africa; to keep a register of investments and disinvestments in South Africa; and to publish, three times a year, the results of the research carried out. Moreover, the group of experts would supplement the ILO procedures already in existence. In so far as the nominations of the members of this group were concerned, it had been understood that before proposals were made to the Governing Body, consultations should take place. While it was true that no time should be lost in appointing the three experts, that should not be to the detriment of the quality of the persons chosen. The Workers' Vice-Chairman also recalled that at the beginning of the Committee's work he had requested an objective and sincere evaluation of the application or non-application of the Programme of

Action. Unfortunately it had to be acknowledged that no progress had been made towards the abolition of apartheid, nor had there been any new initiatives, except on a very small scale, to increase pressure on Pretoria. Although the approaching independence of Namibia gave rise to satisfaction, that was only one aspect of the Committee's mandate. If the instruments already adopted by the Committee and the Conference concerning apartheid had been applied, and correctly applied, apartheid would now no longer exist. These instruments had, alas, remained a dead letter and it was scarcely possible to speak of sanctions. The speaker requested that the Conclusions of the Committee should report on this situation and he appealed for a renewed effort on the part of all constituent members. This effort should be measurable and quantifiable. He suggested that the ILO questionnaire should be modified in such a way that the constituent members would be forced to show what concrete actions they had taken to apply the Committee's recommendations. For example, the recommendation for government action in the field of tourism in South Africa should be followed up with concrete action. Certain countries should not be permitted to develop their airlines, as KLM and Lufthansa had done when other airlines, such as Pan Am, had withdrawn from South Africa following sanctions imposed by their countries. The speaker suggested that themes could be chosen for special campaigns in the context of the promotion of global sanctions, which would effectively activate concrete efforts; this could be included in the Conclusions of the Committee. He pointed out that the Workers relied on the co-operation of all the members present and in particular the Employers, to make the necessary commitment. Indeed, many measures were circumvented in order to enhance the financial interests of investors.

40. On behalf of the Employers' Vice-Chairman, the Employers' member of the United Kingdom declared that the Employers' group supported the position of the Workers' group concerning the mandate of the group of independent experts adopted by the Governing Body at its 243rd Session, held prior to the opening of the Conference. The group also noted the intention of the Workers' group to circulate proposals for possible conclusions. He stated that these would be examined with interest.

41. The Government member of Nicaragua expressed his total and unreserved condemnation of the apartheid regime. No other position could be taken in the face of this human drama. It was inexplicable that such a situation could occur in the twentieth century and it threatened to continue into the next century if a satisfactory solution was not found for its abolition. He noted that some governments, while verbally condemning the apartheid regime, in practice profited considerably from their trade relations with the same regime, thus contributing towards its consolidation. He called attention to the measures already mentioned which resulted from the racist policy of the South African regime. This regime was an affront to humanity and the civilised world of today and concerted efforts were necessary to eradicate it.

42. The Government member of India commended the Director-General of the ILO for the high quality of his Special Report. However, he expressed

considerable concern over the further evidence it provided of the continuing deterioration of the situation of the Black majority in South Africa. He attributed the present turbulence in the labour field in South Africa to the perverse system of apartheid and to the Pretoria regime's continuing violation of trade union rights, harassment and imprisonment of trade union leaders, the ban on trade union organisations, and the general use of brute force by the regime to put down any kind of protest. Rigid press censorship in South Africa kept the world in the dark about the enormity of the crimes perpetrated by the racist regime against the majority population. He emphasised that the South African case was unique in the world since in South Africa racism and racial discrimination were the deliberate and acknowledged official policy of the State. No person and no country which believed in the United Nations Charter on Human Rights could ever compromise with such a policy. India had a long-standing commitment to the struggle against apartheid and had always been in the forefront of the international campaign against apartheid, being privileged to play a special and leading role in support of the long and valiant struggle of the majority in South Africa for human dignity and freedom. India had been the first country to impose sanctions against South Africa and it strongly condemned the evil of apartheid as entirely unacceptable. Apartheid had to be eliminated in its entirety. He called upon all governments, and on employers' and workers' organisations which had not so far done so, to join in imposing immediate, comprehensive and mandatory sanctions against South Africa. These, he emphasised, constituted the only peaceful means that could force the South African regime to dismantle apartheid. Any delay in ending apartheid would only lead to more bloodshed in South Africa, perhaps on an unprecedented scale. He added that trade union organisations, for example dockworkers' unions, could make their own contribution and deal a significant blow to apartheid by refusing to handle cargo from or to South Africa until such time as apartheid was dismantled. The speaker gave details of the AFRICA Fund which had been set up to channel urgently needed assistance to the front-line States and the liberation movements and to mobilise public opinion against apartheid. He informed the Committee that pledges and contributions to the AFRICA Fund had already exceeded US\$422 million in cash and in kind, coming from 54 countries. This included a contribution from the Indian Government of approximately US\$40 million. In addition, contributions by the Indian public, trade union organisations and others to the Fund had reached Rupees 23.6 million in cash. He appealed to governments, employers' and workers' organisations, non-governmental bodies and individuals to contribute to the AFRICA Fund and thus help in the struggle against apartheid. With respect to Namibia, he mentioned that the bloodshed which occurred at the beginning of April 1989 had been avoidable. Resolution 435 clearly needed to be implemented both in letter and in spirit. He regretted that difficulties were being created in the election process in Namibia and called for free and fair elections in Namibia so that a truly national and not a puppet government might emerge there. He pledged his country's full support to SWAPO in its struggle for Namibian independence and expressed the hope that all freedom loving people in the world would

also afford it their support. As regards the group of independent experts to follow up and monitor the implementation of sanctions and other action against apartheid, he expressed deep regret that, despite the passage of one year, the group had not yet been set up. He called for the establishment of this group without further delay, adding that the independent experts appointed should necessarily have a clear commitment against apartheid.

43. The Workers' member of the United States said that for the past 30 years the AFL-CIO had consistently opposed the apartheid system of South Africa. In the struggle against apartheid, while the Committee was moving in the right direction, too many governments were side-stepping, or even worse stepping backwards. He emphasised that comprehensive and mandatory sanctions would work. It was clear that the even limited application of sanctions had had a profound effect on the South African regime. Since 1985, 330 American companies had withdrawn their interests from South Africa, leaving 140 companies. This was progress. Estimates showed that the net drain on the South African economy had been US\$10 billion since 1985 out of a total of US\$14.6 billion in foreign investment. In 1984, according to the United States Department of Justice, the South African Government spent US\$54 million on the 37 representatives in the United States. Sanctions therefore worked. It was necessary, however, to remain vigilant, because there were still 1,267 foreign firms in South Africa, representing 20 countries of which five (the United Kingdom, the Federal Republic of Germany, the United States, Japan and France) represented 84 per cent of the total. During the period 1977-85, total tax of US\$8 billion was paid to the South African Government by United States firms, while at the same time only US\$200 million were contributed to programmes for Black people. In 1986, when the South African Government was most inclined to reform, it was desperate to reach financial accommodation with creditors who were hesitant on account of the immense political and economic pressure applied on the regime by the international community. But in 1987, when agreement had been reached with certain companies, the South African Government increased defence expenditure by 30 per cent and police expenditure by over 50 per cent. From the small number of employers represented in the Committee, it was clear that there was a lack of interest in change in South Africa. The AFL-CIO called on the present rulers of South Africa immediately to release political prisoners, to end bannings and restrictions, and to give full recognition to the exiled groups and other displaced South Africans who could not return to South Africa. It demanded the immediate abolition of all apartheid laws which prevented the growth of democratic organisations, restricted their movement or contact with the population, prohibited meetings and media coverage, and discriminated between population groups. It also demanded the immediate convening of a constitutional conference which would represent all groups to draft a constitution reflecting the needs of all people, and to eliminate the apartheid system.

44. The representative of the United Nations Special Committee against Apartheid drew attention to the fact that the South African Government had once again renewed the state of emergency, imposing the

tightest censorship the country had ever known and extremely severe restrictions on hundreds of its opponents. Clearly, while the Government pursued its repressive reform programme the state of emergency would remain and violence would become institutionalised in South Africa. The Special Committee against Apartheid was convinced that the South African Government was unwilling to dismantle the apartheid system and grant the Black majority full political rights, and that its repressive reform policy was designed ultimately to give Black people limited political rights and preserve White minority rule. The Special Committee also believed that international pressure could be a catalyst to persuade Pretoria to create the conditions for a peaceful solution to the conflict in the country. International pressure must be targeted for maximum effectiveness in the most critical areas of the South African economy. The efforts of the Special Committee had recently been focused on the adoption of international measures to undermine apartheid while minimising the negative effects on the Black majority. During the last General Assembly, the resolution on the imposition, co-ordination and strict monitoring of selective sanctions had gained the support of the Nordic countries and of Australia, Canada and New Zealand. Another resolution, adopted by consensus, called for a Special Session of the General Assembly to discuss apartheid and its destructive consequences in southern Africa. The General Assembly had expressed concern at States that exploited the trade gaps created by the imposition of sanctions by other States; it had called on States that had increased their trade with South Africa to sever trade relations with that country. Those areas which had been targeted were trade in particular commodities, including coal and gold, as well as finance and transport. The arms and oil embargoes were subjects of particular concern for the Special Committee. In April of this year, the Inter-governmental Group to Monitor the Supply and Shipping of Oil and Petroleum Products to South Africa held hearings on the oil embargo in New York during which expert witnesses assessed the present oil embargo and made several important recommendations to strengthen it, including the adoption of legislation and/or comparable measures to impose an effective oil embargo, the enhancement of enforcement measures – particularly punitive measures against violators of the oil embargo – and the strict monitoring of the use of certificates of discharge. The Special Committee was following with close interest the Bundestag inquiry into possible violations of the arms embargo in the Federal Republic of Germany. It had also expressed its grave concern at the ongoing military collaboration between the governments of South Africa and Chile, in open defiance of the mandatory arms embargo. It was evident that measures adopted against South Africa had had an impact on the economy, in particular the sanctions on loans and credit and on new investment. The Special Committee agreed with the preliminary conclusions of the Commonwealth concerning the need to adopt effective measures against South Africa. The impact of such measures would be strengthened if they were co-ordinated and strictly monitored. In that sense, the Special Committee welcomed the decision to establish a special monitoring group of three independent experts to follow up the implementation of sanctions throughout the world. The group should,

inter alia, look closely into the patterns of disinvestment by transnational corporations and consider seriously the specific demands of COSATU, in particular by its affiliates CWIU and NUMSA, regarding disinvestment by TNCs. Labour rights must be included in all sanctions or disinvestment actions as a prescribed method of complying with sanctions. The international labour movement had been crucial in generating public opinion that had exerted considerable pressure on governments to act against Pretoria, and the ICFTU decision to support a strong coal embargo was welcomed. The Special Committee agreed with the Commission on Transnational Corporations' report which concluded that international pressure may be applied through three ways: foreign trade, disinvestment and foreign finance. The report had gone on to suggest that the cessation of foreign trade and the cutting off of foreign finance would have a more immediate impact on South Africa's economy and, therefore, in terms of their effects, in forcing the Government of South Africa to abolish the system of apartheid. The report had, however, noted that the efforts of certain members of the international community could not be effective if they are counter-balanced by actions taken by other members of the community.

45. The Workers' member of the German Democratic Republic referred to the valuable suggestions which had been made for the improvement of the Committee's work. His organisation strongly supported the struggle against apartheid. As the Workers' Vice-Chairman had stated, the ILO should not relax measures to do away with apartheid. The discussion had shown that more effective sanctions could be adopted, which would correspond to the task of the ILO to impose measures against apartheid. In the past few years, there had not been much change in respect of apartheid. Systematic withholding of human rights had become commonplace. The apartheid regime was a threat to peace and to international security. Trade unionists were indignant at these measures. Labour laws deserved special attention, for they implied considerable restriction of employment and bargaining, and the ILO was the special standing organisation responsible for such rights. He expressed his organisation's commitment to giving further support in solidarity with the liberation movements in South Africa and Namibia.

46. The Government member of Bangladesh said that the work of this session of the Committee on Apartheid assumed particular importance, as it was the first meeting since the updating of the Declaration concerning Action Against Apartheid in South Africa and Namibia. His delegation had carefully studied the Director-General's Special Report on the application of the Declaration and expressed its sincere appreciation to the Director-General for his detailed and informative report. The heinous system of apartheid had been universally condemned as an affront to human dignity and a crime against humanity. The South African Government stood isolated in the community of nations and was confronted with sustained and active resistance from the oppressed millions who had suffered too long as victims of the system of apartheid. An exasperated South African Government had been compelled to resort to more and more violent means of suppression. The Special Report of the Director-General had confirmed and

established what had been predicted: socio-economic impoverishment and degradation of the South African people. According to the Special Report, the timid process of reform of the South African Government had come to a grinding halt. South Africa had continued to grow poorer year by year and the Black majority had remained the worst sufferers of the steady decline of the economy due to increasing isolation of the repressive Government in Pretoria. The Special Report also brought out the alarming continuation and institutionalisation of the apartheid system in the field of labour, employment and trade unionism. The time had come for the international community in general, and this Committee in particular, to reassess the present situation in South Africa, especially in labour and social matters. Bangladesh firmly believed that comprehensive and mandatory sanctions encompassing all forms of trade, financial transactions and technical, military, sports and cultural co-operation with South Africa was the *sine qua non* for success of international efforts to eliminate the evil of apartheid. Graduated action, selective embargoes or the provision of guide-lines for the operation of multinationals in South Africa would only help the racist regime to frustrate the impact of a comprehensive embargo, and would allow it to pursue its policy of apartheid, oppression and gross violation of basic human rights of the Black people of South Africa. Out of a sense of deep commitment to the cause of the oppressed people of South Africa, Bangladesh had, as a matter of priority, ratified the International Convention on the Elimination of All Forms of Racial Discrimination as well as the International Convention on the Suppression and Punishment of the Crime of Apartheid. Bangladesh did not entertain any sort of contact with the Pretoria regime. The total commitment of Bangladesh to the liberation of South Africa and Namibia, and the eradication of the curse of apartheid had repeatedly been demonstrated. Bangladesh had also actively supported all measures to assist the struggling people of South Africa, including their national liberation movements. Apartheid could not be corrected; it must be eliminated in all its manifestations. South Africa could not continue to ignore world opinion indefinitely, nor could it survive in isolation if international actions were devised with sincerity and applied with firmness. It was through international pressure that South Africa had finally accepted the United Nations Plan for the independence of Namibia more than ten years after its adoption by the United Nations Security Council. The same firmness needed to be demonstrated to the racist regime of Pretoria. In line with its general policy regarding apartheid and other forms of racial discrimination, and also in solidarity with Namibia, Bangladesh had decided to contribute to the United Nations Trust Fund for South Africa, the United Nations Educational and Training Programme for Southern Africa, the United Nations Fund for Namibia, the Nationhood Programme for Namibia and the United Nations Trust Fund for Publicity against Apartheid. Bangladesh had also contributed US\$10,000 to the fund set up by the United Nations for the rehabilitation of Namibian refugees and exiles. As a member of the Council of Namibia since its inception, Bangladesh had been in the forefront of efforts to promote Namibia's independence. It had also contributed civilian and military contingents to UNTAG. Further-

more, it had decided to open an embassy in Namibia immediately after that country's attainment of independence.

47. The observer of Palestine made reference to the ILO's links with banks which maintained relations with South Africa and invested in that country. The speaker emphasised the importance of the ILO in enabling workers to enjoy their basic rights. Nevertheless, despite the meritorious efforts made by the Director-General in his Special Report, it was regrettable that certain enterprises refused to break off their relations with South Africa. Measures against apartheid were either too weak or even non-existent and South Africa should therefore be subjected to a total boycott. The speaker gave as examples the fact that certain Israeli municipalities co-operated with White municipalities in South Africa, the Israeli airline company had links with South Africa, and Israeli tourism in that country had increased by 11 per cent last year. Recently, it had been noted that South African experts were advising the Israeli army with a view to putting an end to the Palestinian people's "intifada". The same practices were carried out by Israel as those in force in South Africa and South African policy resembled Israeli policy in numerous respects. Both countries stood to be convicted on the same score. The speaker declared, moreover, that he hoped that the experts who would form the special group could soon be nominated.

48. The Employers' member of Kuwait attributed the worsening situation in South Africa to the non-application of sanctions and of resolutions adopted within the ILO. He pointed out that Kuwait had imposed comprehensive sanctions against South Africa since the early 1960s. He supported the proposal to establish an independent group of experts to monitor the implementation of sanctions and other action against apartheid throughout the world, and urged that the group should take into account all the suggestions expressed during the Committee's session. He expressed the wish that greater attention be paid within the ILO to economic relations between Israel and South Africa.

49. The Government member of Somalia regretted the lack of tangible progress made towards the elimination of apartheid since the updating of the Declaration in June 1988. This was clear from the contents of the Special Report. He urged the tripartite members of the ILO to take common and concerted action against the Pretoria regime to speed up the elimination of apartheid. He referred to the severe repression of the independent trade unions and their leaders in South Africa, the growing unemployment and poverty among the Black people, and the alarming number of industrial disputes reported in Chapter One of the Special Report. He reiterated his Government's support for comprehensive and mandatory sanctions. He deplored the assistance which some governments continued to provide to South Africa. He also regretted that no significant new sanctions measures had been adopted by South Africa's major trading partners and that the rate of disinvestment was slowing down. He reaffirmed the need for the international community to intensify its efforts and to impose comprehensive and mandatory sanctions as the most effective peaceful means of forcing the

South African Government to change its apartheid policy. He expressed his Government's satisfaction with recent developments regarding Namibia and their support for the Namibian people in their struggle for independence under the leadership of SWAPO. He urged the international community to monitor closely the developments taking place in Namibia to ensure that the Pretoria regime did not thwart the process.

50. The Employers' member of Kenya expressed the view that many of the interventions made by members of the Committee had been short on action. He wondered what the individual members represented in the Committee had done outside the ILO and the United Nations system to eliminate apartheid. He urged the employers' and workers' organisations to put pressure on the governments which continued to oppose sanctions. He informed the Committee about efforts made in Kenya against the apartheid regime and to assist the victims of apartheid, and called on others to follow this example. Regarding Namibia, he drew the Committee's attention to the fact that Kenya had contributed part of the peace-keeping force and also continued to provide assistance to the people of Namibia through SWAPO.

51. The Workers' member of Angola corrected a mistaken impression contained in the Special Report regarding the reasons underlying his Government's invitation to Cuba to send forces to assist them in Angola. This would not have been necessary without the undeclared war waged by the racist regime in South Africa against Angola. He stressed that Angola's problems with UNITA were internal. He clarified that the Cuban and Angolan delegations involved in the negotiations which resulted in the signing of the Accords in New York always sought the agreement of SWAPO. He reminded the Committee that Angola had made enormous sacrifices in the war of liberation for Namibia and had no intention of interfering in the internal affairs of an independent Namibia. After the outbreak of fighting between SWAPO and South African forces at the start of the peace process, the Angolan Government had played a significant role in ensuring the return of the SWAPO combatants to Angola. Finally, he indicated that the abolition of apartheid laws and the declaration of an amnesty in Namibia constituted an important step in the process towards Namibia's independence and would certainly have repercussions in South Africa. He reaffirmed the Angolan Government's commitment to support SWAPO and the ANC until the total independence of Namibia and the abolition of apartheid in South Africa.

52. The Government member of the United States informed the Committee about the multi-faceted approach adopted by his Government to end apartheid. His Government embargoed the sale of military equipment to South Africa in 1963, and imposed further restrictions through the Comprehensive Anti-Apartheid Act of 1986. It had also provided US\$26 million to assist the victims of apartheid. In defending his Government's continued diplomatic presence in South Africa, he emphasised that this had allowed them to monitor and intervene in support of anti-apartheid activities. Recent visits by leading activists from South Africa like Archbishop Tutu, Dr. Allan

Boesak and Dr. Beyers Naude had led them to believe that they were onto the right course. Regarding the process towards Namibia's independence, he expressed the view that the implementation of the peace plan was progressing, and paid tribute, inter alia, to the role played by the Deputy Foreign Minister of the USSR in the negotiation of the peace plan.

53. The Workers' member of France made reference to the statement made by the Government member of France, especially with regard to the coal imports and military co-operation with South Africa. Concerning coal, he mentioned information provided by another worker member to the effect that it entered France through the port of Antwerp. It was as a result of the demands by French workers that the Government had taken measures to prevent the falsification of invoices that had allowed the illegal importation to occur without punishment. Regarding military co-operation, he recalled that the International Institute for Peace in Stockholm (SIPRI) had published a book in which examples of "covert" military co-operation with South Africa had been listed, including military aircraft and the armaments industry. Finally, he drew attention to the fact that the report on the code of conduct of French companies was the weakest among the 12 EEC countries. He indicated that the CNPF had not replied to the Office questionnaire.

54. The Government member of Spain, after briefly referring to Spain's position on the policy of apartheid in South Africa, pointed out that his Government had condemned, on several occasions before the United Nations Human Rights Commission, the system of racial discrimination. He drew attention to the recent worsening of the situation in South Africa, in particular since June 1986 when the state of emergency was declared. In this context, he observed that the international community needed to redouble its efforts in the struggle against apartheid. He referred inter alia to the recent communiqué by the meeting of the 12 EEC countries which had deplored the state of emergency imposed in South Africa as well as South Africa's lack of response to the demand that apartheid be ended. He drew attention, among other things, to the fact that, in practice, Spain had applied measures to change the situation in South Africa. In addition to the restrictive measures taken by the Community in 1985 and 1986, Spain had adopted a Legislative Decree in 1987 which regulated investments in South Africa. Finally, Spain had contributed to the United Nations' peacekeeping force in Namibia. He expressed his Government's readiness to adopt unilateral measures if South Africa persisted in its intransigent maintenance of the status quo.

55. The observer of the African National Congress (ANC) provided details about the intense repression being carried out by the racist regime in South Africa. These included a sharp increase in the number of people arrested, detained and on death row; press restrictions; denial of passports; banning of, and attacks on, the mass democratic movements and trade unions; the adoption of the Labour Relations Amendment Act to weaken the unions; a new Minerals Bill to undermine the health and safety measures the National Union of Mineworkers had been fighting for; and the South African Transport Ser-

vices Labour Bill to break the bargaining power of the South African Railway and Harbour Workers Union (SARHWU); and the Post Office Services Act to limit the promotion prospects of Black workers. He highlighted the successful hunger strike, the joint campaign by COSATU and NACTU affiliates against the Labour Relations Act, and listed some of the gains made by the trade unions in wage negotiations and in consolidating industrial unions. Health and safety remained a major problem, especially on the mines. He stressed the need for mandatory and comprehensive sanctions and support for the front-line states and SADCC. He requested the ILO to mount a stronger campaign against the Labour Relations Act, and to support the alternative proposals being put forward by the trade unions. He called on the international trade union movement to refuse to handle South African goods, and on governments to close down South African missions, and for increased support to the ANC, SACTU, and COSATU. Other measures proposed included an end to loans and credits to the South African Government, emigration to South Africa, landing and airspace rights to South African airways, and sporting links, and the abolition of the death penalty in South Africa.

56. The Government member of the United Republic of Tanzania stated that his country attached great significance to the work of the Committee and the ILO's action against apartheid. He made mention of the support his Government had provided in the struggle against apartheid, pointing out that the frantic efforts being made by the South African Government were a clear indication that sanctions were having the desired impact. In this context, he referred to the information provided in the Special Report to the effect that South Africa had lost 7 per cent of its traditional exports and had been virtually excluded from the international loan market. He appealed to the tripartite members to intensify their sanctions drive and drew attention to the fact that the independent trade unions and other anti-apartheid groups in South Africa supported sanctions. He called on the Committee to direct its attention to the areas where more action was required, such as the trade in coal, oil, arms and military equipment, computers and technology transfer in general. He also urged the Committee to devise guide-lines for more effective initiatives in the campaign against South African coal exports. The market benefits to South Africa's competitors should be emphasised to strengthen the moral arguments in favour of sanctions. He reaffirmed the crucial role of an international monitoring mechanism to assist oil producing states in ensuring that their oil was not ultimately sold to South Africa, and called for an intensification of the campaign to persuade governments of countries used as centres for the circumvention of the oil and other embargoes to assume their responsibilities in the struggle against apartheid. Another possibility was the development of strategies directed at individual companies assisting South Africa in the energy field. He appealed to the Committee to call on South Africa's major trading partners to scale down their trade and to establish a data base on alternative sources of supply for key South African exports. This information should be disseminated in digestible form to importers of South African goods alongside recommendations to sever links with South Africa.

57. The Employers' Vice-Chairman emphasised that the Employers' group was in complete agreement with measures designed to destroy apartheid or any other system that rejected the principles and objectives of the ILO. The group expected all concerned to respect what they, in their own way, were doing to end apartheid, even where unavoidable constraints existed. He expressed sympathy with employers who, like workers, operated under trying conditions in South Africa. He emphasised that apartheid made it difficult not only for workers' groups, but also for employers to engage fully in their respective endeavours. The Employers' group would continue to co-operate in undertaking measures in accordance with the Programme of Action appended to the Declaration. He expressed the Employers' commitment to the dismantling of racism in South Africa, and in this connection he cited the positive role that members of the Confederation of British Industry (CBI) continued to play, inter alia, to improve the working conditions and career prospects of Black employees in South Africa. Conferences were being held at the CBI headquarters in London to examine ways through which British industry could assist in the development of trade relations with the front-line States. One such conference had already been held with Zimbabwe, and another was planned for Mozambique. Regarding Namibia, he proposed that the Committee recommend to the Conference and the Governing Body to amend the updated Declaration and Programme of Action to delete all reference to Namibia, once it became independent. The amendments could be discussed by the Governing Body and then submitted to the 77th Session of the Conference in June 1990 for approval. He called for technical assistance to Namibia on a tripartite basis and in such fields as education and training. He also requested an increase in ILO technical assistance to the SADCC countries covering, inter alia, small and medium scale enterprises and co-operatives. He reiterated the Employers' support for the formation of the group of independent experts. Finally, he emphasised the urgent need for continuous, comprehensive and decisive action by the international community against apartheid.

58. The representative of the Secretary-General, in responding to the various issues raised in the Committee, noted the important suggestions made to guide the future work of the ILO and its tripartite members in their action against apartheid. He confirmed that the Director-General had undertaken to try to submit to the Governing Body's resumed session proposals on the composition of the group of independent experts. In this connection, he assured the Committee that every effort would be made to nominate people of high calibre. He stated that the regrettable omissions from Chapter 2 of the Special Report had been rectified through the provision of additional papers to the Governing Body and the Committee, and expressed the hope that the governments and organisations concerned were satisfied. In response to a question which had been raised concerning banking facilities, he drew the attention of the Committee to the fact that the matter had been considered by the Programme, Finance and Administrative Committee of the Governing Body on several occasions, and that a special tripartite group had been set up by that committee to examine the matter

and to keep it under continuous review. Concerning the study on the gold market, the Special Report indicated that preliminary consideration had been given to the matter by the Office. He suggested that the group of independent experts might give its guidance on this complex matter. He reported that the complaint made against South Africa by COSATU to the ILO concerning the infringement of trade union rights by the Labour Relations Amendment Act had been referred to the Economic and Social Council of the United Nations for referral of the question to the Fact Finding and Conciliation Commission of the ILO's Governing Body after the consent of the Government of South Africa had been sought. In response to the letters of the United Nations Secretary-General sent in July 1988 and January 1989, the South African Government had replied in February 1989 that the matter was "premature". In the light of this, the ECOSOC in May 1989 requested the Secretary-General to persist in his efforts to ensure that the complaint was referred to the Fact Finding and Conciliation Commission. COSATU had been informed of these developments.

59. The Chairman of the Committee noted that pertinent recommendations and ideas had been made in the course of the Committee's work by the different members, especially by the Workers' group. He expressed his wish that a consensus would emerge, and remarked that all the groups had noted with satisfaction that the group of independent experts whose mandate had been defined at the 75th Session of the International Labour Conference would be set up soon. He emphasised the importance of tripartism in the effective combating of apartheid at both the national and the international level, pointing to the positive developments in the situation in Namibia, and urged the ILO to maintain its vigilance in this regard. In that context, the technical assistance programmes, especially in the field of training, should be increased. He also noted the request for technical assistance to the front-line States, and the proposal to submit Nelson Mandela as a candidate for the Nobel Peace Prize. In addition, he suggested that a proposal should be made to the Conference to send a message to the South African President to free political prisoners, including Nelson Mandela.

60. The representative of the National Council of Trade Unions (NACTU) reminded the Committee that the gloomy predictions his federation had made the previous year had been fulfilled. In this connection, he made reference to the Labour Relations Amendment Act, continued violations of basic human rights, the renewal of the State of Emergency, harassment and arrests of trade unionists; and gave examples of the ways in which his organisation, officials and members had recently been affected. He expressed regret that there had been no progress on sanctions. He informed the Committee about NACTU's support for community action including its involvement in the campaigns to obtain clemency for the Sharpeville Six and the Upington 14. He reminded the Committee that the date, 16 June, was the thirteenth anniversary of the Soweto massacre. In this connection, he urged the Committee and the whole world to take drastic steps to avoid any recurrence of this massacre.

61. The Government member of Namibia, speaking with reference to the section on Namibia in the document complementing the Director-General's Special Report, expressed his delegation's reservation regarding the information provided therein. He was of the opinion that there were more appropriate reports on the labour situation than that produced by Mr. Wiehahn and regretted that these had not been cited. In addition, he observed that with the commencement of the peace plan for Namibia, considerable scope existed for the collection of data through the Office of the Special Representative of the United Nations Secretary-General in Windhoek, Namibia.

62. The Government member of Egypt said that, pending the imposition of comprehensive mandatory sanctions against South Africa, all States should adopt legislative, administrative and other measures in order effectively to isolate South Africa politically, economically, militarily and culturally, in accordance with the relevant resolutions of the General Assembly, and therefore supported the call for special target campaigns with the full participation of all constituent members of the International Labour Organisation to realise these objectives. Government members deemed it necessary that the recommendations regarding Namibia should not prejudice or interfere with the endeavours of the Secretary-General of the United Nations in implementing Security Council resolution 435, and appealed to all governments to give their full assistance and support to the Secretary-General with a view to achieving the full and unconditional independence of Namibia. Much concern had been expressed in the Committee over the continued financial and trade relations maintained by multinational enterprises with the South African regime which represented a negative impact on the international effort to combat apartheid. The work of the ILO in relation to apartheid would benefit from consideration of the relevant United Nations reports on South Africa. In this regard, the speaker drew particular attention to the report of the Special Rapporteur of the Sub-Commission on Prevention of Discrimination and Protection of Minorities concerning the adverse consequences for the enjoyment of human rights of political, military, economic and other forms of assistance given to the colonial and racist regime in South Africa. The addendum of this report contained a comprehensive list of banks, insurance companies, firms and other enterprises giving directly or indirectly military, economic and other assistance to South Africa.

63. The Committee set up a Working Party to prepare the Conclusions of the Committee. The Working Party was composed as follows:

Government members: Cuba (Mr. Zamora); Egypt (Mr. Saadallah); India (Mr. Malhotra); Norway (Mr. Vollebaek); USSR (Ms. Alexandrova).

Employers' members: Mr. Banda (Zambia); Mr. Chanaiwa (Zimbabwe); Miss Hak (Netherlands); Mr. Healy (United Kingdom); Mr. Hernandez (Philippines).

Workers' members: Mr. Charlton (United States); Mr. Mabumo (Mozambique); Mr. Mercier (Canada); Mr. Tapiola (Finland); Mr. Yurgens (USSR).

Mr. Vollebaek, Reporter to the Committee, acted as Chairman of the Working Party, and subsequently introduced its conclusions.

64. The Workers' Vice-Chairman, while supporting the text of the conclusions, deplored the absence from the final version of the reference to capital punishment which had been in the draft originally submitted by the Workers' members. The Workers' group would continue to spare no effort to see capital punishment abolished in South Africa. He called on all members of the Committee to make every effort to obtain better replies to the ILO questionnaire and, above all, to ensure that all recipients reply. He appealed urgently to the EEC countries to reply individually. Action should be taken on the question of the UBS, since the publication by the ILO's bank of its investments in South Africa was a provocation. The Workers' group would have preferred a stronger formulation regarding the coal embargo, so as to avoid certain countries taking advantage of the embargo as had happened with the airlines, and to ensure full implementation of the embargo.

65. The Employers' Vice-Chairman stated that some members of his group (the members of the Federal Republic of Germany, the Netherlands, Canada and the United Kingdom) had reservations, especially as to those parts of the conclusions dealing with the Declaration and the Programme of Action in relation to which their organisations had some constitutional or corporate constraints or entrepreneurial policies that made it difficult for them to comply with the recommendations. He reiterated points made in the general discussion, in support of the proposal that the ILO should provide more technical co-operation to Namibia, particularly in the fields of education and training, and small-enterprise development in Front-Line states, so as to alleviate unemployment there, as well as the suggestion that the Declaration and Programme of Action should be amended when Namibia attained independence.

66. In the ensuing discussion on the draft conclusions of the Working Party, several Government and Employers' members expressed their support for the conclusions, and their hope that they would be adopted by consensus. The Government member of the German Democratic Republic stressed that the conclusions represented a compromise, but a good basis for action. With reference to the first paragraph of the conclusions, which made mention of the tripartite members who provided incomplete replies to the Office questionnaire, he proposed that reference should also be made to those members who submitted no replies at all. The Employers' member of India suggested that gold and other South African goods should be included in the paragraph of the Recommendations relating to embargoes. The trade unions should also refuse to handle South African cargo. Turning to the AFRICA fund, he suggested that an appeal be made to rich countries which had not yet made contributions. The Employers' member of Niger, in connection with the setting up of the group of independent experts to monitor and evaluate the application of sanctions and other action against apartheid, suggested that the Director-General nominate the experts as soon as possible. The observers of the ANC of South Africa and the PAC of Azania, expressing their general satisfaction with

the conclusions, but regretting that the question of capital punishment had not been included, felt that the question of gold deserved more serious attention, and they pointed out that the national liberation movements had their own programmes against apartheid, and that sanctions were the minimum that they expected the international community to adopt. They strongly supported the proposal to submit Nelson Mandela's candidature for the Nobel Peace Prize.

67. The Government member of the United States indicated that, although his Government shared in the consensus on the conclusions, it also had some reservations. He observed that the Committee's deliberations had been reasonably free of vituperation and rancour. There had been a profound desire by delegates to see an end to apartheid. The deliberations of the Committee had been characterised by a spirit of collegiality. He noted that the Committee's conclusions had been free of potentially harmful rhetoric and that the discussion had centred on selective sanctions and the scaling down of diplomatic relations. The conclusions supported the role of the United Nations Secretary-General in Namibia. He explained that his Government's opposition to comprehensive mandatory sanctions and disinvestment was based on the belief that such actions would deprive it of its leverage, influence and ability to press for change. His Government believed that the dynamic interaction between the executive and legislative branches of government, as provided for in its Constitution, was the best means of formulating its policies towards South Africa. The severance, or the significant scaling down, of diplomatic relations would effectively deny his Government the ability to work for change in South Africa. In seeking peaceful change it was imperative to talk to the broadest possible cross-section of South Africans. In this regard, he referred to the recent meeting between President Bush, Archbishop Tutu, the Rev. Boesak and the Rev. Naude and to the invitations which had been extended to F. W. de Klerk, the leader of the National Party and to Mrs. Albertina Sisulu, co-president of the UDF. Furthermore, the United States Government intended to hold discussions with other individuals and organisations both inside and outside South Africa in an effort to encourage all parties towards dialogue, negotiations and compromise. He assured members of the Committee that, although his Government had a different approach, its aim was identical to theirs; namely, a peaceful end to apartheid and the creation of a non-racial and democratic society in South Africa.

68. The Committee adopted the following conclusions:

1. The Committee made a careful analysis of the *Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia*, which constitutes a valuable source of information for the purpose of combatting apartheid. However, the Committee noted that not many measures had been adopted to comply with the recommendations contained in the Programme of Action appended to the Declaration. It further noted that the answers provided by a large number of constituent Members in response to the questionnaire sent out by the International Labour Office did not provide adequate informa-

tion to allow for an objective and comprehensive evaluation of the implementation or non-implementation of the Declaration and its Programme of Action.

2. The Committee reconfirmed its conviction that the recommendations contained in the updated Declaration and its appended Programme of Action were most apt to bring about a speedy and non-violent demise of the apartheid system, if fully implemented by all constituent Members.
3. The Committee was nevertheless of the opinion that, in order to revitalise action against apartheid and send a strong message of indignation to the abhorrent South African regime, concerted targeted campaigns were needed within the overall framework of efforts in pursuance of comprehensive mandatory sanctions.
4. The Committee was concerned at the slowing down of the rate of disinvestment and, in particular, at the tendency of multinational enterprises to merely restructure their involvement so that they maintain their interests through non-equity linkages, such as control over technology, licensing agreements, management and technical assistance and distribution. It was also concerned at the increasing diversification of South African capital abroad and the lack of investments in Front Line States.
5. The Committee noted developments with regard to the long-awaited independence of Namibia, and discussed measures to promote the fullest implementation of both the letter and spirit of United Nations Security Council resolution 435.
6. In the light of the above, the Committee this year wishes to give special emphasis to the following recommendations:
 - (a) The Conference calls upon all governments, and employers' and workers' organisations and the International Labour Office to make a renewed effort to ensure that concrete measures are taken urgently to promote the progressive implementation of all the recommendations contained in the updated Declaration and its appended Programme of Action, as well as other action intended to end apartheid. For example, those governments which have so far not severed political and diplomatic relations with South Africa should begin implementation of this recommendation by downgrading their diplomatic missions in Pretoria and by insisting on numerical parity, in line with the Vienna Convention on Diplomatic Relations, for South Africa's foreign missions, which, in violation of that Convention, are spreading false information on the situation in South Africa and are also known to be the prime instigators of sanctions-busting.
 - (b) The Conference reiterates its appeal to governments to bring about:
 - an embargo on South African coal;
 - effective financial sanctions, aimed among other things at preventing the rolling over of existing loans; and banning all new loans and trade credits (i.e. foreign finance);
 - appropriate legislation to prevent the transport of oil to South Africa;

– an effective severance of air links so that certain companies cannot benefit from the withdrawal of others.

To this effect, the Conference calls for special target campaigns, with the fullest possible participation of all constituent members.

- (c) The Conference calls upon employers' organisations to urge multinational enterprises to disclose full information on the terms of disinvestment, including details of any links they intend to maintain with South African enterprises, and to negotiate the terms of disinvestment with the trade unions concerned.
- (d) The Conference calls upon employers' organisations to urge their members with subsidiaries in South Africa to refrain from utilising the anti-union provisions of the Labour Relations Amendment Act.
- (e) The Conference calls upon trade unions to launch campaigns in support of the demands made by the Workers' Summit, held in Johannesburg in March 1989, and to bring maximum pressure to bear on those employers that use the provisions of the Labour Relations Amendment Act against the unions.
- (f) The Conference calls upon trade unions to organise campaigns to prevent and/or expose attempts by South African multinational enterprises to take over enterprises outside South Africa.
- (g) The Conference calls for special concerted campaigns, by all constituent Members, to put pressure on the South African Government for the termination of the state of emergency and the release of political and trade union detainees as well as the lifting of all restrictions on those already released.
- (h) The Conference reiterates its call to governments, employers' and workers' organisations, non-governmental bodies and individuals to make every possible contribution to the AFRICA (Action for Resisting Invasion, Colonialism and Apartheid) Fund.
- (i) The Conference calls upon the International Labour Office to finalise as speedily as possible the report on the gold trade with South Africa, requested by the 75th Session of the Conference, identifying practical measures that could be adopted by constituent Members in this respect.
- (j) The Conference invites the Director-General to convey once again to the Union Bank of Switzerland its concern over the latter's continued support for the South African regime. In addition to the efforts of the special Working Party of the Programme, Finance and Administrative Committee of the Governing Body which has been keeping the situation of the UBS under review with regard to the possibility of finding alternative banking arrangements, the Director-General is also invited to explore alternative banking facilities in the Palais des Nations for delegates attending the International Labour Conference and to report thereon to the Conference Committee on Action against Apartheid.
- (k) The Conference notes with appreciation that, in compliance with the recommendation made at its 75th Session, a group of three independent ex-

perts will be constituted to monitor and evaluate progress made in relation to the application of the Declaration and of the recommendations of the Conference.

- (1) The Conference recommends that the format of the questionnaire on the implementation or non-implementation of the Declaration, its appended Programme of Action and the recommendations of the Conference be changed in the light of the comments made during the discussions in the Conference Committee on Action against Apartheid. In particular, a special section should be prepared on the basis of specific questions dealing with the special target campaigns decided by the Conference. To this effect, the International Labour Office should consult the group of independent experts.

Namibia

7. The Conference calls upon governments to support the Secretary-General of the United Nations in his efforts to ensure the implementation of resolution 435, including free and fair elections as well as a full and efficient deployment of the United Nations Transition Assistance Group (UNTAG).
8. The Conference calls upon constituent Members and the ILO to give the maximum support and assistance to the people of Namibia in order to promote the emergence of a strong democratic nation; and to support the formation and strengthening of independent workers' and em-

ployers' organisations, which are an essential part of the social infrastructure of an independent country. ILO programmes and projects for Namibia should be intensified for this purpose.

69. The Director-General of the ILO is requested to convey to the Government of the Republic of South Africa the deep concern of the 76th Session of the International Labour Conference that no real progress has been made in the abolition of the apartheid system, and to strongly urge the South African Government to make a meaningful gesture of good will towards its own people as well as to the international community by lifting the state of emergency, releasing political and trade union detainees, and removing all restrictions on detainees who have been released. Such a gesture could eventually lay the basis for a dialogue which South Africa so badly needs.

70. The Committee welcomed the nomination of Nelson Mandela for the Nobel Peace Prize in recognition of the fact that violence is a feature of apartheid itself and not of those who stand for internationally recognised standards and principles that the International Labour Organisation upholds.

Geneva, 19 June 1989

(Signed) M. NDOYE
Chairman

K. VOLLEBAEK
Reporter

CONTENTS

	Page
<i>Action Taken on the Declaration concerning Action against Apartheid in South Africa:</i>	
Report of the Committee on Action against Apartheid	1



Provisional Record

Seventy-sixth Session, Geneva, 1989

Twenty-seventh sitting

Wednesday, 21 June 1989, 10 a.m.

President: Mr. Delpino

RATIFICATION OF CONVENTIONS BY URUGUAY

Original – Spanish: The PRESIDENT (Mr. DELPINO) – Before we turn to the first item on our agenda, I would like to give the floor to the Clerk of the Conference for a communication concerning the ratification of Conventions by Uruguay.

Original – French: The CLERK of the CONFERENCE – I have pleasure in announcing to the Conference that the Director-General of the ILO has registered the ratification of the following international labour Conventions by Uruguay:

Rural Workers' Organisations Convention, 1975 (No. 141)

Labour Administration Convention, 1978 (No. 150)

Labour Relations (Public Service) Convention, 1978 (No. 151)

Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153)

Collective Bargaining Convention, 1981 (No. 154)

This brings the total number of acts of ratification of international labour Conventions to 5,437.

TENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original – Spanish: The PRESIDENT (Mr. DELPINO) – I would like to give the floor now to Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee to present the Committee's tenth report.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the tenth report of the Selection Committee which is to be found in *Provisional Record* No. 41.

The report deals solely with changes in the composition of committees. I commend the report to the Conference for adoption.

Original – Spanish: The PRESIDENT (Mr. DELPINO) – I submit the tenth report of the Selection Committee to the Conference for discussion. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

SECOND REPORT OF THE CREDENTIALS COMMITTEE: SUBMISSION AND NOTING

Original – Spanish: The PRESIDENT (Mr. DELPINO) – The next item on our agenda is the second report of the Credentials Committee. I give the floor to Mr. Califice, Government delegate, Belgium, Chairman of the Credentials Committee, to submit his report.

Original – French: Mr. CALIFICE (*Government delegate, Belgium; Chairman of the Credentials Committee*) – I have the honour of submitting the second report of the Credentials Committee, which you will find in *Provisional Record* No. 16.

This report deals first with the changes which have taken place in the composition of the Conference since the adoption of the first report.

The report then deals with a number of communications received by the Committee. As regards two of these communications there was no need for any action on the part of the Committee, which therefore merely took note. As regards the two other communications concerning the Workers' delegate of the Central African Republic and the Employers' delegation of Peru, which could have been considered as protests if they had been received on time, the Committee felt that they were irreceivable because they had been received after the expiry of 72-hour time-limit provided for in article 26, paragraph 4(a), of the Standing Orders of the Conference.

However, as regards the communication regarding the Workers' delegate of the Central African Republic, the Committee took note of the change of title of this person, which was subsequently communicated by the head of the delegation. As regards the communication concerning the Employers' delegation of Peru, the Committee drew attention to paragraph 17 of its first report where it was recalled that governments had the obligation to bear the travelling and subsistence expenses of their delegates and advisers, in accordance with article 13, paragraph 2(a), of the Constitution.

The Committee also dealt with a communication from the Officers of the Employers' group which set out numerous cases where the subsistence and travelling expenses of Employers' delegates and advisers had not been paid by their governments, and once again drew attention to paragraph 17 of its first report.

Since the decisions in this report were adopted unanimously by the members of the Committee, the Conference is requested to take note of the same.

Original – French: Mr OECHSLIN (*Employers' delegate, France*) – Speaking on behalf of the Employers' group, I would first of all like to thank the Credentials Committee, presided by Mr. Califice, for the work that it has done and which it will continue to do, and in particular for its response to the communication that we addressed to it.

We feel that the Credentials procedure is of capital importance to the ILO because, contrary to what happens in other organisations, it is not purely formal in nature but it is also a guarantee of tripartism. In order to be efficient, however, a certain number of procedures have to be respected and I fear that this has not quite been the case. I would like to give you some examples.

First of all, the procedure for the registration of delegations. We find, for instance, that a fortnight before the beginning of the Conference only 56 member States had submitted their credentials. We also found that the credentials of 26 Government delegates, 20 Employers' delegates and 16 Workers' delegates were filed only after the submission of the brief report of the Chairman of the Governing Body and that the brief report was only published 48 hours after the beginning of the session. This, we feel, is much too late for real monitoring to take place. It seems to us that the Standing Orders should be revised in this respect to ensure that this report is submitted much earlier.

Furthermore, at least 16 countries submitted lists including the names of Employers' representatives; however, these lists included no mention of the functions carried out by these Employers' delegates, so that it was impossible to exercise any control as to whether they had been nominated according to the relevant provisions of the Constitution.

We must also note that only 235 of the 278 Government delegates, 112 of the 142 Employers' delegates and 109 of the 144 Workers' delegates accredited to the Conference, had actually been registered. We wonder in fact whether in some cases registration had been carried out by someone else while these persons were absent from Geneva. This absence of accredited delegates is a problem that causes concern because it affects the balance of forces in plenary between the Government group and the non-government groups.

We think that many of these absences are to be explained by the fact that too many non-government delegates are absent because their travelling and subsistence expenses are not paid by their governments, in accordance with the Constitution. We have carried out a survey in our group and from the compilation of these replies we have found that 12 governments paid neither the travelling nor the subsistence expenses of the Employers' delegates. Among these, are Brazil, Colombia, the Dominican Republic, Lebanon, Madagascar and Peru. Five additional countries do pay travelling expenses but not subsistence expenses. Thirty-two countries, including the ones I have already mentioned, do not pay the travelling and subsistence expenses of certain advisers of the Employers' group. This affects 96 advisers in the Employers' group.

These are the results of the survey that we have sent to the Credentials Committee because that is the only body which is competent to examine this matter, in particular with a view to determining the quorum at the sessions of the Conference. We are satisfied

with the report of the Committee as it is to be found in paragraphs 11 and 12 and we hope that this is only a beginning.

In the Employers' group there is a great feeling of concern about this situation which was reflected in the resolution which was well received by the Resolutions Committee and which has received high priority. This is a problem that is not only a question of justice but also a question of tripartism; if it is not resolved and if the situation continues to deteriorate, it would very seriously affect the balance of forces within this Organisation and therefore the smooth running of our institutions.

Once again, I would like to draw the attention of the Conference and of the Secretariat to this particular point and I would like to thank the Chairman and the members of the Credentials Committee for having assisted us and for having contributed to the solution of this problem this year.

Original – Spanish: The PRESIDENT (Mr. DEL PINO) – The second report of the Credentials Committee was adopted unanimously by the Committee. Therefore the Conference is invited to take note of the report.

(The report is noted.)

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

Original – Spanish: the PRESIDENT (Mr. DEL PINO) – We now move on to the discussion of the reports of the Governing Body and of the Director-General.

Mrs. MOLKOVA (*Government delegate, Czechoslovakia*) – First of all, I should like to offer my sincere congratulations to Mr. Nkomo on his election to the responsible post of President of this Conference and to express the conviction that under his guidance all of us shall continue to work in a spirit of genuine and constructive dialogue which will help us to arrive at positive results.

In the year of the ILO's 70th anniversary the International Labour Conference has very important items on its agenda. The decisions to be adopted may affect the activities of the Organisation in many spheres for a number of years to come. The Director-General's Report not only summed up the experience gained in the field of social and economic development over the past decades, but it also outlined the philosophy of the Organisation's future activities.

The discussion on the subject of "Recovery and employment" can be understood as a continuation of last year's debate on human rights. For with economic growth a whole series of specific rights are connected: the right to work, to adequate earnings, to equitable working conditions, to social security. Economic growth can also provide the prerequisite for implementing civic and political rights. The indivisibility of both spheres emerged clearly already from last year's debate.

In several aspects, one might take a different view from that expressed by the Director-General in his Report. However, I feel that its main idea, that of the interconnection and interdependence of economic and social targets, should be definitely supported.

ed. We also share the view that the prospects of international co-operation, which in the world today form the basic premise of a harmonious development of the international community, will have a substantial effect on the climate in international relations. The ILO can contribute in no small measure towards the favourable trends which have been making themselves felt in recent years.

The Report emphasises the role of international labour standards on the national and international levels. Among the items where this Conference is to elaborate new standards, I should like to mention the one for which I, as a woman, feel a particular concern: the proposed revision of the Night Work (Women) Convention (Revised), 1948 (No. 89).

In Czechoslovakia, too, technological progress leads to pressures to extend night work to further industries, though, of course, its character changes and heavy physical labour is gradually eliminated. However, the essential difference in comparison with the majority of other countries is that in our conditions of full employment, the ban on women working night shifts does not constitute an obstacle to finding other suitable employment. All the same, we are in favour of supplementing the existing regulations in order to extend adequate protection against night work and its negative effects to all workers, regardless of gender, whilst respecting the needs arising from the maternity role of women. In particular, the protection of motherhood should be retained.

The problem of equality for women, of course, is not confined to night work alone. Hence we welcome the fact that equality is one of the priorities contained in the programme and budget of the ILO for the period 1990-91. Our Organisation has, among other things, an important role to play in assessing the first results of the implementation of the Forward-looking Strategy for Advancement of Women, adopted in 1985 by the Nairobi Conference. Also, great attention should be paid to the consistent application of the ILO Plan of Action in this sphere. We therefore welcome, for example, the intention to hold a tripartite symposium on equal opportunities and treatment of men and women in the industrial countries.

On this occasion, permit me to emphasise that the principle of equal rights for men and women has been incorporated in Czechoslovak legislation ever since the earliest years of Czechoslovakia's independence. The post-war establishment of a socialist social order provided the material conditions for implementing the principle of equality between the genders, and the status of women has substantially improved since that time. In spite of that, we still do not consider the contemporary state of matters to be fully satisfactory. Special attention will be paid to employed mothers and to their full realisation, even in professions requiring continuity over long periods. Our experience points to the fact that in countries with a high female participation in employment, efforts to give women equal opportunities can succeed only if favourable conditions are created for families with children. That means that family policy plays a marked and essential role in the equality programme for women, for a well-functioning family with good marital relations and equitable work-sharing can form the basis for women to play their full role in employment and in public life.

May I be permitted to announce that changes in our labour and social legislation made during recent

months include a number of major amendments in favour of employed mothers and families with children, with the extension of paid maternity leave to 28 weeks, as well as the extension of leave to nurse a sick member of the family. In the latter case, the equality aspect is emphasised by the fact that this benefit applies to the father as well as to the mother.

Another salient item in the ILO programme for the forthcoming biennium is environmental protection. The validity of the Director-General's statement that "no one denies the urgent need to take strong measures to safeguard our environment" is confirmed by numerous resolutions submitted on this subject. Our delegation, which co-authored one of them, expects that the submitted texts will provide a sound basis for adopting a joint document guiding ILO activities towards these most burning issues. The environment knows no borders and hence forms a natural area for collaboration among countries with different social systems. In particular, this is true of Central Europe, where, from days of old, much industry and other influences are concentrated.

In emphasising that the protection of the environment objectively calls for closer European regional co-operation, I have to add that environment is by no means the only issue. Common demographic trends, the introduction of new technologies, similarities in legislation, in cultural traditions – all this affects to a greater or lesser extent the approach to economic and social matters and offers room for international co-operation. Also, the economic reforms carried out in the majority of socialist countries establish the need for wider exchange of knowledge in spheres connected with technological advance and structural changes such as training, retraining, management development, consulting services for enterprises, occupational safety, social security, etc. We welcome, therefore, the new arrangements concerning their convocation at regular four-year intervals. At the same time, I should like to point out that seven years will have elapsed since the Fourth European Regional Conference which, considering the speed of change on the European continent, is a very long time. This fact should be taken into account when planning the programme and budget of our Organisation for the years 1992 and 1993.

The 70th anniversary of the foundation of the ILO is an occasion for reflection, not only with regard to the history of the Organisation, but mainly concerning its future. However, the best answers to the questions which we asked in this connection will be given by practical action. The ILO is called upon to contribute to solving specific social problems, as well as to reinforcing a general climate favourable to international co-operation.

It is evident that developing international co-operation in economic and social matters will increase mutual respect, understanding and confidence among nations and thus exert a positive influence on the general international climate.

I take this opportunity to wish the new Director-General and all his staff every success in implementing the decisions of this Conference by future activities of the ILO. But simultaneously, I should like to stress that the main responsibility for the future of the ILO lies in the hands of all member countries, of each individual government, of each employers' organisation and trade union participating in the work of this Organisation.

Original – Spanish: Mr. GONZALEZ DUBON (*Minister for Labour and Social Welfare, El Salvador*) – In the name of the new Government of El Salvador, presided over by Mr. Alfredo Cristiani, and in the name of my delegation, allow me to express our greetings to Mr. Nkomo on his successful election as President of the 76th Session of the Conference. We wish him every success in conducting its business.

Likewise, I present warmest greetings to all the distinguished delegates, observers and invited guests who are participating in this session of the Conference.

I also congratulate the Director-General on his Report, which includes a very informed and detailed account of the noteworthy activities of our Organisation.

It is very interesting for my delegation to be able to participate in this international forum and exchange information and experiences on the struggle which all countries are facing in trying to overcome the complex problem of inter-relations between labour market supply and demand.

Therefore El Salvador, with its new administration, is attempting to implement, at the economic level, a plan of national recovery in order to achieve sustained growth and create an infrastructure which will allow us to implement a coherent national policy, in line with the character of our resources and our development objectives.

In this moment of special historical importance, when the President of our Republic, Mr. Alfredo Cristiani, is assuming power in the country in a legitimate manner, having been freely elected by the people of El Salvador, my country is facing with firmness serious political, social and economic problems. As our President said on 1 June in his inaugural address, we shall make every possible effort to achieve and maintain a vital rate of economic growth, based on four guiding principles: freedom, honesty, legality and security. These are the fundamental pillars of our new Government.

Freedom is characterised by the opportunity for all Salvadorians to express themselves, and to organise and participate freely at all levels of national life with the only restriction of respect for law, and the fundamental standards of our Constitution. As President Cristiani said: "We do not want to command, but to govern. We do not want to use force, but authority."

In order to eradicate the scourge of corruption of the former government, the Government of President Cristiani has imposed on itself the utmost integrity of conduct, which must be the rule in both personal and social life.

In the area of security, the Government intends to give the productive sector sufficient guarantees so that it may create opportunities for employment within a climate of confidence. To do this, the law will be applied with restraint, without hesitation or anger; we shall be firm in adversity. We are implementing a plan of national recovery within the framework of progressive liberalisation of economic activity in order to overcome the profound crisis which has led to levels of extreme poverty never before experienced in our country. This is due to the structural changes made by the former government, which ruined the nation's productive system by favouring disorder, corruption and poverty. All this was brought about by the violent actions of the terrorists

against the economic infrastructure of the country. Our objective is to stabilise and readjust the economy, whose productive agents – the employers and workers – will act together within a climate of legal security to seek stable and just understandings. It shall be left to the Government to regulate relations between them so as to ensure the proper functioning of the economy and the restoration of social harmony.

The Government will also regulate the standards governing relations between capital and labour, thus stimulating economic and social forces within a framework of mutual respect.

Our economic policy will be one of progressive liberalisation so that the productive system may generate jobs, savings and investments. In fact, our main objective is the eradication of extreme poverty and the establishment of solid and peaceful bases in a society where everybody will have the opportunity of prospering and realising their full human potential.

The social programme of our country will be treated globally, but we shall start with a national emergency programme to generate productive employment and to unleash the creativity and energy of the Salvadorian people. Education is useless without health, health without food, food without work, and work without security.

We cannot accept that social harmony is based on violation of law and we are ready to work for all Salvadorians since the tasks that await us are enormous, and the responsibility must be shared by all.

Our Government has inherited an unprecedented climate of violence which has given rise to human and material losses. Our country, as I said, is trying to overcome the profound economic crisis which has led us to extreme levels of poverty never experienced before. The so-called "revolutionary movement" has unleashed its violence against the system of democratic freedom, nascent in our country, and it has notably attacked the economy defended by the people.

It is appropriate to denounce in this forum the violence of terrorists and to seek the condemnation of the international community for the dreadful murder last week, in cold blood and with impunity, of our Minister of State, Dr. José Antonio Rodríguez Porth, a man who gave his life in the defence of democratic principles and of freedom, and of a State which is ruled by law.

In reviewing our employment situation and the actions of the former government, we acknowledge that the tendency to seek the solution to conflicts at the margin of law and legal standards still exists. This situation has meant that our Government is concentrating its efforts, as we mentioned earlier, in the observance of, and respect for, the law – a position which we shall maintain with firmness. With force and efficiency we are seeking all types of solutions, through conciliation, mediation and arbitration, as means towards a social partnership.

Our Government has come to power at an extremely delicate moment in our crisis, and it has decided to take all the necessary steps demanded by our reality, without demagoguery, in order to safeguard democracy and ensure the basis for a new economic model which has as its objective the welfare of all people in our country.

Our country has now decided to extend the coverage of social security to governmental sectors, which

have not yet benefited from its advantages. We have also implemented a programme to build regional centres for vocational training in the interior of the country, and these should serve as agents of change and should contribute to better levels of productive employment. At the same time, we are also co-operating with the Intergovernmental Committee for Migration (ICM), which is working together with the National Commission of Population, with the participation of the Ministry of Labour. We are also highly satisfied with the results achieved by the Regional Employment Programme for Latin America and the Caribbean which, through its regional office in San José, Costa Rica, is making enormous efforts to contribute to peace in Central America by developing measures of integration and horizontal technical co-operation. These are already bearing fruit at an international level as witnessed by the meetings of Ministers of Labour in Central America and Panama, with the aim of discussing employment problems and planning common policies for the region.

The programmes which will be carried out by my Government for the Salvadorian people require the co-operation of the international community, and particularly of this Organisation, in all that concerns the development of labour, co-operatives, labour administration, human rights and employment.

The terrorist organisations, which maintain a climate of unprecedented violence in our country, promote disinformation and distort its image, claiming to be bound by complex international links in the service of anti-democratic interest and appearing before international public opinion as victims of government repression which does not exist.

Within the democratic process, the Government seeks peace for our country. The Marxist war in El Salvador has no sense; we are obliged to put an end to it within the framework of democracy and according to the principles of Magna Carta. President Cristiani himself will set up a committee of dialogue with a view to establishing contact with the FMLN, in order to constitute a working body which will examine the incorporation of all people of the country in peaceful life, and in the mechanisms of representative democracy.

The dialogue between both parties must be permanent, without any possibility of suspension on a unilateral basis for any reason whatever, and this commission must come up with a global solution to the conflict.

We are not asking for anyone to give himself up, but we cannot accept that social harmony is broken by the violation of law. The good will of our Government must not be confused with weakness. We shall ensure the role of law in order to provide the people with lasting safety from destruction, disorder and anarchy.

The terrorist groups claim to cloak misery in totalitarian collectivism and to impede all progress by a complete paralysis of all the individual energies of Salvadorian society.

As you will understand, in my previous remarks I have been obliged to refer to the situation that my country is experiencing at the moment, and the efforts being made by my Government to meet the great challenges faced by a developing country such as ours, a situation aggravated by the extremist violence which I have already referred to.

In conclusion, I consider it particularly appropriate to take the opportunity to express before this assembly, in the name of my people and the Government of El Salvador, and especially of our Constitutional President, Mr. Alfredo Cristiani, and in my own name as a civil servant of my country, our recognition and our gratitude for the co-operation which this Organisation has always given us under the inspired leadership of the former Director-General, Mr. Francis Blanchard. We should also like to welcome Mr. Michel Hansenne, and to congratulate him on the 70th anniversary of the International Labour Organisation. Aware of the heavy burden of the past placed upon our shoulders, we wish to work – with realism, without rhetoric, and with a profound consciousness of the historic responsibility of our generation – for democracy, for harmony and for the well-being of all Salvadorians. We know that we are neither messiahs nor magicians, simply honest human beings making it our vocation, following the example of President Cristiani, to reconstruct and restore our dear country.

Original – Arabic: Mr. BOZO (*Minister for Social Affairs and Labour, Syrian Arab Republic*) – Allow me, first of all, on behalf of the Syrian Arab delegation and on my own behalf, to congratulate Mr. Nkomo on his election as President of the 76th Session of the International Labour Conference. We wish him every success in his task of furthering development, contributing towards the progress of civilisation, serving the cause of labour and workers and attaining the objectives of this Organisation.

I should also like to express our thanks to Mr. Francis Blanchard, the outgoing Director-General of the International Labour Office, for the efforts that he deployed during his three terms of office to consolidate the principles and achieve the objectives of the ILO, while providing considerable assistance to production forces – especially in countries that made the request.

I am also delighted to have this opportunity to congratulate Mr. Michel Hansenne, the new Director-General of the ILO, upon his election and, on behalf of the Government of the Syrian Arab Republic and on my own behalf, I should like to extend my warmest congratulations to him for the confidence placed in him by the Governing Body. We are convinced that Mr. Hansenne will spare no efforts, with devotion and courage, to achieve the noble ideals of our Organisation.

I should also like to extend our thanks and state our appreciation to the Director-General and the Office in general for the activities carried out in 1988 which covered many regions in the world; these were described in the Report of the Director-General. It is vital that technical assistance programmes be geared to countries in the Third World which require considerable assistance in the following fields: vocational training in rural and urban areas; improvements in the technological level of peoples; problems linked to unemployment; participation in manpower planning; improvements in working conditions and the working environment; the provision of social security services; and occupational safety and health.

We should constantly bear in mind the Organisation's role to consolidate the bases of world economic and social development in order to attain world economic recovery through its participation in the strate-

gy for the United Nations Fourth Development Decade; this will cover the last decade of the twentieth century and be carried out in co-operation with the other international organisations within the United Nations family. We hope that the ILO will play its central role to prove that "human beings are both the means and the end of economic development".

The labour force, which contributes towards production and the distribution of income, has the right to enjoy a share in the prosperity created – commensurate with its contribution – especially since it seems that there have been encouraging growth rates in the world economy in 1988. However, hunger, poverty and disease still prevail in vast areas of the Third World and the GNP per capita is constantly on the decline.

Given this situation, the ILO must realise the urgency of a restructuration of human and material resources; the social imbalance between the industrialised countries, which is the result of an unequal distribution of structural costs, must be smoothed out.

The ILO Constitution entrusts us with a valuable mission, namely to concern ourselves with labour problems and to protect workers; we, in our country, the Syrian Arab Republic, abide by this principle, as may be seen from the statement made by the President of the Republic, Mr. Hafez El-Assad. He declared that labour is an honourable human task and workers are the very pillar of life, progress and development. Workers enrich life and reap the benefits; there can be no life without work and there can be no progress in life without workers.

The general strategy of the national economy of our country is based on this noble concept of labour. It considers labour and workers as being the cornerstone of the economic structure; only they can unleash the energies needed to overcome the various obstacles and bring about the required and progressive changes in industrial relations; in so doing they contribute, with the forces of production, in establishing a sound national economic basis, providing sufficient guarantees of man's varied and growing needs – while bringing about economic, cultural and moral progress, of both the individual and society. We have therefore given the working class its true role in the consolidation of the economic and social structure – at both the political and cultural level – as well as in the field of development. Consequently the working class participates fully in economic and social decision-making and assumes its full responsibility in the production process – in its capacity as a vital class able to play a major role in the social and economic changes occurring in our country.

We are continuing to strive to consolidate the role of this class, in the same way that we are continuing to carry out social programmes designed to: strengthen vocational training programmes; extend social protection; improve general, technical and vocational teaching; reorganise employment and redistribute the labour force in the various economic sectors in accordance with development guide-lines, in order to reduce unemployment as much as possible; improve mother and child care; consolidate the family structure and improve the status of women at work, so that they may fulfil their role in building the homeland on the same level of equality as men.

As our Conference is taking place, people are struggling throughout the world to attain peace, put

an end to aggression and terrorism, maintain their potential and their resources and promote economic and social development.

However, there can be no peace as long as people are deprived of their right of self-determination and as long as there are flagrant violations of human rights, as laid down in the ILO Constitution; these rights are considered as being the *raison d'être* of the ILO which has striven, since its creation, to protect them, irrespective of race, sex, religion and colour.

Contrary to all international charters and conventions, the policy of apartheid and infringements of human rights are on the increase – as testified by the situation in South Africa, Palestine, the Golan and the other occupied Arab territories.

The authorities of South Africa are perpetrating their racist and repressive practices and Israel is continuing to undermine and infringe international law and the United Nations Charter – as well as various resolutions adopted by the United Nations General Assembly and the Security Council and by the specialised agencies, including the two resolutions adopted by your Conference in 1974 (No. IX) and 1980 (No. II).

The practices of the Israeli entity, based on racism and the suppression of the general and legitimate freedoms of the Arab inhabitants, with all that this implies – including the seizure of agricultural land, confiscation of water resources, establishment of Jewish settlements, incorporation of the economy of the occupied regions into the Israeli economy, destruction of trade union premises, detention and expulsion of trade unionists, increase of taxation on Arab enterprises, closure of schools and universities – sparked off the revolution and, in December 1987, the popular "intifadah" which has commanded international attention, affirming the legitimacy of the cause and claims which it defends, and proving that only resistance to the occupation will open the way for liberation and that the policy of annexation, establishment of settlements, the "iron hand" policy, torture, expulsion and destruction constitute war crimes which will only bring defeat to the occupying forces.

According to the fact-finding mission sent by the Director-General to Palestine, the Golan and the other occupied Arab territories in 1988, the Israeli occupation authorities have stepped up their repressive practices against the Arab workers and inhabitants in order to oppose the popular "intifadah".

The mission also reported the severe consequences for the population of the Golan of the fact that the Israeli authorities maintain their policy of establishing settlements, and continue to confiscate land and livestock, to cut down trees, to seize water resources and to prohibit the inhabitants of the Golan from sinking wells, even to meet their need for drinking water, to forbid them from transporting and selling their produce, and to destroy their homes, all with the aim of forcing them to leave their land and emigrate in order to permanently change the demographic, economic, social and cultural structure of the region.

The facts ascertained, and the flagrant evidence of the violations and practices perpetrated by the Israeli forces and reported in the Appendix to the Director-General's Report, reflect one aspect of the day-to-day situation of the workers. We regret that the report fails to expose the situation in its entirety. We

are surprised at the way in which the mission sets out and analyses the information presented by the Israeli authorities on the situation of the Arab workers in the occupied Arab territories, while the introduction itself to the report states that this information is trumped-up and falsified. We shall not give an exhaustive list of these errors here, but will confine ourselves to pointing out, by way of an example, that the Israeli forces state in the Annex to the report that Arab workers enjoy the same rights as Israelis, whereas the Director-General himself asserts at the beginning of the report that the trade union situation in these territories is a matter for extreme concern, that violations of trade union rights, interference in trade union activities and repression against trade unionists constitute infringements of the principle of freedom of association embodied in the Preamble to the ILO Constitution, and that he deplores such practices.

It must be pointed out that at the beginning of the report it is stated that the Israeli authorities continue to flout Security Council resolution 497 of 1981, as well as the relevant resolutions of the General Assembly. All of these resolutions declare that the Israeli decision to impose its laws, its sovereignty and its administration on the Golan constitutes an act of aggression and that all measures adopted by Israel with the aim of applying its decision concerning the occupied Syrian Arab Golan are illegal and void and should not be recognised.

Despite this, however, Israel informed the fact-finding mission that Israeli laws are applied in the Golan and that the latter is not therefore considered as an occupied territory.

If this is the real situation of Arab workers and citizens in Palestine and the other occupied Arab territories under the yoke of Israeli occupation, can the responsibility of the ILO, whose mission it is to protect the rights and freedoms of workers and employers and to safeguard their interests, confine itself, in view of this distressing situation, to providing in 1988 and 1989, as the report of the Director-General states, technical assistance in the field of vocational training and trade union education amounting to 100,000 United States dollars?

This being so, we call today on our Organisation and on the Conference to assume their full responsibilities in view of the inhuman practices and acts of repression and terrorism of the Israeli authorities resulting in the unemployment, murder and imprisonment of tens of thousands of Arab workers and adolescents, the destruction of productive enterprises and prejudice to the workers' interests.

The Syrian Arab Republic, which wholeheartedly espouses the principles of freedom and peace, affirms once again that the Zionist plot calls for the convening of an international peace conference in which all of the parties to the conflict, as well as the permanent members of the Security Council, would participate with the aim of establishing a just peace, based on the principles of the United Nations Charter and the latter's resolutions concerning the Arab-Israeli conflict, on the complete Israeli withdrawal from all of the occupied territories, including Jerusalem, and on a guarantee of the national rights of the Palestinian Arab people.

We also demand the withdrawal of Israeli forces from southern Lebanon, denounce the acts of aggression, based on violence and murder, and demand the

guarantee of the unity, freedom and independence of Lebanon, so that a democratic regime, founded on justice and equality for all, may be established.

We warmly support the struggle against racism in all of its forms, and stand beside the peoples of South Africa and Namibia and the SWAPO national liberation movement in their struggle to defend their rights. We demand that the efforts aimed at putting an end to the apartheid regime, which continues to perpetrate the most shameless oppression and repression against the indigenous inhabitants, be stepped up.

Lastly, we wish this session of the Conference every success and hope that its work and its decisions will make it possible to achieve our objectives.

(Mrs. MOLKOVA takes the Chair.)

Mr. JAMES (*Parliamentary Secretary to the Minister of Labour, Canada*) – On behalf of the Government of Canada, I would like to extend my delegation's warm congratulations to Mr. Nkomo on his election as President of the 76th Session of the International Labour Conference and to commend the able way in which he and the Vice-Presidents are conducting these proceedings.

May I also on my Government's behalf offer our very best wishes to Mr. Michel Hansenne, the new Director-General of the International Labour Office. I wish to assure Mr. Hansenne of Canada's support and co-operation in carrying out the duties of his high office.

I would like also to take this opportunity to reiterate my Government's profound appreciation for the vital contribution made to the ILO by the former Director-General, Mr. Francis Blanchard. Mr. Blanchard has led the ILO during a period in which the Organisation saw many changes and faced many difficult challenges. If the ILO has been able to adapt to these changes and successfully meet these challenges while remaining faithful to its principles, it is due, to a large extent, to Mr. Blanchard's skill, dedication and great competence. We thank him for this and we wish him all the best in his future plans.

The year 1989 marks the 70th anniversary of the founding of the ILO. As we look back upon these seven decades, we can be justly proud of the Organisation's many achievements. Through its unique tripartite structure, the ILO provides a forum where representatives of the three social partners – governments, employers and workers from all parts of the world – have been able to meet regularly to discuss and agree on standards, principles and guide-lines to improve the situation of men and women workers throughout the world.

Canada has been associated with this effort from the very beginning. We were a founding Member of the ILO in 1919 and remain firmly attached to the objectives and principles enshrined in the Declaration of Philadelphia, which is part of the ILO Constitution. The ILO has played a vital role in setting international labour standards and in advancing fundamental human rights.

Much progress has occurred, but many problems remain. In his last Report to the International Labour Conference, Mr. Blanchard has focused on one of the most pressing concerns of member States and a subject of discussion in a number of international bodies, namely the problems of economic re-

covery and growth and of the employment and social implications of adjustment programmes and measures at both the national and international levels. The Canadian delegation welcomes the opportunity given by this Conference to address this issue and is confident that the Conference deliberations will contribute to promoting a greater understanding of these problems and of possible avenues for solutions.

As noted in this Report, one of the main barriers to economic growth and development for many developing countries is the heavy debt burden, which is a particularly severe problem in Africa and Latin America. We share the Director-General's view that for this problem to be resolved both national and international efforts will be needed. Canada is encouraged by the recent progress achieved in the further development of international debt strategy. Special efforts for the least developed countries also remain urgent.

In this connection, Canada announced in 1987 its intention to forgo the aid-related debts owed to it by the developing nations of sub-Saharan Africa. Canada also supports developing countries in their desire for better access to markets. We are working actively in the GATT, and in the current round of multilateral trade negotiations, to build a fair and more open international trading system.

The Director-General's Report reminds us, and rightly so, that in considering the role of structural adjustment programmes it is essential that we should not lose sight of the most important factor in any recovery programme – people. There is a growing recognition that efforts must be made to minimise the potentially negative consequences of stabilisation and adjustment measures on employment and workers' incomes.

It is our firm belief that we must provide safeguards for the most disadvantaged groups. In this regard, Canada encouraged the World Bank and the International Monetary Fund to take account of human and social needs in adjustment programmes and to promote investments in education and health as a vital component of future growth prospects. We welcome the increased dialogue between the international agencies primarily concerned with social policy, such as the ILO, and agencies responsible for economic and monetary policies like the World Bank and the IMF.

Although developing countries face especially severe hardships, many industrialised countries, including my own, are undergoing a process of structural adjustment in order to adapt to the changing economic realities of the present. Driven by a desire to build a stronger economy, my Government is engaged in a process of economic renewal and deficit reduction. We believe that the outcome will enable us to play our part much more vigorously in sustaining the global recovery.

In keeping with this effort, the Canadian federal Government is redesigning and expanding its labour force programmes to encourage life-long upgrading of skills. While the Government will still play a major role, it believes that the primary responsibility for skills training rests with the employers and the workers. Accordingly, a key element of the Government's new labour force development strategy, which was announced in April of this year, consists of new measures aimed at promoting substantial increases in private sector training over the next five years.

The Canadian Government intends to seek broad public input on the design of its new training and other labour market programmes through a major public consultation process. The Canadian Labour Market and Productivity Centre, a national joint labour-management body, has agreed to play a key role in organising these consultations over the coming summer months, culminating in a series of symposia to be held in the fall on important programme design issues. These consultations will bring together all interested parties involved in training and skills development issues, namely labour, business, training institutions and interest groups.

One category of workers that is particularly sensitive to economic change and the need for skills development is that of older workers. In this regard, the new labour force development strategy includes legislative and active programme measures for training, assisted jobsearching, mobility assistance and income support, which are tailored to meet the needs and aspirations and potential of older workers.

Moreover, last fall my Government announced the implementation of a new federal-provincial programme for older-worker adjustment which will financially assist older workers who have no prospects for re-employment following major and permanent layoffs.

Labour force adjustment programmes in Canada are not new. Since 1963 the Federal Industrial Adjustment Service has assisted teams of workers and management staff to cope with the required workplace changes in thousands of establishments. Last year, the adjustment service helped 500 enterprises involving 300,000 workers.

In recent years, new models of labour-management co-operation have been developed in Canada to deal with the structural adjustment problems. In the steel industry, management and labour have formed a joint venture called the Canadian Steel Trade and Employment Congress, through which they can work together to strengthen the industry as a whole and to address major issues.

To date, the Steel Congress has focused its work on two matters of importance to that industry – trade and labour adjustment. One of its most notable successes has been a Labour Adjustment Programme specifically designed for their sector being operated by the Congress with funding assistance from the federal Government. More recently, labour and management have agreed to address environmental, safety and health issues to this co-operative body.

Following the example of the steel industry and with the support of the Government of Canada, management and trade unions in Canada's forest industry have commissioned a detailed study of labour adjustment in the forestry sector. Management and labour in Western Canada have since established a joint research and consultative body through which they will strive to address issues that affect the future of the forestry industry, such as access to markets, forestry land use and labour adjustment.

In both instances, these actions are a creative response to the challenge of change by the social partners themselves, supported by Government. They represent a new approach to co-operative decision-making in Canada. Through these new mechanisms, the Government hopes to learn from business and labour about the needs of industries and the adjust-

ment policies required to provide for a smooth transition into the future.

These are concrete examples of the principles which the Director-General has identified in his Report as an essential element for success in recovery; that is, the active involvement of social partners in the formulation of microeconomic and labour market policies.

In yet another area, that of occupational safety and health, tripartite efforts in Canada have resulted in an information system that is among the most advanced of its kind in the world. The Workplace Hazardous Materials Information System provides a national standard for the communication of information about hazards in the workplace, hazards that can now be anticipated because of the information that is provided in advance to both the employers and the employees. This national system, which is a major accomplishment for Canada, is the result of collaboration between the Government of Canada and the government of each of the provinces and territories and between groups representing industry and groups representing trade unions.

Another successful example of joint efforts towards economic recovery is in the area of labour-sponsored venture capital funds. In the Province of Quebec the Quebec Solidarity Fund has been a major success. The Fund has accumulated more than \$235 million in assets and has a shareholder membership of more than \$72,000. Through investments in some 56 businesses, the Fund has created or maintained some 13,500 jobs. The creation of the Fund is itself a remarkable story, since it was a response in part by the trade union movement to a rash of layoffs and business failures during the 1981-82 recession. This unique contribution to economic activity and job creation is supported by a system of tax credits offered at both the federal and provincial levels. Similar initiatives are now being considered and developed by other labour organisations.

I have indicated today some of the measures taken in Canada to respond to the problem of structural adjustment and its impact on employment and economic growth. Each member country will of course develop its own approach, depending on its unique circumstances. It is to be hoped that the ILO will continue to make a vital contribution to achieving the goal of truly global recovery and narrowing of the gap between the rich and poor nations.

Mr. FOWLER (*Secretary of State for Employment, United Kingdom*) – First of all I would like to join previous speakers in congratulating the President and the Vice-Presidents on behalf of the United Kingdom on their election at this session of the International Labour Conference. It is also with pleasure that I express my appreciation to the former Director-General of the International Labour Office, Mr. Blanchard, for his very interesting Report, which is the subject of our discussion today. This will be Mr. Blanchard's final Report to Conference, and in my view the experience and ability that have provided the inspiration behind the wide-ranging and challenging Reports of the past years will be a considerable loss to this Organisation. I should also like to take the opportunity to congratulate Mr. Blanchard's successor to the post of Director-General, Mr. Hansen, on his recent appointment, and I am confident

that he will maintain the high standards set by his predecessor in this field.

Let me pass to the general subject matter of the Director-General's Report. In his Report the Director-General seeks to outline an approach to the revival of growth, and I note the importance he places on the creation of employment. With this in mind I should like to offer some comments from the point of view of the United Kingdom.

Along with many industrialised countries, economic growth in Britain was depressed for much of the 1970s and the first part of the 1980s. When the Government in which I serve took office in 1979 we were faced with the need for urgent action. Unemployment was high, unit labour costs were poor, the rate of inflation was increasing, there was a lack of enterprise in the economy and the share of world markets had diminished. I am happy to say that ten years later it is clear that the course we embarked upon and the policies that we set in train have borne fruit.

The British economy is now a very strong one, with a record number of people in employment and a steadily falling level of unemployment. Our recovery has been achieved, not by short term "fire fighting" measures, but by pursuing instead a strategic approach aimed at a transformation of the British economy.

A number of measures have been introduced to improve the supply side of the United Kingdom economy. Legislation has been targeted at crucial areas of economic activity. A reform of corporate and personal taxation, deregulation and an emphasis on providing an environment of awareness about the importance of competition.

We have also made a number of reforms which directly impact upon the labour market, sweeping away regulations that we considered unnecessarily bureaucratic, and our reform of industrial relations legislation has helped change labour relations and has contributed to a significant improvement in our country's economic performance.

But of course we live in a changing world. The world of the 1990s will see the emergence of an increasingly competitive international environment. At the same time demographic changes, technological change, and changing skill requirements will all underline the importance of developing human resources. One of the key international developments on the horizon is, of course, the Single European Market of 1992. The Single European Market is primarily about challenges. It presents a wide range of opportunities to increase efficiency and productivity, to reduce costs and prices, and ultimately to create the wealth we need to maintain the rise in living standards. It seems to us that the real social dimension of 1992 is the opportunity to create new jobs and reduce unemployment. The completion of the Single European Market offers a real chance to increase employment opportunities and to reduce unemployment further. Companies will have access to a single market of over 320 million consumers, and there is every reason for business, trade and jobs to increase as a result. The Single Market, then, should bring employment gains which will improve working and living conditions.

But if we are serious about reducing unemployment, I think the last thing we should be thinking about is further and more detailed regulations. We must avoid the danger of Fortress Europe. Europe

must not become inward-looking at a time when it needs to concentrate on ensuring that it can compete with the fast-growing economies of the Far East and the Pacific.

It is important to remember that new jobs are created by expanding business, not by imposing new regulation. It is, I think, seriously misleading to draw a distinction between what is in the interests of business and what is in the interests of citizens. The paramount social need is to create new jobs, and new jobs can be created only if business are allowed to grow. It cannot be done by declarations, however well-meaning they may be.

British experience shows that removing unnecessary regulations and barriers to employment is crucial to creating new jobs. Over the last six years, nearly 3 million new jobs have been created in the United Kingdom – more than in the rest of the European Community put together. We now have more people in work in jobs in the United Kingdom than ever before in our history. Unemployment in the United Kingdom has fallen for 34 successive months to the lowest level for eight years. At just over 6 per cent, it is now well below the Community average. Over the last two years, unemployment has fallen faster in the United Kingdom than in any other major industrialised country.

So the British Government firmly believes that there must be a social dimension but that that social dimension should be concerned with creating new jobs, reducing unemployment and improving the standards of living, and by any measure that is being achieved inside the United Kingdom.

It follows then that we oppose measures that increase costs, create barriers to employment and prevent jobs from being created. We want to see the creation of jobs and we want to see practical measures also of workers' participation. We are firmly committed to extending employee-involvement in their companies. The more workers are involved and committed to the success of the firm in which they work, the better that firm will perform. Many successful British companies believe employee involvement is a key factor in improving efficiency and productivity as well as creating a better industrial relations climate.

Effective worker involvement can lead to a better understanding of business decisions and strategy. It can lead to a better utilisation of the skills and knowledge available in the organisation and the smoother introduction of major changes such as new technology.

Worker involvement covers a whole range of practices, from good communication and consultation to profit sharing and employee share ownership. One of the most effective means of increasing worker commitment is to give workers a direct stake in the ownership and the prosperity of the business they work for, and we have introduced in nine of our last ten budgets tax reliefs to stimulate such share ownership, and a large and growing number of workers now hold shares in their firms. We have also increased the range of occupational and personal pension provision available both to employers and to employees.

So we are firmly committed to extending the involvement of employees in their companies, but to be successful this, we believe, must be on a voluntary basis. The imposition of a rigid statutory form of

worker participation would damage established worker involvement practices.

We believe that imposing more regulation on enterprise and industry is the wrong approach. We welcome measures to combat unemployment. Getting Europe back to work, boosting employment growth – that must be the top priority. We welcome measures to promote training and the recognition of qualifications, and we certainly welcome standards of health and safety and improved employee involvement arrangements.

We need practical approaches which deal with real problems. That is the basis of all that we have done in the field of employment law reform since 1979. We must continue to remove barriers to employment, not to build new ones. That is the way to create new jobs and reduce unemployment, not just in our country but in fact right across the European Community and, in my view, way beyond that, not just in the 1980s but in the 1990s and beyond.

In the 1990s, industry and commerce must be increasingly alert to new opportunities and must adapt to changing technologies, changing markets and changing tastes. That means that there is a need for a more adaptable workforce, from top management to the office or shopfloor. In turn, this requires an investment in training and an appropriate training system which will ensure the provision of relevant skills.

The United Kingdom's commitment to global economic recovery is clear. Liberal trade policies and market-oriented economic structures have proved successful in the developed world. We believe they also offer the best prospect of renewal of growth and development momentum in the developing world as well.

The ILO has an important and vital role to play in the 1990s. It will certainly be a role in standard setting, but, also, the ILO will act as a vital forum in which the international exchange of advice and information takes place. The creation of jobs and the reduction of unemployment are two of the great challenges of the next decade. By sharing our knowledge, those challenges can be met, and in this process the ILO has a vital part to play.

Original – Arabic: Mr. AL-FAYEZ (Minister of Labour and Social Affairs, Saudi Arabia) – In the Name of God, the Merciful, the Compassionate! God's peace and blessing be with you. At the outset I have great pleasure in expressing, on my own behalf and on behalf of the Saudi Arabian delegation, our heartfelt congratulations to the President on his election. With God's grace, his experience will undoubtedly ensure that the session achieves the aims we have set ourselves.

On this occasion I should also like to extend to Mr. Francis Blanchard, the Director-General whose term of office ended last February, our deep thanks for his outstanding efforts, the effective role he played and his great efficiency. We wish him every success and happiness.

I would also like to take this opportunity to extend to the new Director-General, Mr. Michel Hansenne, our sincere congratulations on his election to this high post, wishing him all success in leading this Organisation to an even better future.

The Director-General's Report, *Recovery and employment*, is of great importance, especially at this

stage in the history of the international community. Dealing with various aspects of this theme, the Report sets out the negative development of the world economy during the 1980s and its disastrous effects on social progress, particularly in the developing countries; it highlights the importance of economic recovery for a return to sustained social progress. It deals with development strategies leading to recovery, structural change and the revitalisation of development, while stressing the need to retain the social aspects of structural change at the forefront of international concern.

We agree with the view expressed in the Report that the challenges facing the international community are clear and that meeting them calls for structural adjustments at the international and national levels. Since all countries are now subject to the changes taking place in the international economy, what is required is a universal approach to solve common problems coupled with serious national efforts, in particular to ensure a more effective use of resources.

We agree also with the Director-General that protecting and restoring the environment and setting up infrastructures are matters which should be dealt with immediately, not only because they are of crucial importance, but also because contending with them requires manpower and will therefore contribute to reducing unemployment.

To be sure such a goal requires huge and ever increasing financial resources at a time when the developing countries are suffering from scant investment. However we hope, like the Director-General, that the cash savings which result from disarmament and the settling of regional conflicts will make it possible to finance the setting up and modernisation of basic infrastructures, many of which we also hope will be directed to the protection of the environment.

In connection with the Director-General's Report to the current session of the Conference, in which he deals with economic recovery and development, I should like to talk to you about the unique experience of the Kingdom of Saudi Arabia. What makes it distinctive is the importance and extent of the achievements and their record timing. What makes it unique also is that it combines the determination and resolution of an Islamic society to work towards development with its steadfast will to simultaneously preserve its 14 centuries of Islamic heritage.

In two decades Saudi society has been able, with God's grace, to narrow the gap between itself and other developed societies, especially in terms of building social and economic infrastructures. Thus the experience of the Kingdom of Saudi Arabia, with all the social and economic changes it has encompassed, constitutes by all standards a unique event in the world today.

Our country, with the grace of God, has been able to establish a firm foundation for development. This has helped us to progress in many sectors and to adapt with strength and determination to world economic conditions over recent years. The development process in our country has continued to progress and evolve, therefore, God be praised, there is every reason to believe that the Saudi economy will continue to grow and flourish.

Allow me to review briefly examples of economic and social development in the Kingdom of Saudi Arabia and the stages through which we have gone so far in trying to achieve progress, stability and the

well-being of the Saudi citizen, which are the essential aims of development in our country.

Great emphasis has been placed in the sectors of education and vocational training on the optimal use of the labour force, an objective to which the Government attaches high priority in its successive development plans. As a result, free education has been generalised and the number of educational establishments increased. In 1988 the number of male and female students reached a total of 2.5 million as compared with only 600,000 in 1970. In the Kingdom of Saudi Arabia there are now seven universities, equipped with all faculties and teaching all subjects. As for vocational training and technical education, priority has been given to encouraging young people into the different sectors of industrial, commercial and agricultural production. Centres which specialise in this type of teaching and training have been set up in all parts of the Kingdom of Saudi Arabia and the number of trainees and graduates has multiplied. We are planning to extend these measures to all levels, especially to technical colleges.

In the health sector, the number of establishments increased from 74 hospitals and 950 health centres to 230 hospitals and more than 2,300 health centres. All these establishments provide both preventive care and treatment free of charge. The progress made in the health sector is reflected in the mortality rate which has dropped in the past two decades from 20 per thousand to eight per thousand.

In the social services sector, the Kingdom of Saudi Arabia bases its social policies on the principle of solidarity advocated by Islam, which encourages people to help the weak, the orphaned, the disabled, the handicapped and the elderly. Services are provided for all these categories of people in over 200 centres, institutions and offices spread through all parts of the Kingdom. To this should be added the moral and financial support given by local charity organisations which can cover 80 per cent of their expenses.

In the housing sector, the number of housing units built by the State for its citizens has now passed 600,000, without taking into account the long-term loans provided by the State to any citizen for housing requirements which are repayable over a period of 25 years, interest free. In addition, the State exempts the borrower from paying 20 per cent of the value of the loan. The number of housing units built using such loans now exceeds 450,000 and the total of loans is more than US\$25,000 million.

The foregoing concerns only a few aspects of our social infrastructures. As for our country's economic infrastructures, the picture is no less rosy. The Kingdom of Saudi Arabia carried out structural adjustments in the national economy, paying particular attention to the productive sectors, such as agriculture, industry and mining, and encouraging the private sector to participate in a positive way in this process of economic and social development.

As far as agriculture is concerned, the Kingdom has achieved a high level of growth thanks to government expenditure on infrastructure and on equipment, thanks to considerable private sector investment in agricultural projects, and thanks to the incentives provided by the State, such as, in particular, the provision of uncultivated land to individuals and companies for cultivation and to set up agricultural projects there; and we have also provided loans and financial assistance. To give an example of agri-

cultural progress, wheat, which is considered as a strategic crop, has now seen its input increase from 26,000 tonnes to 3 million tonnes. Thus Saudi Arabia has become self-sufficient and it can even export some of its production to other countries.

As far as water is concerned, the number of dams which we have built has reached 190. We have built a number of water treatment and desalination plants, the annual capacity of which has increased from 5 million cubic metres to 550 million cubic metres of drinkable water.

As regards industry, the number of factories currently in operation exceeds 2,000, and their sales amount to nearly US\$4,000 million annually. Many factories export their surplus, which more than meets local demand. Numerous industrial districts have been set up, with the infrastructure necessary for industrial growth, in addition to two industrial cities, Jubail and Yanbo.

As regards transportation and communications, several projects have been carried out, including construction of railroads, airports, ports, telephone, telegraph and other telecommunication facilities. The vital impact of these projects and facilities is reflected in the overall development of the economy. For example, our asphalt roads now exceed 32,000 kilometres in length, and additional agricultural roads cover a total distance of 60,000 kilometres. In addition, the Kingdom is linked by a vast modern network of telephone lines exceeding 1,200,000 lines.

As regards subsidies and loans, the State grants long-term interest-free loans on easy terms for industrial, commercial, consultative and social purposes, through specialised funds. Loans granted by public credit institutions since 1970 total over US\$70,000 million. In addition to these, mention should be made of state subsidies for staple foods, agriculture, social security and welfare, industrial, commercial and individual electricity consumption, etc.

The economic and social development plans and programmes of the Kingdom of Saudi Arabia have created a large number of jobs, enabling the graduates of educational and training institutions in the Kingdom to find work. In order to meet its manpower requirements, the Kingdom has had recourse to manpower from other Arab, Islamic and friendly countries. This aspect of co-operation has been of mutual benefit to the workers themselves, to the manpower-exporting countries and to the Kingdom.

The workers of the Kingdom enjoy working conditions of stability and satisfaction, given that these conditions are based on the principles of the Islamic Shariya. Moreover, labour legislation in the Kingdom of Saudi Arabia makes no distinction between national and foreign workers, who are all treated equally, without discrimination. The Kingdom's laws also permit the transfer of earnings by workers to their own countries without any restriction.

Besides their wages and other advantages, the workers have the benefit of the same government support for various public services, food products, etc., as citizens of the country, without incurring any additional charge.

While we are proud of the great achievements of the Kingdom in various spheres, we are aware that there is still a long way to go. The Government of Saudi Arabia, under the leadership of the Guardian of the Two Holy Places, is striving to achieve this

objective, more especially as the area covered by the Kingdom is immense.

The Kingdom of Saudi Arabia, as a developing country, is aware from its own experience of the difficulties encountered by developing countries in attaining the standards of living to which they aspire. The Kingdom is fully conscious of its responsibilities as a member of the international community and is anxious to renew the bonds of co-operation and solidarity with peoples and to contribute effectively to the solution of the development problems facing most developing countries. With its material potential, it has taken the initiative in providing aid for efforts to promote the development process in a number of Arab, Islamic and friendly countries, making its commitment in this area a constant traditional policy.

The Kingdom believes that the financial resources necessary over the next decade to promote essential economic change and attain a reasonable level of overall development in the developing countries as a whole will only be available when the industrialised countries begin to assume their total responsibilities and remit the payment to which they are committed under the International Development Strategy and the aims of the official development aid fixed in accordance with that strategy.

We read with great interest the Director-General's Report on the results achieved by the ILO mission this year, in accordance with the mandate from your Conference in 1974 and 1980 regarding Palestine and the other occupied Arab territories.

While we appreciate the efforts of the mission in preparing this year's Report, particularly in view of the tragic situation in which the workers and people of Palestine have found themselves for over 19 months, we consider that the Report does not give a complete picture of the suffering of the workers and people of Palestine, which the whole world can see daily through various media, under the yoke of occupation, repression and terrorism practised by the Israeli authorities, whose actions include the demolition of houses, the destruction of production enterprises, arbitrary arrest, dismissal of Arab workers and deprivation of their basic rights.

The least your Conference can do at this session, therefore, is to support the Arab resolution denouncing and condemning the acts of repression against the Palestinian people and to support the formation of a Committee to study reports on this theme and technical assistance programmes devoted to the Palestinians.

In conclusion, I wish your Conference all success in its work. May the peace, compassion and grace of God be with you.

Mr. GOLDSON (*Government delegate, Belize*) – The five members of the tripartite delegation from Belize join with those distinguished delegates who have expressed their congratulations to Mr. Nkomo, our new President, to the Vice-Presidents and to the Director-General. We also express our appreciation to the outgoing Director-General concerning their election and of course for the sound foundation which he laid for our Organisation.

On behalf of our Government and people at home, and on our own behalf, we also wish to show our deep appreciation to the ILO for the services so freely offered to the Caribbean region through the offices in Barbados and Trinidad, especially in the fields of

training, consultation and advice on legislation and Conventions, and in other areas. These kinds of services have made the ILO in Geneva, which for some of us appears so far away, remote and distant, a reality in our daily lives. We ask that these services be continued.

When the present Government of Belize entered office four-and-a-half years ago, it faced a very difficult financial and economic situation. The International Monetary Fund (IMF) was already in place with a standby agreement. The Government met IMF experts who advised that the payment of teachers from public funds be discontinued since Belize had traditionally had a Church-supported educational system and the Government therefore had no legal responsibility to pay teachers. The IMF experts also advised that government manual workers be dismissed in droves. They advised that regular civil servants be dismissed and that the balance should have their salaries drastically reduced.

All this, I have no doubt, might have been good technical and financial advice, but the social consequences would have been catastrophic. Fortunately, our Government, led by the right honourable Dr. Manuel Esquivel, our Prime Minister, was able to find more socially acceptable solutions and Belize was consequently able to free itself from the IMF programme within 18 months, and to continue to this day free from such a programme, because our country is now able to meet its debt commitments internationally. I can therefore understand the agony with which member States here face the burden of intolerable debt servicing problems.

The policies pursued by our Government during the past four-and-a-half years have aimed to maximise the use of Belize's human resources. We are a small nation, with barely 200 to 250 thousand citizens within the country and abroad. These policies have therefore been designed to rally the efforts of all Belizeans, whether resident in the homeland or abroad, for the benefit of Belize. Programmes have been established overseas to encourage Belizeans either to return to their homeland and assist in the development efforts, particularly at the community level, or to give advice and support from their current place of residence abroad. This programme has been very successful. The consortium of Belizean development is a very active programme, especially in North America.

Within Belize itself, there has been increasing employment utilising the services of Belizeans in the field of agriculture, tourism and light industries. Although it has been necessary to seek capital for large investments from abroad, Belizeans have been stimulated to invest their talents, their finances and their expertise wherever possible in the national development effort. Employment in the construction industry has become an ongoing process as more and more hotels are being built. Development is constantly progressing in the banana and sugar industries, and in other fields of agriculture, in which more and more Belizeans are becoming involved.

We are pleased that in Belize we have been able to avoid the confrontation between employers and workers which exists in so many other places. We have worked together and we should like, with the help of the ILO, to continue developing our enterprise programmes with both sides of industry working in partnership and with the Government playing a

monitoring and co-ordinating role. We should also like to establish joint training and joint venture capital programmes, in which respect we look for guidance and help from the ILO.

We should like once again to emphasise that, as a small nation, we have been both a contributor to and a beneficiary of the ILO system and that we should like to continue this process. We see great benefits ahead and we wish to thank the ILO for the progress which it has helped to bring to our country. God bless this Organisation.

Mr. FELDMAN (*Deputy Minister of Labour and Social Affairs, Israel*) – It is a pleasure and an honour for me to attend the International Labour Conference for the first time and to have the opportunity of addressing the plenary. May I join the other delegates in welcoming the President and the other Officers of the Conference. Many vital issues are on the agenda this year. ILO activities in the field of human rights, international standards, promotion of equality, labour law, social security and employment and training involve issues of major importance to us all. I trust that under your leadership we will make significant progress towards their solution. May I also convey our best wishes to Mr. Blanchard and our congratulations to Mr. Hansenne.

We particularly look forward to serious examination and exchanges of views and experience regarding the principal items on the agenda – night work and safety in the use of chemicals at work. These are important and complex issues with which our Ministry and society have been concerned. Night work raises dilemmas brought on by the need to utilise effectively very expensive and sophisticated equipment while taking into account its effects on worker health and family relations.

The problems of health and safety centring on the use of chemicals at work have been a major concern of the Ministry and we have attempted to address this problem through an interdisciplinary approach encompassing research, medical supervision and monitoring, workers' education and individual and group instruction. We would hope to be able to share our experience with other countries.

We were particularly impressed by the Director-General's Report *Recovery and employment*, covering one of the basic problems confronting our society in the coming decade: how to ensure non-inflationary growth and development based on knowledge-intensive and highly productive methods of output while lessening unemployment. We are wrestling with this problem and again we look forward to intensive discussions with the representatives of government, employers' and workers' organisations.

I should like to congratulate the Resolutions Committee for assigning priority to two truly important international problems, directly bearing on the welfare of the working population. The resolution concerning environment development and employment recognises both the universal nature and the urgency of this problem and the importance of adequate and satisfactory environmental conditions at work and in the broader social and ecological context. Clearly this subject deserves high national priority, but many aspects can only be satisfactorily engaged on a regional or international basis. Israel has recognised the importance of this issue to the welfare of its citizens and has set up a special ministry charged with primary

responsibility in this area. Israel is also more than ready to co-operate with its neighbours in the Mediterranean region and actively participate in other international activities.

The need for accommodation on the problem of foreign debt is a concern not only of the countries and international financial institutions directly affected, but of the entire international community.

Unfortunately, we are once again confronted by a political resolution masquerading as a concern for human rights and social justice in Judea, Samaria and Gaza, submitted by a large number of Arab countries and organisations. I shall therefore be obliged to refer to these matters.

It is quite meaningless to study the social conditions of the population of these areas under Israel's administration since 1967 except by reference to the conditions prevailing previously.

The PRESIDENT (Mrs. MOLKOVA) – I give the floor to Mr. Hussami, Government adviser, Syrian Arab Republic, for a point of order.

Original – Arabic: Mr. HUSSAMI (*Government adviser, Syrian Arab Republic*) – I asked for the floor in order to make a point of order in conformity with article 14, paragraph 5, of the Standing Orders. I would ask the President to be so kind as to request the speaker to respect the international territorial designations that have been recognised and adopted by all, whether this is within the context of international co-operation or in international organisations such as the United Nations and its specialised agencies.

We have noticed that right from the beginning of his speech, the previous speaker spoke of Judea and Samaria. However, all of us know that these are Palestinian territories and other Arab occupied territories, territories that have been occupied since 1967, and that the occupying forces are only temporary forces that do not have the right to change the names of these territories.

We are not in the Israeli Knesset here where anybody can call the territories as they see fit. We are at an international Conference here, and it is up to each Member to respect the internationally recognised titles which have been adopted.

We would also request that reference should be made to Palestine and to the occupied Arab territories, so I would request the President to call upon the speaker to respect these titles, which were used in the resolutions of 1974 and 1980, and also in the Director-General's report concerning the mission that has visited the occupied Arab territories for a number of years.

The PRESIDENT (Mrs. MOLKOVA) – I would ask the speaker kindly to follow the request and respect internationally recognised titles.

Mr. FELDMAN – Yes. I do not know exactly what the very honourable gentlemen has said, since I do not understand Arabic. I will continue.

Under Arab administration in the years 1948 to 1967 the areas were characterised by a low level of development, slow growth, very limited capital stock, high unemployment, stagnation at very low income levels and the absence of social justice. Of equal importance is the fact that the human skills and institu-

tional arrangements necessary for sustained economic and social development were lacking. Judea, Samaria and Gaza have never been independent, self-contained units, nor did these areas, before 1967, have institutions of their own to assist in guiding economic development. Thus, residents of these areas who were unable to maintain themselves through locally generated economic activity have long needed to seek outside employment.

Assessed against this background and against international experience in launching sustained economic growth in underdeveloped areas, Judea, Samaria and Gaza have achieved very considerable economic and social gains over the past 20 years, stimulated in no small measure by contacts established with the economy of Israel. Employment in Israel and the subsequent increase in real wages and other income has been the driving force behind significantly expanded local demand and has called forth sustained and substantial increases in local production, particularly in agriculture, to meet that demand.

Economic growth and development has encompassed broad sectors of the population and resulted in a marked improvement in standards of living as reflected both in qualitative and quantitative improvements in food consumption, in increased purchases of clothing and other household items, in much higher levels of investment in housing, in larger real capital expenditure on health and public education and in the growth in the number of families possessing consumer durable.

Area residents employed in an organised manner in Israel receive, under the terms of the collective bargaining agreements applying to Israeli and area residents alike, many social benefits, such as old-age pensions, invalidity and survivors' pensions, annual vacations, vacation expenses, sick pay, holiday pay, family allowance and severance pay. This wide range of social benefits stands in sharp contrast to the benefits they were entitled to before the advent of Israeli administration and to the level of social benefits offered to workers in neighbouring countries who criticise Israel on this score.

As to education, whereas in 1970 49 per cent of the working-age population had zero years of schooling, by 1987 the proportion of those without schooling had declined to 23 per cent. Similarly, 43 per cent of the working-age population in 1987 had nine years or more of schooling as against only 19 per cent in 1970. In addition, more than 70,000 men and women graduates have completed vocational training and upgrading courses during the past 20 years. One might also note that there were no universities in the areas before 1967.

The improvement in welfare in the areas that I have reviewed – the expansion of employment, the growth in private consumption, the rise in educational attainments, the improvement and expansion of social benefits available to workers – are all indicators of the progress achieved to date in meeting the basic needs of the population.

I should like to conclude this aspect of my presentation with two brief remarks about recent events in the areas that fall within the ILO's sphere of responsibility. One of the major goals of the so-called "intifadah", as declared by its instigators, is the destruction of economic relations between Israel and the areas, including prominently the obstruction of work-

ers who want to go to their jobs in Israel. All means have been utilised to attain this goal: the intimidation of such workers and physical harm, burning the buses transporting them to Israel and setting fire to Israeli employment offices. This is in stark contradiction to the declared principles of the ILO.

The Arab resolution refers to the violation of trade union rights and freedoms. Israel supports legitimate trade union activity, but cannot and will not tolerate incitement, sabotage and terrorism in the guise of trade union activity.

Needless to say, Israel is deeply troubled by the growing tendency to exploit for political ends international organisations such as the ILO. Consuming the precious time and resources of these organisations with political debate endangers their usefulness when the need for their services is so great.

And, finally, may I appeal to the Arab States to accept the Israeli peace plan, an important element of which is free elections in the areas, and abandon the obstruction, abuse, hatred and violence which has continued over 40 years and led to so much suffering and bloodshed. Have courage, come sit down with us at one table. Let us make peace for the mutual benefit of our peoples and of all mankind. I am sure that the prophecies of our prophets from the Bible, in which God promised that the time will come when there will be no more war, no more cruelty, no more hatred, and all the peoples of the world will live together and work together in harmony and peace, will be realised. Come, let us join together in beginning the fulfilment of this prophecy.

Original - Portuguese: Mr. SILVA PENEDA (*Minister of Employment and Social Security, Portugal*) - On my own behalf and in the name of the Portuguese Government, I should like to present my congratulations to Mr. Nkomo, as well as to the Vice-Presidents, on their election as Officers of this 76th Session of the International Labour Conference.

The Report of the Director-General, *Recovery and employment*, which is the main theme of this session of the Conference, analyses in a concise but exhaustive manner all the issues which have been or may eventually be addressed by the work of the International Labour Organisation.

Therefore, Portugal cannot help being associated in a special way with the choice of the topic for debate at this session, because my country is going through a particularly important and crucial period of preparation to meet in due time the challenges imposed by our entry into the European Community.

In fact, the Director-General's Report presents not only an excellent assessment of the problems resulting from the recession, recovery and the measures of structural adjustment adopted all over the world, but also a detailed evaluation of the social costs of adjustment, pointing out the need for the development of the world economy.

With respect to the social costs of structural adjustment, the report still refers to the need to evaluate correctly the effects of such programmes on employment and social issues. In fact, with a deep political commitment, it is possible to carry out structural adjustment at a low social cost, provided that it is based on a social consensus and tripartite consultation.

Of the subjects for study proposed by the Report, my Government would like to stress especially those

concerning employment and vocational training and their broader context.

We think that a desirable increase in the efficiency of the productive sector depends to a great extent on a series of efforts which either go beyond the economy or lie outside it altogether.

It is clear to us that macro-economic policies are important, but they are not the only condition for achieving structural adjustment objectives and economic recovery. It is necessary to take into account social and cultural realities in order to mobilise the latent energy of the social fabric. In this respect, policies relating to human resources development play a very important part.

While the development of modern technologies, which make communication and understanding of the world around us easier, is essential for the improvement of human resources, nevertheless a permanent willingness to accept flexibility and multi-skills approaches is a decisive factor in the formation of the society of the future. Therefore, employment and vocational training policies play a strategic part in this day and age.

With regard to this aspect, we have to face a number of changes which have been occurring in our societies and which obviously affect the way problems of vocational training are solved as well as the concept itself of the enterprise.

Thus, in the context of lifelong training, new concepts gain relevance, such as multi-skills profiles, adaptability and workforce mobility, and they will certainly determine the capacity to adapt to the changes which will occur at an unprecedented rate.

In this context, the enterprise will necessarily play a decisive role in coming years. One can foresee a number of changes in its philosophy, culture and organisation: the traditional vertical Taylorised structure will give way to an increasingly horizontal approach to information and training; a purely hierarchical logic in decision-making processes will be replaced by another, more functional logic; the tight compartmentalisation between job profiles will be followed by a dissolving of the lines of demarcation as regards job qualifications, with the acquisition of new skills dictated by technological change; greater importance will be attached in enterprises to functions of design, programming, quality control, maintenance and marketing, and therefore the matrix structure of enterprise organisation will be strengthened in order to reconcile productive functions and the "staff" functions of innovation and research.

Faced with this reality, vocational training must play the role of continuing education in a flexible society; in this sense, enterprises, which are also social communities, should emerge as true schools of continuing training.

In terms of policy design, the real issue is not only the attainment of higher levels of economic growth, but also higher efficiency and a better use of all available resources, both human and material, enabling the resulting benefits to be distributed fairly.

In taking this approach, my Government is mainly concerned with the creation of conditions leading to a greater convergence of measures carried out by the authorities and those taken by economic and social agents; the mobilisation of the potential of the social fabric in order to achieve development objectives and the progressive introduction of greater flexibility in operations.

It is obvious to us that there will be less and less room for a development model based on low wage levels and poorly qualified manpower. The scientific and technological component is becoming increasingly important and human resources play a strategic role.

We consider that only in this way it is possible to expect significant productivity increases in the productive apparatus, which is the only means of consolidating a truly sustained development process.

The Portuguese enterprise structure consists largely of small- and medium-sized establishments, most of which are family-based, where adjustment is obviously more complex and delicate.

In this respect, suffice it to say that according to data for 1988, 95.3 per cent of Portuguese enterprises employed fewer than 50 workers and only 0.9 per cent employed more than 200 workers.

In view of this, the Portuguese Government has decided to define a specific strategy for vocational training, which has taken the form of the following main principles: better co-ordination between initial training and further training in order to strengthen the link between the educational and training systems and the productive system; strengthening the supply and vocational nature of the formal education system; priority to middle-management training and to programmes for the integration of young graduates into the enterprise; special attention to training geared to small- and medium-sized enterprises, either for different levels of staff or for top management; to consider sandwich training schemes as the most effective, flexible and productive for preparing young persons for working life; development of training towards groups of occupations, rather than very selective training; information and qualification measures likely to stimulate the development of new functions and new occupations in enterprise; improving the qualification of adult workers by preparing them for modernisation or industry restructuring processes; investment in instructors' training in order to ensure continuity of training.

However, while it is true that an increase in overall productivity cannot be obtained at the cost of lowering wages, it is also true that it cannot be achieved systematically at the cost of cutting back employment.

If that were the case, we would be denying the very objectives which are inherent in the true concept of development.

It is therefore necessary to reconcile the strategy defined for vocational training with an increase in productive employment, based on economic and productivity growth.

In Portugal, as regards this aspect, many factors come into play, such as the scarcity of jobs; unsatisfied consumer demand; and resources which are not used or underused.

We believe that, considering these factors, positive results can be obtained in terms of growth without following a strategy of modernisation of production which is based solely on labour-intensive investments, involving the systematic use of advanced technologies and entailing very serious effects on employment and income distribution.

The adoption of a strategy such as that I have described should contain flexibility components in order to allow for the correction of certain trends which may turn out to be less appropriate to the objectives

proposed. To make it possible, it is necessary to carry out a certain kind of analysis, which should not be confined to the macro-economic level. It is necessary to proceed to a more detailed analysis enabling a breakdown to be made of all the elements likely to provide relevant information in order to create an adequate framework for many of the measures to be carried out in the near future.

This is the reason why my Government, at the same time as implementing modernisation and adjustment policies, is also analysing the effects at the social level, and more precisely at the human resources level, of all the reforms which are being carried out, which are under way, or which are planned. It is doing this to find out when it would be most appropriate to adopt both general and specific policies in the areas of vocational training, employment, working conditions and at the level of social protection.

Technical co-operation has been given special importance by my Government and by the Ministry I am responsible for.

We have been carrying out an active policy of co-operation with those countries with which we maintain historical and affective ties, such as the Portuguese-speaking African countries.

These countries face the difficulties of the process of development, aggravated in some cases by regional conflicts whose consequences affect them seriously and unjustly.

It is my pleasure to announce that presently we are carrying out, with our counterparts in Angola, Cape Verde, Guinea-Bissau, Mozambique and Sao Tome and Principe, 147 co-operation projects in the areas of employment policies, vocational training, social security and services restructuring.

The evaluation made recently by all these countries is extremely positive and is an incentive to proceed.

I think that we have been able to reach a point of equilibrium in the relations we have been developing. This can only be improved in the scope of co-operation under the auspices of the ILO.

My final question is how to make these efforts as beneficial as possible. We believe that given the additional protocol which was signed between my country and the ILO in 1982, we intend to proceed with the efforts which we have been deploying in the areas which are the most essential to the development of these countries.

I would like to declare in the name of my Government that we are available and we are prepared to make our goal still more ambitious.

I am making this statement on the basis of true experience, and moreover, we are also convinced that this is the political will of all the people involved.

Once again, I would like to present our congratulations to the Director-General on his excellent report.

Mr. JENNINGS (*representative of the International Federation of Commercial, Clerical, Professional and Technical Employees*) – It gives me unusual satisfaction to congratulate the President on his election as well as the three Vice-Presidents and to address the Conference of the ILO at the time of its 70th anniversary. In doing so, I am speaking on behalf of FIET, the International Federation of Commercial, Clerical, Professional and Technical Employees.

Our organisation has for many years strongly supported the ILO and maintained as close a relationship with it as few non-governmental organisations can boast. And now our General Secretary for over 15 years, Mr. Heribert Maier, whom I have the honour of succeeding, has just been named Deputy Director-General of the International Labour Office and we wish him well in his work.

FIET is composed of over 300 independent and democratic trade unions in 100 countries. These unions represent some 9 million members – workers in banks and insurance, social insurance and health care, commerce employees, white-collar workers in industry, “hi-tech”, building services and professional and managerial staff.

As the Director-General's Report to this Conference entitled *Recovery and employment* notes: “Recent employment creation, particularly in the faster growing countries, shows the predominance of service activities over manufacturing.” The Report goes on to say that “employment creation during the period 1980-86 has been concentrated mainly in services”.

In most countries, white-collar and service employees already account for 40 to 50 per cent of all workers. Early in the 1990s in the United States, it is estimated that service industries will employ three-quarters of the labour force. In sheer numbers, this sector is already one of the largest in the world.

Therefore, I must repeat here today what FIET has been saying for some time at the ILO on every occasion possible, that the Organisation's budget for programmes in our sector is woefully under proportion. The tiny staff of the Salaried Employees and Professional Workers Branch has been doing exceptional work, considering their resources. But the ILO still has far to go in speaking to the needs of the sector. ILO activities should reflect today's labour market and we sincerely hope that the Director-General will act on this.

Finding themselves on the cutting edge of society in so many countries, service employees are rapidly attempting to organise themselves into trade unions. Yet they are confronted by many obstacles, some old, some new – obstacles which the ILO can help them to surmount.

Commerce workers, for instance, are encountering rigid resistance by employers when they try to form unions. Particularly shameful, multinational retail chains through aggressive mergers and acquisitions, are going into new markets and using all manner of manipulation to try to deprive local workers of rights they have traditionally enjoyed. The activities of the Belgian-based Delhaize chain, which operates under the name Food Lion in the United States, is just one of the more notorious examples I could name.

Social insurance and health-care personnel are finding their own jobs threatened as the callous and anti-social fad – of cutting back social programmes which have been the glue of society since the 1930s – is being pushed by the powerful in more and more countries.

In the fast-growing property services sector, the workers we call at FIET “the invisible people” who clean your offices after you leave for the day and the ones who make your buildings secure, labour long hours for low pay. In this connection, we fail to understand how an organisation like the World Bank

stoops to hire out its building services to contractors who refuse to recognise trade unions.

Clerical and office workers of all types are forced to adapt to technological change with little or no consultation, even though this dramatically affects their work and life.

Due to sex discrimination in education and employment, a disproportionate share of clerical employees are women. It pleases me to note that much of the increase in FIET's membership in recent years has been due to the rising level of women joining our affiliates. However, the degradation of women clerical workers may be doubled: to their low pay and status is often added the ultimate insult of sexual harassment. Laws for their protection must be passed. But their real defence is trade union action at the local level.

In our sectors, employers are also attempting to individualise work contracts and pay structures, seeking to render the individual weak again and to escape negotiations with unions.

The particular need to integrate professional staff into trade unions has been well argued in the ILO compendium on the subject. We regret, however, that little has been done by the ILO to review the implementation of this compendium since its adoption in 1977. FIET is the authentic voice of trade unions in this field. In October this year we will hold in Madrid a second world conference on professional and managerial staff, entitled “Organising for Tomorrow,” to review union activities in the sector.

In our contemporary world it is only through full worker involvement that we can take advantage of the complex new technologies and opportunities.

Some might say, “OK, we accept your assertion that the service sectors are fundamental to the most modern areas of growth; and their organised, free and effective participation is necessary for their efficient operation. But in developing countries, where the majority of the world's people live in continuing poverty, and now especially with the immense weight of the debt crisis, much of what you say is irrelevant”.

Nothing could be farther from the truth. Are we to use nineteenth century methods to attack poverty just because it is an old curse? A very large part of FIET's membership is in the Third World. What our unions there are telling us is that they want to participate now in their countries' development and that they want to use the most modern social structures available.

As a number of leaders have discovered to their grief in recent times, it is only by involving free and democratic trade unions, not least those in the professional and services sectors, that workable economic plans could be drawn up and implemented. Such representation can only be effective in the context of full protection of rights, as assured by the basic ILO Conventions.

The Third World debt crisis is a major concern of FIET and its affiliates, which include over 2 million bank workers. We have been in the forefront of those seeking solutions and urging renegotiations, as demonstrated in the resolutions of our last World Congress, held in Lomé, Togo in 1987. We say that no more cynical and ultimately self-defeating policy could be devised than that of lender countries urging more guns on debtor governments as the primary means of implementing stabilisation programmes.

When we view the world today we see a number of encouraging trends. There are moves toward reducing tensions between the superpowers, possible real cuts in allocations wasted in arms expenditure, and the winding down of several regional conflicts. In a number of parts of the world there is a greater willingness to trust the people and to reject some old authoritarian formulas. For example, we welcome the role now being played by Solidarnosc in Poland following years of their suppression. However, we regret that some countries have yet to learn the lesson. We are particularly shocked by the recent atrocities in China where peaceful demonstrations for greater democracy, whose organisers included students and workers, were brutally massacred. For FIET, human rights in any country is never simply an internal matter. They are the concern of all. FIET strongly urges the Chinese government to lift the death sentences so far pronounced against the pro-democracy demonstrators.

China is by no means the only country where trade union rights are under attack. In Chile the CUT labour centre's leaders Bustos and Martinez continue to be prevented from performing their functions due to internal exile. In Turkey bank workers face arrest if they organise or participate in banned strike action. We regret that the Turkish Government has not lived up to its promises to the ILO to amend its labour laws. In South Africa "preventive repression" of labour leaders has become, with apartheid racism, another hallmark of the system.

There are some truly encouraging trends in the world today. But these trends will not usher in a better age in and of themselves. What is saved on guns must go to pay for bread, not just for luxuries for an elite. Greater freedom for workers must not mean greater opportunities to be exploited in a different way. And the interdependent world must not become simply the plaything of multinational corporations. The next big step toward integration in Europe, the Single Market of 1992, must be accompanied by an effective social dimension.

The best assurance I know of, that promising new trends will benefit the most people at the lowest levels, is through organised participation by free trade unions.

In conclusion I would like to commend the Conference for its important work this year on employment, the rights of minorities, nightwork and safety. We in FIET pledge our continued support for your initiatives in these important areas. We expect the ILO in the 1990s, as it has been in the past, to be a beacon for social justice. May it put forth the message ever more clearly throughout the world, to governments and employers, that basic human and trade union rights must be defended and expanded, that trade unions play a crucial role in democratic societies, that labour relations must be based on collective bargaining, and above all that the individual must not be left unprotected at the workplace.

Original - Farsi: Mr. MOSHIRIAN (Workers' delegate, Islamic Republic of Iran) - In the Name of Allah, the Merciful, the Compassionate! "We are from Allah, and to Him shall we return."

I feel it my duty, at the outset, on behalf of the workers of my country to express my appreciation to all the Workers' representatives who have extended

to us their sympathies for the heart-burning demise of the great leader and guide of the world of Islam, the late Imam Khomeini (Allah's mercy and peace be upon him), who was, and will be, the most perfect supporter of the oppressed, the unbending enemy of the oppressors and the herald of the Islamic and humane aspirations of all the Muslims of the world.

I wish also to express my congratulations to Mr. Michel Hansenne on his election as the new Director-General of the International Labour Organisation, while acknowledging Mr. Blanchard's efforts through long years. We expect now, more than ever, that the International Labour Organisation will take more positive steps under the new Director-General towards the promotion of employment and elimination of the existing gap between industrialised and developing countries.

I am proud, as the representative of the workers of the Islamic Republic of Iran, to express my own views, as well as the views of the workers' organisation of my country, in relation to the Director-General's Report at this 76th Session of the International Labour Conference.

The International Labour Organisation steps into its 70th anniversary at a time when we have witnessed an increased aggravation of unemployment and of the labour market during the past decade.

Mr. Blanchard's Report also affirms that the world exploiters have raised their own growth rates by plundering the capital and resources of the developing countries. He has also stated explicitly that unemployment rates in the developing countries are increasing day by day. It should be added, too, that the plundering of the capital and resources of those countries coincides with the decrease in their prices, all to the benefit of the industrialised countries.

The Director-General has made reference to the fact that despite a positive growth in the world economy the developing countries are sinking deeper into poverty, and the world unemployment rate is further increasing. In our view, the established prices of raw materials of the exporting developing countries, as well as the sometimes excessively sharp falls in oil prices leading to the reduction of national incomes and the increase in rates of unemployment in those countries, are among the major causes of the said problems.

And yet the question remains as to whether the International Labour Organisation, claiming to be protecting the rights of the workers of the world, has taken any serious stand and measures in this respect. Has the International Labour Organisation taken any steps to condemn the plunderers of the natural wealth of the developing countries, which, as Mr. Blanchard implies, is still flowing from South to North?

The answer to that question is clear, rooted in the fact that the International Labour Organisation is too dependent on the contributions of the industrialised countries. Unless the International Labour Organisation be unchained from such captivity, any hope for genuine social justice to be secured remains futile.

While emphasising the necessary continuation of the work of the International Labour Organisation, we expect it to adopt such comprehensive approaches as eliminating the application of colonialistic policies, which usually cast their ominous shadow over the policy-making activities of the International Labour Organisation.

I wish to describe only some typical exploitationist manipulations by the industrialised countries in the Third World countries.

Since 1985 the world has witnessed the political games of the Western countries aimed at reducing oil prices. The oil-producing countries have seen the selling price of oil, rightly called "black gold", brought down to a level where even oil-extraction activities were no more economical. The fall in oil prices coincided with the slogans of the international organisations, including the International Labour Organisation, for the promotion of employment and development in the Third World countries.

Nevertheless, it caused not only a blockage in the development processes of those countries, but also a decline in growth rates, the unemployment of many workers and the stopping of much industrial production which should have otherwise played a significant role in the growth of GDP and per capita income in those countries and of many employment-creating development plans in those countries. That colonialistic attempt by the industrialised countries and the transnational enterprises has not stopped there. On the contrary, the floating value of the dollar and the arbitrary manipulation of exchange rates by them have always been to the detriment of the developing countries. Thus, even the low oil revenues of the Third World countries were somehow lopped off their national income.

It is such colonialistic policies with regard to which we expect the International Labour Organisation not to remain indifferent but to take the necessary measures instead.

Another factor contributing to the destruction of the economies of the held-back or so-called "developing countries" has been the problem of long-term loans created by the international monetary organisations that, with a view to their own interests, exert pressure upon the debtor countries, not only to pay back the principal loan but also to pay huge amounts of interest. In this manner they actually demand the output of the world, which is achieved by the wealth of the debtor countries.

Considering the trends in the world economy in the past ten years, such as the reduction of natural resources and the declining economies, particularly in the Third World, increased growth rates in the industrialised countries and the lack of effective programmes that would establish a balance in the world economy, how can one hope for a prosperous world economy based on social justice at the international level?

Unless the real prices for the raw materials exported by the developing countries are paid back to them and the unreal prices for the manufactured goods of the industrialised countries exported to the developing countries are reduced to genuinely realistic levels, there neither remains any hope for a balanced world economy nor shall we cease to witness the escalation of injustice, unemployment and massive dismissals of the workforce in the Third World countries as a result of the continued economic recession in those countries, and the deprived nations will never gain the opportunity to have access to large industries of their own, to achieve economic self-reliance.

For many years the International Labour Conference has been debating the policy of apartheid and has released numerous declarations and statements against racial discrimination.

While condemning the continuation of the policy of apartheid in South Africa, we should wish to ask: can racism be eradicated from the oppressed continent of Africa only by superficial condemnations on paper? Can we not put an end to apartheid by an all-out and genuine ban on economic and political relations with the Government of South Africa? Why is it that in a continent that is the owner of the largest and the most precious mines and other natural resources the workers should lack even sufficient daily subsistence in return for long overtime work?

For far too long we have seen Palestinian workers brutally tortured and suffering the most inhumane oppression exerted upon them in their own occupied homeland. They are considered as lower than second-grade citizens in their own homeland.

Why should the International Labour Organisation not take necessary steps towards the restoration of thousands of the oppressed Palestinian workers?

What practical protection have the workers of the occupied Moslem territories been given, after their many years of directly struggling against Zionism?

Can the mere preparation of some report or dispatching of some missions be sufficient?

I have the pleasure of declaring here that according to an Act passed recently by the Islamic Consultative Assembly, Iranian workers have become entitled to establish their own organisations, in the form of Islamic Labour Councils in productive as well as services sector in various regions of the country. Such councils are already operational in more than 1,200 medium and large undertakings and render their assistance to the workers in following up their trade problems and difficulties, contracting collective agreements and participating more in the work of the undertakings. These Labour Councils then assemble their local and regional organisations into overall congresses so that they can participate all the more effectively in following up their trade problems and difficulties and therefore in promoting the socio-economic conditions of the workers of the country. For the time being the workers' overall congress representatives participate both in the Higher Labour Council and in different labour dispute conciliation organs. As the result of the activities of the same workers' organisations they have succeeded on different occasions in preserving the purchasing power of the workers, adopting the Unemployment Insurance Act, promoting social security and other labour issues. It is also due to the co-operation of those workers' organisations that new labour laws are now undergoing the final stages of approval by the Islamic Consultative Assembly. Some provisions of the new labour laws are, in my opinion, superior even to the standards set in some of the ILO Conventions and Recommendations.

Among other basic achievements, mention should also be made of the formation of workers' housing co-operatives, known as "Eskan", the activities of which are mainly focused on the construction of new houses for the workers throughout the country.

With a view to further protecting workers who may lose their jobs for various reasons, in addition to the Unemployment Insurance Act a special protection fund has been formed by the workers themselves, the functions of which have been directed towards extending necessary protection to the employed as well as to retired workers. They are also active in the ex-

amination of labour and labour-related disputes in "labour courts".

The Workers' House of the Islamic Republic of Iran has paid great attention to training as one of the basic fields of its activities. Special contracts have been concluded with domestic universities so that a considerable number of workers can attend university, while preparatory measures have also been made for the formation of a labour university by the Workers' House.

Many workers have been trained in various technical and scientific fields at specialised training centres of the Workers' House.

These achievements were attained at a time when we were involved in an all-out war imposed on us by world imperialism and the workers of our country suffered great losses in resisting world arrogance. Nevertheless, they heroically defended their national integrity and sovereignty. The Iranian workers will never forget the bitter memory of the military attack of the US fleet against the Iranian workers in the neighbouring countries of the Persian Gulf. That untold crime must remain in international documents and be registered in history.

May I, in conclusion, wish success and prosperity for all the combatant and committed workers of the world and hope for the victory of the oppressed over the oppressors.

Original - French: Mr. ALLINI (*Workers' delegate, Gabon*) - Mr. President, I would like to associate myself with those who have preceded me in congratulating you on your well-deserved election to the presidency of the present session.

My delegation joins me also in congratulating Mr. Michel Hansenne who was so brilliantly elected on 13 February 1989 to the post of the eighth Director-General of the ILO. His statements from this very rostrum while he was Minister of Labour of his country, Belgium, have already more than adequately demonstrated that he is a fervent defender of social justice, a guarantee for lasting peace.

As regards the reports before us for discussion, the one entitled *Recovery and employment*, has attracted the attention of the workers of my country, Gabon, whose fate is linked with that of their comrades in the zone of Central Africa, on whose behalf I am speaking as President of a subregional organisation, the Labour Organisation of Central Africa.

Economic recovery and the creation of jobs implies a new development concept based on new terms of trade and marketing. I must emphasise here that all these good intentions or measures would have to come after the recognition of the rights of peoples and the sincere respect for dignity and human liberty, both inside and outside our countries.

Within this sphere of activity which defends social justice we must seek mutual understanding, as much between workers and employers as between credit-granting bodies and underdeveloped states; and therefore request the intervention of the ILO regarding the conditions imposed by the IMF and the World Bank aimed only at reducing social advantages, and resulting in discontent, revolt and even social insurrection in the countries which are victims of this injustice. We realise that these two organisations, the IMF and the World Bank, have never imposed conditions which would jeopardise social benefits in the case of developed countries. Thus, for the IMF and

the World Bank the workers themselves are, through their sacrifices, both the remedy for all ills and the vaccine for all epidemics.

At the same time, the employers, of whom little is demanded, or nothing at all, see their profit margins increasing at the expense of the sacrifices of the State and the workers.

The ILO is well placed to denounce this injustice and to firmly recall that the destroyer of any system is, after all, lack of equity; and the sacrifices which are made to re-establish the balance of our economy must be distributed in an equitable manner for economy to benefit all concerned.

In our opinion, rights, freedom and dignity are not synonymous with the proliferation or the right to introduce or abolish measures or destabilise institutions. The new economic order of which less and less is being said should consist of aid or credits to implement the programmes elaborated by governments, employers and workers. To achieve recovery and create employment, it is necessary to meet the conditions for obtaining sufficient credit to attain private and public objectives in the fields of health, education, roads construction and viable private co-operatives.

After cancellation of our ever-growing debts, conditions should be defined by all concerned. The lenders should accord the necessary credits and establish monetary parity and rates of interest, and the borrower would have as the only repayment guarantee the participation of the social partners in the programming and its implementation. This tall order would not upset existing structure but would, on the contrary, generate enthusiasm. All prerogatives would be duly respected.

All this cannot be achieved unless man, the artisan and the beneficiary of development, receives an intensive and accelerated education. The Third World does not have a very great tradition in important and complex management.

Accelerated training in management is, in our opinion, of major importance. It is one of the priority needs for the vitality of our enterprises and the implementation of development programmes in our States. Without this training, and due to the bad state of our enterprises, a true social policy cannot be maintained or even promoted.

Law, liberty, dignity and credibility, to be used properly or to be merited, must be accompanied by gigantic effort, and campaigns will be carried out for many years, thanks to the assistance of the ILO. Management seminars will be organised for managers of large and small enterprises and co-operatives at village level where there is a possibility of discovering latent ability.

In order to achieve economic recovery and create jobs, it is necessary to avoid anti-social measures which could endanger our state institutions. The mass media is only waiting for an opportunity to amplify or extrapolate such possibilities.

International peace and stability remain a precondition for the promotion of development. Development, through the delivery of factories key-in-hand, is at an end, together with its corollary of growing indebtedness. This last decade of the twentieth century requires a balancing of the practice of partnership in small- and medium-sized enterprises as well as in production co-operatives in rural areas. There, in these rural areas, the gloom, the rural exodus, mal-

nutrition and hunger will not be overcome merely by good intentions or speeches.

Furthermore, it must be said that the experts of the ILO have a duty to act upon the observations made in connection with the application of standards in our States; but there is another duty which is also essential, and this is the role to be played by the office of the Director-General. This office must rekindle the flame of tripartism within our States and establish a frank and sincere dialogue between nations. This necessity can be met only through direct contact missions. Standards and reports alone are not sufficient.

It is also part of the trade union vocation to participate in any initiative the objective of which is to protect nature and, in particular, prevent the mortal danger from toxic substances.

We welcome the fact that France and Canada have taken the courageous and humane decision of cancelling the debts of the majority of countries in Africa. But this measure, no matter how courageous and humane, would nevertheless be without any lasting effect if the wealthiest countries continue to lend at the same conditions as now to the poorest countries. The increases in rates of interest and floating rates of exchange will lead underdeveloped States to the same ruin and to the same dead end.

That is why it is the urgent duty of the ILO, of its leadership and of its Governing Body, as well as of the Conference as a whole, to take the necessary steps to ensure that such an economic and human catastrophe will never occur again.

May 1989 be the year of anniversaries of events characterising the evolution of our way of life and the marked change in our attitudes, as our President, El Hadj Bongo, would wish to see and so wholeheartedly desires. His policy is built on dialogue and, therefore, in the spirit of 1919, the spirit of which he has given evidence both within and outside his country, a political attitude which he has applied both in inter-African and international affairs.

The moment is all the more appropriate for the taking of such initiatives, as 1989 is the year of the commemoration of great victories of humanity such as the first evolution and change in attitudes which took place in France, which is today celebrating the bicentenary of the Declaration of the Rights of Man and also such great achievements as the century of the Eiffel Tower. We must not, of course, forget the 70th anniversary of the ILO either.

In referring to the heirs of the past great pioneers who devoted their lives to fighting tyrannical slavery and all abuses of human dignity I am thinking of Albert Thomas, Léon Jouhaux, David Morse and so many others, not forgetting our dear Francis Blanchard. It is our duty and that of the Director-General, to follow the example of these illustrious universalists, using the same weapons with the same conviction and the same persuasion and obstinacy, so that the IMF and the World Bank will understand our anxiety and take it into account. This is the necessary and undeniable condition for economic recovery

and in order to guarantee job creation, the major concern of the 76th Session of the Conference.

Through your influence, the influence of our Organisation on the other United Nations Bodies and the credit-granting organisations, you will be defending and ensuring respect of the rights of peoples, and dignity and human liberty, and you will have done what is essential. The rest will then follow – of this I am convinced.

The PRESIDENT (Mrs. MOLKOVA) – Before I give the floor to Mr. Danieli, Government adviser, Israel, to exercise his right of reply, I would like to recall that the reply should not exceed the limit of three minutes. I give the floor to Mr. Danieli to exercise his right of reply in connection with the speeches given by Mr. Al-Fayez, Minister of Labour and Social Affairs, Saudi Arabia, and Mr. Bozo, Minister of Social Affairs and Labour, Syrian Arab Republic.

Mr. DANIELI (*Government adviser, Israel*) – Some speakers, such as the Syrian Minister of Social Affairs and Labour, apparently do not have much to tell us about labour achievements in their own countries, and therefore find it always easier and more convenient to indulge in base allegations and fantasies concerning the situation of Palestinian workers in the territories administered by Israel.

The Syrian Minister should realise that the relentless pursuit of ill-conceived political goals in the framework of this Conference will not only fail to bear fruit for his own country, but will also prove detrimental to this Conference as a whole.

Delegates are well aware that Syria allows virtually no freedom of association or right to organise and practises repressive policies towards workers, both Palestinians and Syrians alike. The Syrian Government is in complete control of the Syrian trade union movement and workers are not free to form labour unions independent of the official one.

The ILO Committee of Experts has been quite critical of Syrian labour laws and practices, including the existence of a compulsory single trade union structure and restrictions on the workers' rights, which are incompatible with the provisions of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

The Committee of Experts has especially criticised Syrian legislation under which non-Arab foreign workers are prevented from joining or forming trade unions of their own. It has also expressed concern about the Syrian Penal Code under which prison sentences prescribing hard labour can be inflicted.

All this is only the tip of the iceberg. Repression and deprivation of workers' rights has become widespread in Syria in the context of an overall deteriorating economic system. This situation is a consequence of years of entrenched dictatorship. There is no need for the Syrian Minister to dwell on Israel – he has much work to do at home.

(The Conference adjourned at 1.15 p.m.)

Twenty-eighth sitting

Wednesday, 21 June 1989, 3.15 p.m.

President: Mr. Nkomo

DECISION BY SECRET BALLOT ON THE REQUEST BY THE BAHA'I INTERNATIONAL COMMUNITY TO BE REPRESENTED AT THE CONFERENCE

The PRESIDENT – The first item on our agenda today is to decide on the request for representation submitted by the Baha'i International Community. The merits of the request have been discussed at length and, as indicated in the *Daily Bulletin*, we are here now to take a decision without further debate. It has been indicated previously by Mr. Muhr, on behalf of the Workers' group, that he would request a secret vote under article 19, paragraph 11, of the Standing Orders. For purposes of having it put formally, I will give the floor to Mr. Muhr.

Original – German: Mr. MUHR (*Workers' delegate, Federal Republic of Germany*) – In order to exclude all possible doubt and to observe all the procedural rules, I confirm that the Workers' group invokes article 19, paragraph 11, and requests a vote by secret ballot.

The PRESIDENT – We now have a formal request for a vote by secret ballot on the request by the Baha'i International Community to be represented at the 76th Session of the Conference.

This request has been made by the Chairman of a group acting on behalf of his group, in accordance with article 19, paragraph 11. It is therefore valid.

In conformity with article 19, paragraph 12, we must first designate three returning officers. The proposals of the three groups are as follows: Mr. Nabian, Islamic Republic of Iran, for the Government group; Mr. Hernandez, the Philippines, for the Employers' group; and Mr. Vanni, Italy, for the Workers' group.

If there are no objections, I consider these proposals adopted and I would be grateful if the returning officers would take their place on the platform at the table situated on my right.

(The returning officers take their place on the platform.)

The PRESIDENT – We shall now take the vote and we shall proceed in the following way. Ballot papers have been prepared with sections marked "Yes", "No" and "Abstention". The Clerk of the Conference will proceed to a roll call. As each delegate's name is called, he should go first to the platform on my left where he will be given a ballot paper. He will then go to the speakers' rostrum in front of me to fill in the ballot paper by marking the appropri-

ate square with a cross. If I may explain a little further, if you wish to say "No" you mark an "X" in the square against "No"; if it is "Yes" then it is in the square against "Yes"; and if it is an abstention then it is in the square against "Abstention".

Once he has done so, he will proceed to the table in front of the returning officers, indicating to them clearly his name, his national delegation and his status, that is, delegate or duly authorised substitute, within the delegation, and then drop his ballot paper in the ballot box.

I must point out that a ballot paper bearing any mark other than a cross in the chosen square will be declared invalid.

Original – Arabic: AL-OMAR (*Government adviser Kuwait*) – I would like to ask the President to clarify whether the question being put to the vote is the one mentioned in the *Daily Bulletin*, that we are asked to express our opinion on whether we agree to give the Baha'i International Community observer status. Those in favour of granting such status should say "Yes", and those who are opposed, "No"; those who would like to abstain should mark the appropriate square. I would like clarify this and after this is clarified I would reserve my right of reply.

The PRESIDENT – The substantive matter we are voting on is a request by the Baha'i International Community to be represented at the 76th Session of the Conference. If you want to accede to the request, you should put your "X" on the appropriate square, which is "Yes". If you oppose the request, you should put your "X" under "No". If you are abstaining, you should put your "X" under "Abstention".

Original – Arabic: AL-OMAR (*Government adviser, Kuwait*) – Based on your clarification, I would like to say that the position of my country is to abstain.

The PRESIDENT – We are now going to vote and the President does not want to be informed about the intentions of any delegation.

(A vote by secret ballot is taken.)

The PRESIDENT – The result of the vote on the request by the Baha'i International Community to be represented at the 76th Session of the ILO Conference is as follows: 152 votes in favour, 30 against, 207 abstentions, one blank vote, and 11 invalid votes. Since the quorum is 253, the request by the Baha'i

International Community to be represented at the 76th Session of the Conference is denied.

I have a request for the floor from Mr. Hammond, Government adviser, Canada, to explain his vote.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – The Canadian Government regrets the decision that the Conference has taken though of course it respects it. The reason that we regret it is that, as is widely known, the organisation in question is an organisation with consultative status with ECOSOC and UNICEF and collaborates with the World Health Organisation, the Food and Agriculture Organisation, the United Nations Development Programme and the United Nations Environmental Programme. It is an NGO that takes a keen interest in the subject of human rights and is a member of the Special Committee of NGOs on Human Rights. We therefore regret that this request was not acceded to immediately in accordance with the normal practice in the ILO. My Government hopes that this organisation will not be discouraged by what has happened today.

The PRESIDENT – The matter has been discussed twice in committee and twice in plenary and has now been voted upon. I would therefore be extremely reluctant to reopen the debate on the issue.

I give the floor to Mr. Muhr on a point of order.

Original – German: Mr. MUHR (*Workers' delegate, Federal Republic of Germany; Vice-Chairman, Governing Body of the ILO*) – The point of a secret ballot is that nobody can thereafter give an explanation which, directly or indirectly, challenges the result. I therefore think that what Mr. Hammond has just said is not acceptable, and I ask you to insist that no statement should be made which identifies the way in which a country has voted.

The PRESIDENT – I give the floor to Mr. Hewitt on a point of order.

Mr. HEWITT (*Government adviser, United Kingdom*) – I have heard what the Workers' Vice-Chairman of the Governing Body said. I see nothing in the Constitution or the Standing Orders of this Conference which prevents anyone explaining their vote. It is an absolutely democratic issue that anyone who wishes to explain his vote, even when the vote has been taken by secret ballot, can do so. I would like to ask that this Conference respect its own rules of procedure.

The PRESIDENT – Since nothing is specified in the Standing Orders of this Conference in this respect, then the ruling of the President, who is required to conduct the proceeding in the best possible manner, should be respected. My ruling, since a vote has been taken is that, there shall be no further debate of the issue. However, since five people have requested to speak I am prepared to allow each to speak for one minute.

Mr. MATTSON (*Government delegate, United States*) – After the hours that have been lost in past plenaries on this issue, I find it quite unreasonable to have to speak for one minute only. Nevertheless, I shall comply.

This is a day of shame for this Organisation which my Government shall not soon forget. In this city of Geneva a long-time centre of religious tolerance and diversity, in this Organisation which is celebrating 70 years of progress in the field of workers' rights and labour standards, today for the first time in the history of the Conference you have denied a non-governmental organisation the right to observer status on the basis of religion. We shall not forget it.

Original – Arabic: Mr. AL-OMAR (*Government adviser, Kuwait*) – If there are some who express regret at the democratic decision taken by the Conference, I should like also on behalf of the Islamic group to express our regret that there are some who are against democracy. It is up to them not to participate in this Conference if they do not believe in democracy. I should like to voice my objection to the statement by the representative of Canada, Chairman of the Selection Committee, who has misguided the Committee by citing erroneous information regarding observer membership in various organisations.

Original – Arabic: Mr. AL-YAHYA (*Government delegate, Saudi Arabia*) – In the Name of God, the Merciful, the Compassionate! I respect the decisions of the Conference and I respect the voting. We had previously voiced the opinion that we should be very careful of voting, but since it was decided to take a vote I should like us to close the matter at that and not reopen the debate. If any delegate wishes to explain his vote or that of his country, let his remarks be limited to that. To attack the voting conducted by the Conference is totally unacceptable to us.

Mr. NABIAN (*Government adviser, Islamic Republic of Iran*) – In the Name of Allah, the Merciful, the Compassionate! Allow me on behalf of the delegation of the Islamic Republic of Iran to support your ruling, Mr. President, that the debate should not be reopened after the results of the votes have been announced. I also wish to make two points for the record: first, the regret that was expressed by a Government delegate here should be interpreted as his regret for not having been able, both in the Committee and in plenary, to impose and dictate his views upon others; secondly, I would like to object to the incorrect information provided by the Chairman of the Selection Committee.

The PRESIDENT – I give the floor to Mr. Hewitt, Government adviser of the United Kingdom. But first Mr. Hussami, Government adviser, Syrian Arab Republic, wishes to speak on a point of order.

Original – Arabic: Mr. HUSSAMI (*Government adviser, Syrian Arab Republic*) – In accordance with article 14, paragraph 3, of the Standing Orders, no delegate has the right to speak more than once on the same amendment or proposal or resolution without special permission from the Conference. Mr. Hewitt has already spoken and is now asking for the floor once more. He has no right to do so and I therefore ask you not to give him the floor again, Mr. President.

The PRESIDENT – The first time Mr. Hewitt took the floor was on a point of order. Mr. Hewitt, you have the floor.

Mr. HEWITT (*Government adviser, United Kingdom*) – Thank you Mr. President. I am sorry that this is causing you trouble, and I congratulate you on your chairmanship.

I would like to explain the vote of the United Kingdom Government delegation. The United Kingdom Government delegation voted in favour of the Baha'i International Community being invited to be represented at this Conference. In our view the Baha'i International Community is a well-known and distinguished NGO with full consultative status with ECOSOC and many other bodies of the United Nations family. We think it is highly regrettable that such a body should have been excluded from this Conference on religious grounds, albeit on the basis of a technicality in the absence of a quorum.

It is a sad day for the ILO, and seems to be contrary to the past proud tradition of tolerance of this Conference and of this Organisation.

Original – Arabic: Mr. AL-JASSEM (*Employers' delegate, Kuwait*) – In the Name of God, the Merciful, the Compassionate!

I should like to thank you once more, Mr. President, for your tolerance and patience. I should like to thank you and all those who participated in the vote, since this marks the adoption of a historic position vis-à-vis movements against Islam.

If there is anyone here who is not satisfied, I should like him to understand what real democracy is. This is a day on which the Conference has shown a real historic appreciation of democracy.

The PRESIDENT – I thank the Employers' delegate of Kuwait and assure him that the President and all his colleagues have always done their best in conducting the affairs of the 76th Session of the Conference. We would, however, like to count on the support and understanding of the delegations here because the success of this session depends very much on an objective approach to the issues before us.

There being no other delegations wishing to speak on the matter, the issue of the request by the Baha'i International Community is now closed.

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT – We will now proceed with the discussion of the reports of the Governing Body and the Director-General.

Original – German: Mr. TEGTMEIR (*Secretary of State, Federal Republic of Germany*) – Firstly, on behalf of the Federal Republic of Germany, I should like to associate myself with the numerous speakers who have congratulated you, Mr. President, on your election and at the same time to wish you every success in conducting the debates of this 76th Session of the International Labour Conference.

At this point I should also like to express the gratitude of my Government to Mr. Francis Blanchard for all he achieved at the head of the International Labour Office. During his many years of activity within the ILO, including the last 15 years as Director-General, Mr. Blanchard personified the ideals and aims of the Organisation. He managed to steer

the ship of the ILO, at a very difficult time, safely through rocks and shoals, so that it could assert and consolidate its leading role as the social conscience of the world.

I should like, from this rostrum, to extend a special greeting to Mr. Michel Hansenne, the new Director-General of the International Labour Office. Through his earlier activities in various ministerial posts in Belgium, he has already given proof of his special commitment to the basic values of our Organisation. As Minister of Labour, Mr. Hansenne was a strong champion of social dialogue, without which he believed that there could be no lasting settlement in the field of industrial relations. He was one of the first to allude to the economic and social dimensions of the coming together of the people of Europe – with an eye to the single European Market of 1992.

May I say, in this connection, that the Commission of the European Communities submitted a Preliminary draft Community Charter of fundamental social rights in May this year. I welcome this draft because it brings the previously abstract discussion of social problems down to concrete specific themes. This solemn declaration can only, however, be viewed as a first step. We must have a common end, namely to produce precise binding minimum standards. These minimum standards must be spelled out very clearly if we are to avoid possible sources of friction affecting workers which could arise for instance in the case of contractual workers employed in foreign countries or differing regulations on the weekly day of rest. It is not only, I feel, in our common interest to reach certain basic standards on social questions within the European Community; it is essential. The Common Market has both social and economic dimensions, and hence both employers and workers must strive together to attain this objective.

We shall more readily build our "house of Europe" if we combine economic integration with a definition of our social goals. It would be particularly advisable to set out with limited – but stable and specific – binding standards rather than more declarations of intent. The ILO has shown that it is possible to attain such minimum standards, with its almost 350 Conventions and Recommendations.

The Director-General's Report this year once again deals with a burning issue; it indicates how economic growth can be harmonised with social progress and how we can reduce world-wide unemployment which is acute, even though many countries are experiencing a welcome economic upturn. The Director-General rightly says that without employment, there can be no human dignity. I agree that the prerequisite for any progress is growth but that this growth first and foremost create jobs and alleviate poverty. This is confirmed by developments in the Federal Republic of Germany where the economy is doing very well indeed. We are now in the seventh year of a continuous economic boom and prospects for the future are also good. Since 1983 our gross national product has increased by 15.6 per cent. This economic boom has also affected the labour market and considerably eased the situation. The number of employed has increased sharply; since 1983, the number of actively employed persons has risen by 1.2 million. A halt has also been put to the increase in unemployment: indeed unemployment has actually fallen and, for the first time since October 1982; it is under the 2 million mark. But we shall not rest on

our laurels; we need to make additional efforts. After consultations and agreements with the social groups, further efforts will be made to offer work to the long-term unemployed. This programme will begin in July 1989.

At the international level we have most unhappily to agree with the Director-General that, despite a considerable growth in the world economy, very many Third World countries are getting ever poorer. We in the industrialised countries are to some extent responsible for this and we do not deny it. In many quarters, it has been stated that the crucial issue is the foreign debt. The ILO, with its predominantly social aims, is not necessarily the right institution to discuss strategies to overcome this problem. Financial policy has to be discussed in other bodies, namely those dealing with finance and economy. However, let me say that my Government takes its responsibilities very seriously and acts in accordance.

Action is being taken to improve the position of the poorest and the highly indebted countries. The Federal Republic of Germany has already completely written off the debts of the most indebted countries. The total release agreement for the poor sub-Saharan States of Africa amounted to 4.4 thousand million German marks. At the same time it wrote off these debts, the Federal Republic provided financial help in the form of extra credit to the least developed countries. Furthermore, it improved its loan conditions. The countries most severely stricken by price increases have been offered particularly easy credits over 40 years, at 0.75 per cent interest, with the first ten years free. Indeed, in sub-Saharan Africa, all the countries, with two exceptions, have already been granted subsidies or credit on highly favourable terms.

In the field of development assistance, both bilateral and multilateral, we are contributing towards the establishment and modernisation of the urgently needed infrastructure – as advocated by the Director-General. The Federal Republic is also concerned about encouraging the efforts made by the developing countries themselves to reform their economies and to deal with obstacles to development. At the same time social and cultural points of view are also given consideration in the planning and implementation of these strategies.

In no field more than in environmental protection, international co-operation produce truly effective and lasting solutions. The protection of the world climate and atmosphere, the protection of endangered species and oceans and the protection of our forests are matters affecting us all and they are a challenge to the whole world. The Federal Government has adapted its practices to these considerations. When financing development projects, we make it a rule to ensure that they do not harm the environment. We propose that, in connection with the resolutions before us concerning environmental protection, other countries and international organisations should also take these precautions.

When undertaking our various actions, we should not forget that in a world which is growing steadily smaller, multilateral co-operation is also extremely vital in the social sector. Only together can we tackle world-wide problems such as: unemployment; inadequate social security; and social infrastructure, consisting of social administrations and a framework for

collective bargaining. This is not a new idea however; it is very topical and requires urgent attention.

At the beginning of this Conference, when the President of the Swiss Confederation was present, much was said about the conditions in which the ILO came into being and about its activities. Allow me to say the following with regard to the significance of this 70th anniversary.

These 70 years bear witness to our Organisation's steady endeavours to improve the conditions of life and work of workers throughout the world. The experiences of the First World War are reflected in the first sentence of the Preamble of our Constitution: "Universal and lasting peace can be established only if it is based upon social justice". It goes without saying that a lofty statement, advocating noble objectives, will not necessarily be applied. But we have an impressive number of 168 Conventions and 176 Recommendations and this means that we are a step nearer to the goal of attaining social justice. Nevertheless, much remains to be done. At this session of the Conference, for example, we are discussing the adoption of standards on night work and the use of chemicals at work. There are also proposals for other standards; I can only recall the report of the Ventejol Committee of 1986. We must also cope with new challenges, which have emerged as a result of social and economic change.

With regard to these latter, we can no longer ask whether new technologies should be used or not. We must rather ask ourselves how we can use these new technologies for the greater social good of all. How can we make optimum use of these technologies and reduce the risks? Technical, economic and social progress must go hand in hand. We must, therefore, at one of the next sessions of this Conference, decide on minimum standards concerning the protection of workers' social rights when new technologies are introduced.

The demands made upon the ILO in 1919 were not new at the time. They were the result of the social movement of the nineteenth century. The workers' movement, but also the socially conscious representatives of the bourgeoisie, were also demanding both national and international protection of labour. Mr. Muhr, on 8 June of this year, recalled the demands made at the International Labour Congress of 1889, held in Paris.

At the same time, I should like to remind you of the first International Conference of Protection of Labour, which was held in 1890 in Berlin at the initiative of the Swiss Government. One hundred years ago, the Berlin Conference made a number of recommendations to governments; these covered such areas as night work, which brings us to our discussions at this session of the Conference. The President of the Conference, Mr. Nkomo, and the Chairman of the Governing Body, Mr. Mensah, both referred, with gratitude, to this Conference in Berlin at the beginning of the Conference. Next year we shall be remembering that it took place 100 years ago and that it was a forerunner of the International Labour Conference; it bears witness to the long social tradition which exists in my country.

Seventy years of the ILO mean 70 years of activity for human rights, which necessarily include the rights of workers and trade unions. Last year we commemorated the 40th anniversary of the adoption of the Universal Declaration of Human Rights and the

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). Our action in the field of human rights is still, unfortunately, extremely necessary. Political developments in the recent past show human rights can be grossly infringed – even when the world is looking on. It is unacceptable that people demonstrating peacefully for freedom and democracy can be made to pay for their demonstrations. I must also recall that last year we asserted that human rights are an integral part of human nature and human dignity. They are inalienable rights and apply throughout the world, irrespective of the period in time, the prevailing social system, the government in power, or whether or not they are reflected in a country's legislation. Human rights must therefore be made an issue wherever they are infringed. We are not interfering in the internal affairs of other States if we raise our voice against the neglect of human rights. This is a matter for human solidarity.

The Federal German Parliament has expressed its dismay and concern about the bloody repression of the peaceful demonstration of students and unarmed civilian persons in China; indeed, all political groups joined together in making a common statement on this matter. Our contacts, which started out so promisingly, will only bear fruit if the Chinese authorities conduct them in a spirit of respect for basic human rights and are prepared for dialogue and openness.

In concluding, I should like to say that the ILO has achieved much in the past. Freedom, democracy and social justice are making progress throughout the world and our discussions will contribute even more towards that end. The ILO has an important task before it. The challenges of the nineties will lead to new challenges, but also open new doors.

With its objectives in social policy, it can contribute towards attaining peace and understanding between member States, without which there can be no lasting peace in the world.

Original – French: Mr. ZINSOU (Government delegate, Benin) – On behalf of the delegation which I have the honour to head at the present session and in my own name, it is with pleasure that I address to Mr. Nkomo my warm congratulations upon his election to the Presidency of our Conference. Given his lengthy experience and his competence acquired at similar international gatherings, as well as that of the other Conference Officers, I am convinced that the work entrusted to his able direction will be successful.

Accordingly, I should like to address my cordial and amical congratulations to Mr. Michel Hansenne, our new Director-General, upon his brilliant election on 13 February 1989. I am convinced that, taking into account his keen intellect and his sense of dialogue, he will succeed in furthering, consolidating and enriching the ILO, both in terms of its principles as well as its objectives of peace, justice and social progress.

We are once again in this great forum of the Palais des Nations, a memorable site in contemporary history, to reflect upon one of the most preoccupying topics for our countries and our governments.

Complying with tradition, the Director-General has submitted his annual Report to us, the first part of which has to do with economic resurgence and employment, whereas the other parts concern the activities of the ILO, carried out during the year 1988.

In expressing my full agreement with the central theme which has been submitted for our reflection, I am keenly aware of the extent of the resources made available by our Organisation to sustain the actions of the Director-General within the context of technical co-operation throughout the whole of the past 12 months.

In this respect, I should like to express my great appreciation to all those involved and who have contributed to the preparation of the present Report.

Indeed, the global destabilisation of the economy, the marked slow-down in exchanges on a world-wide basis, the slackening of the multiplier effect, the persistence of major financial imbalances, the ever-increasing indebtedness, particularly of the developing countries and the severe testing of international co-operation, have been the main topics of the Report presented by the Director-General of the ILO to this session.

Moreover, I think it is necessary to point out that the merit of this Report is that it is based on proposals made by the Director-General for strategies to provide impetus for restructuring on a short-, medium-, or long-term basis of our destabilised national economies.

As you will appreciate how can we not be impatient to come to grips with a theme as preoccupying and as relevant?

That is why I should like to say on this occasion that to try to restore the world economy with the establishment of a new job-creating strategy in view, appears to me to be an attractive undertaking, both in terms of its form and its substance. But how many articles have already been devoted to this subject by well-informed specialists?

How many international and national seminars have dealt with the subject? And yet, unemployment and underemployment have constantly grown in our countries. At this stage of the debate, therefore, I wish to point out that I am among those who believe that the international community can no longer continue as in the past two decades, to expose the problem of unemployment without attempting to resolve it.

For my part, I consider that the problem of employment, or quite simply that of development, is among the priorities which must be addressed without any further ado.

It is no longer a question of scholarly debates on the limits of economic growth, but rather one of setting into motion all the national productive forces in the service of another group which would find its *raison d'être* in the new order; because the level of violence observed in various parts of the world, the demand of social organisations for a possible reform of present economic structures are historic signals the manifestations of which defy the international community at times, rendering the ILO powerless as an instrument of social policy throughout the world.

I know that our Organisation, since its establishment, has always defended the social objectives of development, but its efforts, although successful in bringing about changes in certain parts of the world, have not been sufficient to overcome the institutional obstacles in other regions, and thus sweep the continent to which I belong towards harmonious and integral development.

It therefore seems essential for the ILO to intensify its activities to combat not only unemployment and

underemployment, but also poverty and want which have acquired ever-increasingly disturbing dimensions in our States.

Indeed, the classical system of development implemented in our countries, based upon economic growth, has merely accelerated the impoverishment of a large number of our populations, who, at a point in the history in our societies, placed all their confidence in that system.

It is not for me to criticise an economic system which has not lived up to the hopes and expectations of millions of people who are today fighting for their survival.

Nevertheless, it seems appropriate to remind this Conference that the structural adjustment programme, as a new remedy, should give impetus to our strained national economies and must also consider their social dimension in order not to accelerate unemployment, poverty and want in our young States.

Similarly, I am greatly pleased at the conclusions of the High-Level Meeting on Employment and Structural Adjustment which was held in November 1987 in Geneva.

However, I must emphasize that my Government, in supporting the conclusions of that meeting, wishes to see them put into operation very rapidly in order to complement the efforts of our countries in their struggle for social and economic recovery.

Beyond these considerations, my country is among those who believe that the solution of the problem of employment, as it arises today, necessarily involves four strategies.

The first consists in ensuring dynamic and effective follow-up of all the actions conducted by our Organisation over the past ten years in this field.

In this context, our Organisation must now take stock of the World Employment Programme launched a few years ago. The second strategy involves the reorientation of vocational training, both of dismissed workers and of young workers with or without diplomas, whose ever-increasing numbers are constantly disrupting the data of the employment market.

The third strategy should be guided by the concern for controlling the population growth in our countries.

Particularly in the case of training and the rapid insertion of young graduates and the unemployed, the ILO will have to work out specific programmes capable of supplying the latter with the appropriate qualifications for them to satisfy the requirements of new jobs.

The ILO will also have to elaborate a programme for a meeting at the highest possible level with the competent international institutions in the field of education, with a view to defining a common platform for collaboration capable of reorienting employment trends.

As for population growth, I am aware of the cultural problems that are involved in birth control in certain parts of the world. But, in the interest of promoting employment, it seems to me to be important for the ILO seriously to examine the problem of converting population growth into a process of providing appropriate training and of adapting employment to the technological civilisation.

The fourth strategy also touches on the cancellation of the debts of the least advanced countries. In-

deed, how can we revive our national economies, how can we create new jobs, when our countries can no longer stand up on their own because they are bowed down by chronic indebtedness.

This is why it seems to me appropriate to emphasize that, given the prospects for an improvement of the employment situation and a possible new economic resurgence, the international community will have to think again about the debt problem and define a new strategy, given the state of indebtedness of the developing countries.

In this respect I am pleased to affirm here that France and Canada have already perceived this need and today are examples to be followed by other industrialised countries.

On this occasion I wish to express to these countries my feelings of satisfaction at their partial or total writing-off of the debts of certain of the poorest African States.

These are the thoughts that come to mind when I consider the central theme of the Report of the Director-General of the ILO, submitted to the Conference.

Turning to the other parts of the Report, which basically deal with the activities of the ILO during 1988, the Director-General, as custom requires, has clearly set out the various activities in the fields within his province; namely, international labour standards, practical action professional training and regional activities.

In full appreciation of all these activities under the leadership of the Director-General, I should like, on behalf of my Government, to express to him my most sincere thanks for the attention he has always paid to the development of Africa in general and the People's Republic of Benin in particular.

Taking into account my country's interest in the problem of training and the promotion of the informal sector for job creation, I venture to hope that the Director-General of the ILO will continue to respond favourably to our needs in this respect as he has always done in the past.

There is no doubt that the economic and social progress of mankind, the real improvement of living conditions for all the workers of world, as well as international co-operation, are possible only if peoples live in peace and social justice, regardless of their colour, their race and their political and ideological convictions.

Mr. MORTON (*Workers' delegate, United Kingdom*) – I am likely to be among the last of the speakers to congratulate the President and the other Officers of the Conference, on their election, but I hope I am among the first to congratulate the President on his guidance afforded to the 76th Session of the Conference during the last two weeks. As in many previous years, this has been exemplary. I should also like to congratulate the new Director-General, to wish him well and to assure him of the full support of British trade unionists in fulfilling his most exacting and vital role in line with the best traditions of this Organisation. British workers would wish me to express deep satisfaction at the presence among us of our friends from Solidarnosc in Poland, who persevered in the fight for trade union freedom and who have won a victory for independent unions everywhere.

This is a historic session of the Conference. The ILO has reached three score years and ten but I believe that the Director-General, a young man himself, is already aware of the vigour of this Organisation. The Conference has already involved sharp debate and controversy, some of which has been inevitable when we have been tackling issues which have real meaning for working people. The ILO is regarded by informed people in the United Kingdom pre-eminently as a staunch and honest advocate and defender of basic human rights at work. These rights – to freedom of association, to freedom from discrimination and forced labour – are fundamental to any society that claims to be civilised. Most governments would find that difficult to deny; so would the majority of employers. And yet every day there are attacks on these rights, sometimes subtle, sometimes open and sometimes brutal.

I do not wish to take up much time by dealing with the position in my own country, but I must just remark that in the United Kingdom the trade union movement, the largest democratic voluntary organisation in the country, continues to face bitter ideologically inspired antagonism from the Government. This antagonism has not only led to a number of complaints to this Organisation (virtually all of which have been upheld) but which has deprived the British people of the contribution that the trade union movement could make to the formulation of economic and social policies.

I listened with great interest to what the distinguished Secretary of State for Employment, Mr. Fowler, speaking of industrial relations reform and workers' participation, had to say this morning. Notably absent from his contribution was any reference to the vital role in workers' participation and representation of democratic trade unions, the only institutions through which their collective interests can be effectively represented.

Now the ILO has, of course, a wider international role. Time and time again, delegates to this Conference give practical examples of the interdependence of nations and peoples around the world. Governments are sometimes slow to wake up to the fact but few, if any, would argue that a single country acting on its own can hope to tackle effectively the massive problems confronting its people. For example, if we think of the crushing burden of debt on many countries, it is absolutely clear that international co-operation is essential if we are to confront this crisis. The great majority of workers at this Conference had high hopes, not yet completely banished, that a resolution of this Conference would add to and strengthen the work already undertaken by the ILO on this crucial matter. The Director-General's Report, *Recovery and employment*, is a fitting tribute to the great contribution that Mr. Francis Blanchard has made to the ILO. It is also a valuable contribution to an analysis of this problem and it reminds us of the harsh realities involved. In some countries we have come to expect continued material progress as inevitable, and yet in 1980 there were 820 million people living in absolute poverty. This figure has now risen to 950 million. The phrase "living in absolute poverty" is misleading; it would be more accurate to say "dying in and from poverty". And if a sense of humanity or pity is not enough to stimulate new action, the Director-General reminds us that the debt crisis is a major impediment to the expansion and growth of the

world economy. For those who – even in the face of bitter experience – persist in advocating the "pull yourself up by your own bootstraps" approach, the Director-General again advises us that "a global solution is an absolute requirement. Debt and terms-of-trade problems cannot be overcome at the national level even if the political will to do so exists".

In referring to structural adjustment, the Report has another lesson for those who would attempt to ignore trade unions. Commenting on the value of the 1987 High-Level Meeting on Employment and Structural Adjustment, the Director-General declares that it "helped to advance the idea that structural adjustment can be attained at minimum social cost so long as there is strong commitment to doing so based on social consensus and tripartite consultations".

I fear that in my own country "consensus" has come to be regarded by some as a rather dubious foreign concept, but recent political events suggest that this may change in the not too distant future.

Of course, co-operation across national boundaries is never easy. To achieve it, you need suitable institutions as exemplified by the ILO with its unique tripartite constituency, its experience and its ability to develop practical programmes and plans. It brings people and nations together in order to achieve common objective. Co-operation always involves some sacrifice; it often means subordinating narrow interests, at least for a time, in order to win greater and wider interests. Even more importantly, it involves integrity and solidarity in honouring commitments.

In the European Community that principle is well understood by most. All 12 governments see great economic and political advantages in a wider Community. All have accepted commitments which mean that in important areas, perceived national interests may be overridden by a majority vote. All, save one, accept that the Community can never achieve its full economic potential and never become the force for good in the world, which it is capable of being, unless social protection goes hand in hand with economic integration and with the disruption that integration can bring to the working lives of more and more Community citizens. Most heads of governments in the European Community find it incredible that one of their number can describe modest information and consultation rights for employees as Marxist. We hope that the United Kingdom will return to its noble traditions and soon again uphold social justice, human rights and the value of dialogue.

The Director-General's Report deals with another matter in which both international co-operation and full involvement of the social partners at all levels – genuine tripartism – are essential: the question of the environment. The Workers' group at this Conference again had every hope that a valuable resolution on this matter would be adopted. It would represent a unique breadth of co-operation between workers' organisations, governments and employers. It would illustrate what the Director-General describes as a newly awakened strong sense of common destiny. "Conservation and restoration of the environment, construction and modernisation of needed infrastructure – these", he says, "are the immense tasks that must be undertaken without delay", and he suggests a novel conversion of some of the savings that could result from reductions in the present inordinate levels of arms expenditure. It is a proposal that merits strong consideration.

I can speak with confidence for British working people in welcoming the positive evolution of international discussions about détente and disarmament. We see the tremendous chances that this gives us for tackling world poverty, disease and hunger around the world. I remember the point in the Brandt report – the resources used on a half day's arms expenditure would be enough to defeat malaria finally. Let the international community get down to that problem.

And I speak for British workers in expressing our strong sympathetic interest in the developments that are occurring and being openly discussed in the Soviet Union, Hungary and Poland. As trade unionists, we note in particular the official recognition of the paramount trade union role of defending working people, independently of other considerations. We note the official recognition of the right to strike. I hope that soon there will be a recognition by the Israeli authorities of the rights of Palestinian workers to have their own independent trade unions. I join with the Director-General in saying that such a move, called for by the ILO, could go a long way towards relieving the intolerable working and living conditions of the Palestinian people and the tensions and sufferings which afflict them.

Finally, let me return to the institutions that I am proud to represent here today: the trade unions. Just as the ILO is celebrating an anniversary, so is the International Confederation of Free Trade Unions, an organisation that plays a valuable role within this Organisation and elsewhere. The ICFTU's annual survey of the violation of trade union rights, published the other day, makes grim reading. It reinforces what we know from the work of the Committee on Freedom of Association, from the Committee of Experts and from the Committee on the Application of Standards: that trade unions are the first targets of repressive regimes and that in trade unions, as generally, the price of liberty is eternal vigilance.

Even in democratic countries, we have to be on our guard against sophisticated arguments advanced to justify restricting trade union development or to give spurious backing to a claim that unions are no longer relevant to employees' needs or aspirations. I was reading the other day an account of this thinking. It said that the quickening pace of technological change was destroying jobs, especially in sectors where trade union membership was very high. Skills were being diluted and there was a great pressure to reduce wages especially when unemployment increased to 11 per cent. Production was speeding up; employers were on the offensive and encouraging strike breaking; and the government, courts and parliament took a series of decisions which undermined trade union rights. It sounds very familiar. Similar challenges are facing many of our organisations around the world. It is a grim picture – not holding out much ground for optimism for unions. But what I was reading was written 100 years ago. That was the description of the situation precisely 100 years ago, when trade unions were on the threshold of a great advance in membership and influence.

We can take confidence in our past and so, we believe, can the International Labour Organisation.

Original – French: Mr. SAMPEBOGO (Government delegate, Burkina Faso) – Speaking on behalf of the delegation of Burkina Faso, I should like to warmly greet all of the tripartite delegations, mem-

bers of the Governing Body, the Director-General and his staff and all those who in one capacity or another have taken part in the work of this session.

I should also like to congratulate sincerely the President on the occasion of his election, as well as all of the Officers for the responsibilities entrusted to them. I wish them every success for organising the debates of the Conference.

Although a special sitting was devoted to honouring Mr. Francis Blanchard, I should like to wish him a good retirement. For 15 years he competently headed the ILO; 15 years during which the International Labour Organisation experienced a remarkable increase in activity. Finally, we should like to express our encouragement to Mr. Michel Hansenne, the new ILO Director-General. We wish him every success as Director-General.

This session of the Conference is taking place in a particularly difficult context for the developing countries. We note with interest, however, that the Director-General's Report calls on us to examine a burning issue of our time: "Recovery and employment". The Report gives an account of the difficulties of the world economy in the 1980s, as well as the disastrous impact that this has had on social progress particularly in developing countries.

The importance of this subject prompts us to share our view on the matter. We find that the structural adjustment policies that raised so many hopes have shown their limits.

More specifically, the deterioration of the terms of trade, the growing indebtedness of the countries of the South and, in general, the international economic crisis have led many poor countries to the precipice with the following consequences (among others): worsening of the level of poverty; slow-down in the rate of job creation; deterioration in the quality of employment with the concomitant substantial reduction in earnings.

To this already dark picture must be added a significant reduction in development aid.

With respect to this situation, it is not surprising that all the studies reveal a rather perverse situation in international economic relations, characterised by the massive transfer of capital from the countries of the South to those of the North.

All in all, while there are some scattered islands of growth, the current economic environment presents a difficult situation in which hundreds of millions of workers are seeing their working and living conditions dangerously threatened.

What is even more serious, however, is that the future prospects are no less alarming if one believes the different studies carried out on this subject.

Although Burkina Faso has been cruelly struck by the international crisis, it has nevertheless continued to make enormous efforts to ride out the storm or at least to soften the impact – particularly the social impact.

The adoption by the Government of a certain number of measures, even if of limited scope, undeniably sets out the concern of the Government to protect the population from the horrors of the breakdown in the international economic system.

These measures include: the strengthening of tripartism by the adoption of a national labour convention aimed at facilitating the best possible balance between economic development and social progress; the continuation and even intensification of activity

in the area of housing policy construction of social housing, large-scale housing development, etc.; the intensification of the campaign against illiteracy and strengthening research activities designed to improve the quality of the classic education system; the improvement of living and working conditions in rural areas, through sinking of wells and construction of dams, with the consequent creation of some modest paid employment. Although these are useful measures, they are only of limited and partial effect and cannot cure the ill. Our country is convinced that the solution to its problems ultimately lies with the international community in the form of collective and concerted action.

Burkina Faso therefore considers that it is not superfluous to again call on the international community and particularly the industrialised countries to realise once and for all the need to seek a comprehensive and world-wide solution. Such a solution would require: a systematic lowering of all protectionist customs barriers; the restoration of the terms of trade through the revaluation of the commodity prices paid to countries of the South; a resolution of the debt problem.

We are convinced that the International Labour Organisation can and should play a special role in this area.

Before I conclude my intervention, I should like to take advantage of this rostrum to ask our august assembly to vigorously condemn the transfer of toxic waste to the developing countries.

I hope that these few ideas will serve to further enrich the Report of the ILO Director-General. With a wish for every success in our work: country or death, the victory is ours!

(Mr. Nkomo takes the Chair)

Original – French: Mr. HABİYAKARE (*Minister of the Public Service and Vocational Training, Rwanda*) – At this moment in time, when we are celebrating the happy occasion of the 70th anniversary of the International Labour Organisation, it is a pleasant duty for me to address to our dear Organisation and all its Members, on behalf of the working people of Rwanda, and of its President, Major-General Juvénal Habyarimana, as well as in my own name, our most sincere wishes for prosperity and happiness, for long life and full success in all the objectives which the ILO has set itself.

I take this opportunity of addressing my warmest congratulations and greetings to Mr. Nkomo on his election to the Presidency of this 76th Session of the International Labour Conference, whose work he is co-ordinating with enthusiastic competence, to the great satisfaction and joy of all participants. I have no doubt that his moderation and wisdom, well known beyond the frontiers of his native country of Zimbabwe, will contribute largely to the success of these present sittings.

You will permit me also to take this opportunity of addressing my congratulations to the new Director-General of the International Labour Office, Mr. Michel Hansenne on his recent brilliant election to the head of this Organisation, to which Rwanda is proud to belong.

We wish him full success and we pledge our full collaboration and availability to contribute, within the limits of our means, to the continuing construc-

tion and consolidation of this great humanitarian edifice of the ILO.

The commemoration of the 70 years of existence of the ILO is a happy opportunity for us to celebrate, in an atmosphere of serenity and realism, free of ostentation and illusion, 70 years of tireless labour, of dignified sacrifice, and also of the remarkable merits of our Organisation which, over the course of the twentieth century, has constantly been the standard-bearer of all those who defended human rights in general and the rights of the working masses throughout the world in particular.

We can rejoice, congratulate ourselves and feel satisfied with the numerous and important achievements of the ILO within the world of labour. And this Organisation is quite right to be proud. Looking back over the long and hard path which it has taken since 1919, it has always courageously overcome many obstacles and the difficulties, without ever faltering.

This glorious past of the ILO, rich in humanitarian lessons, has shown us the value of solidarity among individuals, peoples and nations. Moreover, it is this solidarity among people, and more particularly among the social partners in the world of labour which, in 1919, fortunately led to the germination of the seed of this Organisation and which, throughout the ages and throughout history, has supplied the yeast for vigorous growth and universal expansion.

It is, therefore, with admiration and confidence that my country and my people without hesitation recognise the ILO's authority and competence to act as our guide and our informed counsellor in the steps which we are to take, assiduously and without hesitation, in order to tackle the thorny problem of the economic recovery and the problem of employment in Rwanda.

I would like here to draw attention to the fact that my delegation fully shares the points of view which were so objectively presented in the Report of the Director-General. It seems to me superfluous to go beyond the detailed analysis of the subject presented in the Report for our consideration.

Might I, nevertheless, be allowed to convey to this august assembly our feelings in the face of the incessant world economic crisis, of which we are the primary victims, designated by fate and harassed without respite.

Although often impotent and full of anxiety in the face of an uncontrollable economic situation, we are nevertheless aware of the ineluctable and constant reality facing our country. Our people and our working masses, our families and our children must – whatever the cost – be able to enjoy their inalienable right to live decently in humane conditions which are socially and morally acceptable.

We consider that these hard tests to which we are put at the present moment, rather than discouraging us and tarnishing our existence, should on the contrary arm us with a greater will to set seriously to work and tackle the future with optimism and hope.

For in the light of our real possibilities, and of the means available to us, we agree, and the people of Rwanda have happily already recognised this important truth: that the best path to lead us towards socio-economic prosperity is that which passes through austerity, and particularly tireless work. For us it is through work, through the sum of the efforts of all the sons and daughters of our country that Rwanda

will be able to take its place and accede to development. Progress in unity and peace, through work and co-operation: that is our motto.

We cannot therefore allow ourselves to become discouraged, since we have at our disposal so many human resources; they are not perhaps very finely honed, prepared or adopted, but they are nevertheless always available.

It would be unwise to spend time lamenting our inadequacies rather vigorously concerting our efforts to take our destinies in our hands.

We also agree that it is an illusion to expect to be able to accede to economic progress without considering the actors in this progress, and here of course the workers have a privileged role. Indeed, one cannot think in terms of the real economic recovery of a country without thinking in terms of the need to improve the social conditions of its citizens.

Any economic growth which does not bring with it an improvement in the well-being of the population is of no interest to the nation.

The economic recovery of our countries, however small and insignificant they may be on the chessboard of world international economic policy, nevertheless represents survival. We wish to live and to survive decently, without shame, without humiliation and without illusions in the present unfavourable world economic situation. As regards Rwanda, we are making all the sacrifices necessary and employing as much energy as possible to achieve our aim.

In the light of this, we recognise that we must rely first and foremost on our own efforts, and secondly on solidarity and international co-operation.

As regards this international co-operation, whose benefits have not as yet all been recorded, I would like to mention the contradictions which exist between certain promoters and defenders of the quasi-magical theory of structural adjustment of our economies, proposed and sometimes imposed on our countries, as the miraculous remedy for our weak economies and in order to meet the needs of repayment of debts.

All well-thinking persons, including of course the ILO, know that the economic recovery and growth of our country – to be real, lasting and efficacious – must go hand in hand with the creation of employment and the meeting of the vital needs of the population. Our advisers and our creditors, on the other hand, call for a decrease in employment, reduction in incomes through cuts in wages and monetary devaluation – in short, all kinds of initiatives along the same lines and aiming at real objectives which are often not openly admitted, namely to drive the countries concerned to settle their debts vis-à-vis their rich creditors, without taking into consideration the primordial and priority development of their resources towards self-sufficiency.

We are therefore called upon to sacrifice our children and our peoples in order to remain faithful, credible and solvent vis-à-vis our creditors.

To all those of good will, who understand the profound contradiction of these paradoxical conditions that are imposed upon us, we ask that our creditors be made to understand that we are aware of the seriousness of our situation and of our obligations, that it is incumbent upon our honesty and our loyalty to repay our debts, and that we are in no way trying to evade this. Nevertheless, our partners must recognise that we are struggling for our survival, for the honour

of our country and our populations, and we ask to be spared the superfluous and useless humiliations which may be imposed upon us. It should be recognised that the present economic situation of our countries calls for unprecedented courage in order to carry out the necessary reforms. But it is also essential that these structural adjustment programmes normally proposed should themselves be adjusted to the real interests of the populations concerned. We should not lose sight of the fact that these reforms are necessary not only inside the country but also as regards international economic relations in general, where there are many obstacles which are denounced as barriers to the full development of poor countries.

Original – French: Mr. TCHINDE (Workers' delegate, Togo) – Mr. President, allow me, on behalf of the workers of my country, to associate myself with all those who have congratulated you on your election and for your skilful direction for our debates.

I should also like to congratulate the Vice-Presidents for the confidence placed in them, and in you, by this august international assembly.

Allow me furthermore to congratulate most sincerely the Governing Body and the Director-General on his excellent Report. On behalf of the Togolese workers, we congratulate the outgoing Director-General, Mr. Francis Blanchard, for the immense amount of work he has accomplished during his term of office.

We should also like to take this opportunity to congratulate the new Director-General, Mr. Michel Hansenne, on his brilliant election, and to assure him of the readiness of the National Confederation of Workers of Togo (CNTT) to co-operate with the ILO.

I wish to mention certain points in the Director-General's Report; namely, international labour standards, employment and development and training and retraining.

For workers as ourselves, the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) is fundamental. We are happy to observe that it has so far been ratified by 98 countries, which means that in that many countries the working masses can freely assert their rights. Togo is one of these lucky countries.

The National Confederation of Workers of Togo has recently experienced certain difficulties which led it to hold an extraordinary Congress after the resignation of its Secretary-General.

Owing to the ratification of this Convention by the Togolese Government, our Confederation has at no time been subjected to constraints of any kind. It enjoys complete freedom, as in the past. The extraordinary Congress went off very smoothly. A new Secretary-General was democratically elected in the person of your humble servant who is now speaking from this rostrum.

We appreciate the ILO's efforts to ensure that this Convention is ratified by all member States with a view to enforcing respect of workers' basic rights.

We also appreciate the emphasis placed by the ILO on the 40th anniversary of the adoption of this Convention and we hope that very soon the Government of all the member States will have ratified it and fully apply it.

The National Confederation of Workers of Togo urges and applies a policy of responsible participation both within the country and internationally.

In Togo it is widely believed that our Organisation meekly toes the line. Not a bit. It has simply decided to work in a peaceful environment by relying on dialogue and consultation to surmount the problems which confront all countries in these times of general crisis, in which development and employment are at daggers drawn.

Internationally our Confederation has opted in favour of solidarity and total non-alignment. Solidarity is intended to guarantee the mobility of labour, that is work for all people everywhere in the world, which, after all, belongs to all of mankind. Hence we maintain the friendliest relations with all trade union federations throughout the world.

We invite the ILO to continue its campaign for employment growth and to step up its activities under the sub-programme for alternative structural adjustment with an eye to seeing how member States deal with the problems of dismissal and subsequent redeployment of workers. We support the efforts made by the ILO in this field, for, despite the crisis, employment remains a necessary condition for human dignity.

ILO collaboration with the World Bank and regional banks must also be pursued to promote work on infrastructure which will generate employment both in rural and in urban areas.

Our Confederation is especially keen on workers' training and re-training. This is to be encouraged, for so many projects have foundered owing to the incompetence or backwardness of their leaders.

Desperately indebted countries could well do without inefficient and highly expensive executive staff. We appeal to the ILO to maintain and to further increase its assistance in the area of training so as to ensure the economic and social development of our countries. To this end we should also like to appeal to the industrialised countries to rechannel the astronomical sums swallowed up by the arms race to fund the operational budgets of specialised agencies of the United Nations, such as the ILO. By regularly paying their contributions, the member States would show that they have clearly understood this appeal.

The 76th Session of this Conference has to cope with a number of very urgent topical problems which I have briefly touched on.

The Togolese workers wish every success to these deliberations.

(Mr. Delpino takes the Chair.)

Original – Spanish: Mr. GUBBINS GRANGER (*Employers' adviser, Perum*) – In taking the floor in this august assembly, allow me to express to the President the congratulations of the delegation of Peruvian employers and the National Confederation of Private Employers' Institutions (CONFIEP) on his election as President of the Conference. We are sure that under his sure leadership, our work will be successful. We extend our congratulations also to the Vice-Presidents and wish them great success. Similarly, we wish to express our congratulations to the new Director-General of the Organisation, Mr. Michel Hansenne.

In acknowledging the great efforts made by the Governing Body and the ILO in the past year, a de-

tailed account of which is to be found in the Report, I should like to move to the excellent Report of the Director-General on *Recovery and employment* submitted to us by Mr. Francis Blanchard as one of his final activities in his very delicate mission.

We agree with the Director-General with respect to the listing of the causes which slow down development and also with the plans for their solutions made therein. Indeed, the weight of external debt is so great that no economic recovery of the countries of the South will be viable if the present schemes which immobilise us and paralyse us, shifting the greatest weight of the debt to the groups which have least resources are maintained.

We have studied with great care the scope of the Report, where after putting the question: Is there a way out? The reply is that the solution must take into account the errors of the past and new ideas for the future, and, in doing so, it gives an account of the situations which we should bear in mind. We are thus told that contributing to the debt crisis was the allocation of loans to low-productivity activities and irresponsible investments on maintenance and exorbitant levels of consumption. It also points out that no account was taken of the need for state intervention in economic activities with high output and productivity. In many countries public sector activities exceeded the limits justified by the social and economic situation and the Report states there were frequent examples of economic policies which were clearly irrational and of benefit of no one. Finally it stresses the need to recognise and correct all these mistakes.

If the subject of recovery is serious, it is even more so for a country such as Peru which, at the present time, is facing very serious problems of terrorism and drug trafficking and a severe economic recession in the midst of excessive inflation, problems which, according to certain analysts, can lead the whole system to collapse if they are not properly managed.

To the problem of underemployment and acute unemployment already existing in our country, we must add those already mentioned which are resulting in painful mass exodus of our youth, who every day leave our country to seek better living conditions and security which our system does not afford them.

The common good – the aspiration of any State – includes the general well-being, and its complement, security. When it is not possible to offer any of these, the situation becomes dramatic. With respect to well-being, the employers, after having declared that the framework within which they operate – necessarily this must benefit the workers – must be reorganised within an organised, ethical framework, clear concepts and coherent norms to enable development of a climate of mutual trust in the employers' activities, have reached the conclusion that not only must they participate more actively in political life, such as in impartial bodies but also that it is only by assuming responsibility in analysing the problems of the country that we can find concrete and viable solutions and making of our daily activities a permanent exercise in solidarity that we can hope for possible economic recovery and better social well-being. From this point of view the work of our National Confederation of Private Employers' Institutions for institutional reform and social support is acquiring ever-more importance and also bringing relief to sectors of extreme poverty.

Security is derived from the State, which requires true moral power to muster and motivate the population to unite against those who deprive it of its freedom through fear and threat. It is only thus that we can advance along the road of peace, social justice and development. For information, the results of the subversion of these last nine years are that Peru has lost some 15,000 lives, and it is calculated that the cost of destruction of installations and goods is approximately equivalent to our external debt.

Peru is at the present time probably facing the worst crisis in its history. In our country, terrorism has been carrying out silent bloody and pitiless struggle against the population and the institutions of the nation. Subversion is continuing to paralyse the whole productive sector so as to get a stronghold of power through force. We are frequently informed of the murder of peasants, workers, trade union leaders, policemen, soldiers, priests and even members of the national Parliament and university authorities, by armed groups which are inspired by an ideology which brings with it only destruction and violence. Destruction of electricity pylons which conduct energy for development is a common feature. Between 10 and 12 May, terrorists ordered an armed strike in big cities in the centre of our country. Those who did not participate endangered their lives and their property.

The international labour community must be informed of a new manner of intervention and interference in the trade union movement which flouts the sacred right to life, the right to freedom of work and the right of the organisations to develop and formulate their programmes and plans of action within the law.

These circumstances are putting a crushing burden on the country. Perhaps now, from a wider perspective we can understand why, last year, mining, which constituted one of the fundamental pillars of the Peruvian economy, faced a stoppage of more than 90 days. The apparent overt purpose was to force our collective bargaining system by trying for the first time to impose a twofold competitive and parallel negotiations through which it was sought simultaneously to negotiate as a trade union document and another on the federation level; and the points to be dealt with were the same there as those which are being negotiated or which had been agreed freely between the parties, thus violating constitutional precepts according to which collective conventions have legal backing for the parties concerned and procedures for the peaceful solution of labour disputes have to be determined by parliamentary law.

Extreme violence occurred in the conflict, with the death of workers, destruction of installations, and even a devastating attack on the premises of the National Society for Mining and Petroleum; and then, after a few days of the stoppage of the strike, the murder of trade union leaders – Saul Cantoral, the national leader, and Ceferino Requis – was carried out by subversive elements in the trade union assembly, crimes which we reject and condemn and all of which are against agreements traditionally entered into by the mining companies and their workers, where more than 80 per cent of disputes are solved directly without intervention of third parties and where the second-level organisation itself frequently participates an organisation which convened and announced the mining stoppage.

The control of trade unions with purposes which were partisan-political by trade union leaders without legitimacy cannot but paralyse the economy of the country – as has been the case elsewhere. In Peru, this phenomenon has fostered the attempts of terrorists to clamp down on the trade unions through the elimination of leaders of the introduction of their own management staff or simply by intimidation and threats.

I am afraid that the case of Peru perhaps cannot be appreciated by our meeting in its full dramatic scope. Even those who are nationals have not overcome their surprise at the negative factors which seem to be aspects of sinister boding. Perhaps we should consider that the greatest challenge to economic recovery and its corollary is employment.

That is why in order to face this situation – which is unprecedented – we need solidarity, support and understanding of the attending delegations and the Organisation itself; it is why the employers – be they formal or informal, organised or not – are ready to face the challenge together in order to save the country from the barbary of terrorism and growing inflation, and for the benefit of thousands of those who are unemployed or underemployed due to dramatic circumstances can overcome the poverty which is incompatible with human dignity.

We believe that the greatest aspiration of our population of this time can be summarised in two words: peace and work; peace with social justice and peace with freedom, as we are constantly reminded by the first words of our national anthem: “We are free... may we remain so forever!”

Mr. KEARNEY (*representative of the International Textile, Garment and Leather Workers' Federation*) – Let me firstly, on behalf of the International Textile, Garment and Leather Workers' Federation, extend our congratulations to Mr. Nkomo on his election as President of the 76th Session of the International Labour Conference. Our thanks to Mr. Blanchard for his past service to the ILO and our best wishes to Mr. Hansenne on his appointment as the new Director-General.

I have just come direct from Chile. There, five-year-old Manuelito Bustos does not see much of his father. Not surprisingly. A cuddle from dad demands a 1,000 kilometre, ten hours round-trip from his home in Santiago.

But the Bustos family are hardened to this. They have to be.

Manuel Bustos, Sr. has been detained eight times since 1973. On four occasions the detentions were protracted and included torture, one resulted in exile abroad and the latest is a 541-day sentence of internal exile in a small rural town in the south of Chile.

Arturo Martinez is even less fortunate. He is serving a similar term of internal exile twice as far away from Santiago in the north. Martinez has also been arrested and detained on numerous occasions over the past 16 years.

And Bustos and Martinez's crimes? Nothing more than defending the rights of Chilean workers. Bustos, a mechanic in the textile industry, is President of CUT, the National Trade Union Centre. Martinez, a graphical worker, is Vice-President. Their current sentence arises from their organising a one-day strike to secure improvements in the living conditions of Chile's downtrodden workers.

These sentences are flagrant abuses of human and trade union rights. Internal exile is akin to gaoling, with the victims being given the key to their cell. If Bustos and Martinez stray outside the boundaries of the two small towns to which they have been exiled, they can be shot on sight.

All decent people world-wide must share a deep revulsion against a system and a regime which condemns reasonable men to exile away from their wives and families, their homes, their work and their community, for nothing more than the pursuit of workers' rights clearly set down in the various ILO Conventions.

The international community of nations meeting here during this International Labour Conference must condemn the Chilean regime which persists in maintaining internal exile on Bustos and Martinez. Workers in Chile; the churches, political parties, employers' organisations and indeed even members of the Government believe and state openly that Bustos and Martinez should be freed. But to no avail. Their fate lies in the hands of the President and he will not be moved.

Both Bustos and Martinez should have been participants at this International Labour Conference. The CUT is the legitimate voice of organised workers in Chile. The names of Bustos and Martinez were submitted by CUT to the Government but their nominations were ignored. The Chilean delegation to this Conference is a sham and is unrepresentative of workers in that country. It is an insult to the principles of the ILO.

Chile's Minister of Labour indicated here yesterday that his country is considering ratifying the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). Chile must be reminded that ratifying a Convention is more than signing a piece of paper, it is about putting into practice the spirit of that particular Convention.

If the Government of Chile is serious about ratifying Convention No. 87, it must demonstrate that seriousness by freeing Bustos and Martinez immediately, by legalising CUT and permitting sectorial and national wage bargaining.

Manuel Bustos and Arturo Martinez are counting on the ILO to condemn their exile and to demand their freedom immediately. I trust it will.

Unfortunately, Chile is not the only country in the world where action is needed to safeguard and promote basic human and trade union rights, as set down in the United Nations Universal Declaration of Human Rights and the various ILO Conventions.

In the course of the past year, workers in the textile, garment and leather sectors in every continent have experienced interference from governments and others in their right to organise, to bargain collectively and to strike. Continuing action at all levels, and particularly by the ILO, is urgently needed to counter these threats to workers' rights.

These widespread attacks on the right to organise and bargain collectively are having a dramatic impact on the wages of workers in the textile, clothing and leather sectors. It is surely not unreasonable that the fundamental right of all workers to a wage sufficient to provide a decent standard of living, to enable workers to secure a level of comfort and well-being reflecting the twentieth-century's industrialisation, should be met.

Unfortunately, this is not happening. The wages of textiles, clothing and leather workers around the world are decreasing in value. Most recent figures for the spinning sector, one of the best paid, highlights this. Direct daily wages in Thailand are less than US\$5 per day, in Malaysia just over US\$4 per day and in Sri Lanka just US\$2.25. In Bangladesh the situation is even worse.

The ILO must step up its activities to promote adherence to the various Conventions which, if implemented, would provide a decent standard of living for workers world-wide.

Growing industrialisation and improved productivity should lead to reductions in the working day, week and year. In the textile, clothing and leather sectors this is not generally happening. Forget the official statistics. In reality, in many countries, working hours are increasing rather than diminishing.

Urgent action by the ILO is necessary to secure better protection for those on shift working as well as part-time, temporary and contract working, all of which are growing in our sectors.

It is surely not unreasonable to demand a 35-hour week in developed countries and a 40-hour in developing countries as soon as possible.

Again in our sectors there is growing concern around the world at the inadequate working conditions which lead to industrial injury and disease. The International Textile, Garment and Leather Workers' Federation (ITGLWF) accordingly applauds the attention being paid by the ILO to the subject of occupational health and safety.

But we want to see the ILO do more, in particular we would wish to see the publication and enforcement of guide-lines which would lead to the elimination of the use of benzidine and beta-nephtylapine in the manufacture of dyestuffs; the cessation of the manufacture of asbestos textiles; reductions in noise emissions from machinery; and the establishment of strict limits for exposure to cotton dust, and their enforcement.

In addition, we believe that the ILO should encourage widespread programmes of workers' education on the prevention of occupational hazards, that it should liaise closely with international lending and development agencies to ensure that industrial development aid includes specific allocations for employees' safety and health.

It is greatly encouraging that the Report of the Director-General includes reference to vocational training. This is particularly important in our sectors, where profound social consequences are accompanying the very rapid technological change now taking place. Inadequate vocational training has left workers unprepared for the consequences of the drive for greater productivity.

To this end, we believe that the ILO must redouble its efforts to secure improved vocational training world-wide to equip workers for change and to help them avoid unemployment. In addition, it must impress upon governments the need for financial support for workers, their families and communities affected by technological change and structural unemployment.

Child labour is unfortunately prevalent in the textile, garment and leather sectors. Official statistics indicate that up to 75 million children under 15 years of age are involved in work. However, this is a gross underestimate. A recent United States report indicat-

ed that perhaps as many as 200 million children are at work in Asia alone. In China, ten-year old girls are reported to be working 15 hours a day, while 12-year old girls were working 15 hours for the equivalent of 2 US cents per hour.

The situation in Thailand is even worse.

In both countries, the growth in child labour appears to have been spurred on by foreign investment. One foreign company operating in China recently threatened to transfer its operation to Thailand if there was any clamp-down on the local employment of children. Such approach are nothing short of criminal. These companies are robbing kids of their childhood and workers of their jobs.

ILO activities in this field must be strengthened. In particular, wider ratification of the Minimum Age Convention, 1973 (No. 138) is needed.

The International Textile, Garment and Leather Workers' Federation is increasingly concerned at the dominance of multinational enterprises in the textiles, clothing and leather industries. Their search for competitive advantage poses great threats to the livelihood and working conditions of workers in these sectors. Too often these companies behave in a manner which indicates that they have a commitment to no country, salute no flag and respect no worker.

The ILO guide-lines for such companies are, of course, useful, but we believe that the ILO should be working with governments around the world to secure legislative support in individual countries for the provisions in its Declaration of Principles concerning multinational enterprises and social policy. Only in that way will workers secure protection from the activities of such companies.

Alongside the growing dominance of multinational enterprises in our sector is the growth of so-called free trade zones. In many such zones, the trade union rights of textile, clothing and leather workers are prohibited or ignored.

The ILO should be actively involved in ensuring full human and trade union rights for all workers, regardless of their workplaces.

Frequently ILO Conventions are not ratified, or when ratified are not implemented. Far too often, it seems, there is little that can be done to force governments to ratify or implement some of the basic Conventions. Is it not time to look for a new means by which this can be done?

The ITGLWF believes that the most effective way forward, particularly in the textile, clothing and leather sectors, would be to link the issues of trade and workers' rights. After all, the orderly expansion of world trade based upon a growth of purchasing power of the populations of developed and developing countries alike is beneficial.

Unfortunately, in far too many cases the benefits of development and trade and increased industrialisation are not passed on to the workers concerned. There is a growing tendency for countries to compete for a share of the world market by suppressing living standards.

The current round of the GATT negotiations provides an opportunity to reverse that trend. The Working Group, established by GATT and the ILO to look at this issue is welcome, but there must be rapid progress.

The ITGLWF believes that international trade agreements, including the Multi-Fibre Arrangement, ought to include an article on social development.

This is more commonly known as the "Social clause".

Such a clause would ensure that certain social minimum standards be observed when industrial countries give preferential treatment to imports from developing countries. This is entirely in conformity with the belief that development co-operation should aim at social and economic progress.

The aim of these minimum standards would be to support workers in their struggle to secure part of the social and economic benefits of industrialisation. It would also enable governments and trade union organisations to put pressure on countries which do not respect these standards, in order to ensure that workers get an appropriate part of the benefits of industrialisation.

The standards demanded by the Social clause would be the minimum standards set down in ILO Conventions, namely: equality of opportunity and treatment in employment and profession, in order to eliminate all discrimination based on race, sex, religion, nationality or social origin; the right to create free and independent trade unions and the duty not to hinder their activities; a ban on child labour; the observance of provisions for the protection of health; the promotion of occupational safety; the limitation of the working week; a guarantee of minimum wages which permit a living standard worthy of a human being.

There is in the textile, clothing and leather industries a desire that the rights guaranteed by the declarations, conventions and recommendations of international agencies, including the International Labour Organisation, be freely exercisable. It is for this reason that we in the International Textile, Garment and Leather Workers' Federation look to the ILO to expand its activities to ensure that this desire becomes a reality as soon as possible.

Mr. ACHMAD (*Workers' adviser, Indonesia*) - It is a great honour for me to join the other distinguished speakers, on behalf of Indonesian workers, in congratulating the President, as well as the Vice-Presidents, on their election to their highly responsible posts. I am confident that under their leadership, this Conference will successfully tackle the tasks before it.

It is my great privilege to convey our deep appreciation of the great service rendered by Mr. Francis Blanchard, former Director-General of the International Labour Office, and to offer our best wishes to Mr. Michel Hansenne, the new Director-General.

Employment is a world-wide problem that is not necessarily limited to the poor, less educated, or the less developed countries. Nevertheless, the employment problem tends to strike hardest these groups and is increasingly seen as one of the most crucial policy issues facing most of the developing countries over the next two decades.

The reasons for concern tend to be universal and generally self-evident. Low average income levels, high concentrations of poverty, high population growth compared to resource ratios, disproportionately young population structures, rapid urbanisation and, all too frequently, misguided policies that ignore rudimentary economics, combine and interact to breed pessimism among even the most optimistic observers. If seen in this perspective, Indonesia's employment problem is neither unusual nor probably

worse than most countries in the low- and middle-income group.

However, I would like to avail myself of this opportunity to bring to your attention the developments currently taking place in my country, Indonesia, which I believe are also occurring in other developing countries. The first issue I shall raise will be workers' rights, which are an integral part of human rights.

The Indonesian workers, as members of the Indonesian society as a whole, are fully aware of their basic right; that is, the right to organise and bargain collectively. However, in the exercise of our rights, we still face serious structural problems due to a low level of education and the lack of appropriate communication tools. I believe that these problems are also being encountered by many other developing countries.

The guide-lines for the prevailing industrial relations in Indonesia were adopted at a tripartite seminar held in 1975. They are based on our Constitution and long-held cultural practices and put the worker-management relationship into a "partnership" perspective. At the present time, they are being intensively introduced throughout the country with promising results.

As I mentioned earlier, employment has become the most critical problem that requires not only the government, but also workers' unions and employers' associations, to contribute towards resolving it.

All of us here understand well that each country's situation is unique and requires a separate analysis and an individual policy. Factors that contribute to each country's employment problem differ both in kind and degree, and the social, political and economic feasibility of potential solutions also vary.

The main problem Indonesia currently faces is the unbalanced growth of population and the creation of employment. From 146.8 million in the 1980s, the population now totals about 178 million and is expected to reach 220 million by the year 2000. The labour force in Indonesia is defined as all those who are economically active over ten years of age.

The low percentage of employment absorption bears witness to the increasingly serious manpower problem in Indonesia.

The excessive labour force has made it extremely difficult to implement labour protection regulations effectively. This, I believe, is also the case in many developing countries with similar problems.

I feel therefore that it is very important for us to focus our attention on programmes applicable to developing countries to help them cope with their employment problems.

I would like to propose that the following points be taken into consideration.

First, the macro-stabilisation of the economy in any developing country is essential to maintain and improve current employment and income levels because it reduces unnecessary fluctuations. It is important to future employment and income because it tends to create a better investment climate and promotes growth. Therefore, the advanced countries and all international financial institutions, together with the respective governments of developing countries, have to strive for macroeconomic stability. This means that fluctuations in currency must be properly controlled so as not to affect the already heavy burden of foreign debt of most Third World countries. Only truly and sincerely concerted actions and pro-

grammes, both at the economic and political level, can be expected to bring about desired results.

Second, another major problem facing not only Indonesia but also other developing countries is the global industrial and trade policy, which appears to work to the advantage of only a chosen few advanced countries. The industrial policy of many developing countries has strongly discouraged either domestic or foreign competition by using restrictive, often monopolistic, licensing rights and inducing the ad hoc use of highly protective trade policy instruments: import bans, quotas and tariffs. This phenomenon has to be eliminated if we want to create a better and more just world in which we all are living.

Third, we must adopt education and family planning programmes. The widening gap between the growth in population and employment opportunities is crystal clear in all developing countries. Serious efforts have to be taken to narrow this gap. State budgets have to be earmarked for the implementation of programmes to improve the level of education and curb population growth, in addition to economic remedy action. The success of these programmes will certainly alleviate the present heavy burden of emerging countries. In this regard, I am very proud to inform you that the President of the Republic of Indonesia has just received a reward for the successful implementation of family planning programmes in Indonesia. The distribution of the population on a proportional basis – achieved by intensifying the development of rural areas and thereby preventing urbanisation – is also an effective way of creating jobs and maintaining employment.

The ILO and the trade unions of the industrialised countries must contribute more to this type of programme, particularly by encouraging the industrialised countries to transfer technology.

In conclusion, I would like to extend to the ILO our sincere thanks for all the assistance that it has given to the Indonesian workers.

Original – Farsi: Mr. HABIB ZAY (Workers' delegate, Afghanistan) – First of all, I would like to express on behalf of the workers of Afghanistan my sincere congratulations on Mr. Nkomo's election as President of the 76th Session of the International Labour Conference. I am confident that his guidance will surely lead to the success of the Conference. Also, I would like to express my deepest and sincere congratulations to Mr. Michel Hansenne, appointed Director-General of the ILO and I wish him every success in the fulfilment of the great task he has before him.

Going through the activities of the ILO, one can certainly be satisfied with what has been achieved in the past 70 years despite the existence of numerous problems, particularly after the Declaration of Philadelphia in 1945.

The adoption of 168 Conventions and 176 Recommendations by the year 1988, which are taken into account in the preparation of legislation in over 150 member States, has proved to be an excellent guide in the enactment of labour legislation. The ILO's role in enriching the organisation and management of improved labour relations and better labour conditions in these countries is to be lauded.

In recent years, in our country, many-faceted and serious measures have been taken to eliminate socio-economic backwardness. As a result, notable changes

and developments have taken place in the socio-economic, political and cultural spheres. However, it should be pointed out that the extensive damage done to the economic structure of the country, with an expenditure amounting to billions of afghanis, due to the imposed war has slowed down the growth rate of the country.

The Government of the Republic of Afghanistan attaches special importance to the betterment of the living conditions of the workers. The Constitution of the Republic of Afghanistan and the labour law of the Republic have made provision for the formation of trade unions and other public organisations.

The living conditions of workers during recent years in our country have improved greatly. Free distribution of coupons for flour and oil has been introduced in order to meet the primary needs of the workers. Wages have been increased and other allowances are being started. Workers are now granted annual leave by law. Health clinics are being built inside and outside workplaces, and there is provision for loans and free education inside the country and abroad. Hundreds of workers are sent abroad or within the country for rest and recreation. Useful work has been done to improve the living and labour conditions of our workers and peasants. Attention has also been paid to the safety and protection of workers at the workplace.

The trade unions of Afghanistan have done much for the benefit of workers and peasants. In the field of safety at work, there is a safety laboratory and training centre run by the Central Council of Afghanistan Trade Unions, but we think it is still not enough. Therefore, international assistance and co-operation are also needed to achieve these humanitarian objectives.

Our workers strongly support the policy of national reconciliation in the country and are striving for peace, disarmament and the preservation of human rights in the world. More than a year has passed since the signing of the Geneva Accords and almost four months since the complete withdrawal of Soviet troops. The workers and others are counting the minutes until peace is a reality in our lovely country. Unfortunately, not only are war, bloodshed and destruction still continuing, but they are taking place on a greater scale than ever.

Armed extremists, with the help of their international supporters, are trying to solve the issues relating to Afghanistan by the continuation of war. Because of their ignominious actions our people, especially workers and peasants, are being killed. The peoples of our homeland know who are the main cause of bloodshed and war in Afghanistan.

Not only are Afghanistan and the Soviet Union honourably observing the Geneva Accords, but also the Government has made proposals for achieving peace in the country; the decisions of Loya Jirgah – the Grand Assembly – in May 1989 are particularly noteworthy in this connection.

The opposition groups have not put forward any proposals for achieving peace in our country. They only insist on a military solution which, up to now, has killed thousands of our people. The continuation of war brings great losses to our people and workers.

The aggressions of the extremists not only affect workers at the workplace, but also prevent the people from living in peace.

You are well aware of the aggressions of the extremists in one of the provinces of Afghanistan, named Jalalabad, where rockets, cannon and heavy machine-guns have been used. As a result, not only have residential areas and public establishments been destroyed, but many of our people, including children, women and the old, have died the death of martyrs. Aggression also caused the complete destruction of the olive processing factory, agricultural and animal husbandry farms in places like Ghazi Abad and Hadda, which had been important achievements resulting from many years of hard work by our workers and peasants.

The buildings used for recreation and rest by the workers of Afghanistan were also damaged by shelling from the rockets of extremists on the City of Jalalabad.

Finally, on behalf of the workers of Afghanistan, I wish you every success in your work. We hope that international, governmental and non-governmental organisations will not hesitate to give their humanitarian assistance and co-operation to the people of Afghanistan in their endeavour to reach a lasting peace and rehabilitation of the country.

Original – Spanish: Mr. CEBALLOS GOMEZ (Employers' delegate, Mexico) – First of all I would like to congratulate the President on his election and express our best wishes for the successful conclusion of the work of this Conference, which is facing special problems and raising particular points of resolution which concern the future of this Organisation.

I would also like to congratulate the Vice-Presidents of the Conference, and Mr. Michel Hansenne, the new Director-General of the ILO and express our best wishes to him on the challenge of his new job.

I would like to give my best wishes to everyone attending the Conference on the occasion of the 70th anniversary of the ILO. I hope that we will soon be celebrating its centenary.

Referring to the Director-General's Report, I would like to highlight Part I, entitled *Recovery and employment*, a subject which is of vital importance for all countries. Undoubtedly 1988 was welcomed as the first year for a long time in which some economic recovery took place, a recovery which included developing countries such as Mexico.

I cannot but agree with the Director-General when he points out that the main lesson to be drawn from the present decade is that it is very difficult to solve social problems if there is no economic growth. This argument is fully shared by the employers of Mexico and certainly also by our Government and the workers of our country.

When it says in the Director-General's Report that each and every person will have to work harder in order to increase productivity, savings and investment; it reflects the feelings of employers the world over and we hope will continue to apply in Mexico and in this organisation.

In our country, this principle has been applied since 1988, and I should point out to this assembly that the share of the different sectors of society in term of income depends on three main aspects: productive capacity; the volume of external debt; and the productivity of the economy of a particular society.

There are three premises to be considered in examining the relation of the economy to the distribu-

tion of incomes. First, you cannot consume what you do not produce or import. Second, the wealth of a nation, its distributable income, depends on the society's productive capacity converted into money terms, or a capacity to use external savings to pay for wages. Third, the distribution of income in society, measured in terms of its purchasing power, depends on the productivity of that society.

If you take productivity to be a unit of product for a unit cost, you cannot distribute purchasing power in excess of productivity. If the cost of products rises because of pay increases, without being able to reduce other costs in order to maintain the same level of productivity, the result is inflationary.

The non-fulfilment of these three premises was the determining factor in the changes that have taken place in the labour relations of Mexico.

Half-way through the 1960s, Mexico's economic growth began to wane, after three decades of development. For some years growth was at a standstill, and for others it was lower than the rate of population growth.

During the 1970s, Mexico replaced internal savings by external savings in the investment process. It was able to maintain a more or less stable standard of living, and this increased, for certain groups of industrial workers and for the public servants, using the external debt as the basic source of currency and as a substitute for the foreign currency previously earned by exports from the agriculture and fishery sector, which was then going into an acute crisis.

The basic reason for this was the overall drop in productivity of the economy, the consequent inflation and the crisis that began in 1971, labour relations in Mexico remained unchanged and priority was still given, on the one hand to job security, and on the other to a proportional contribution of wages in the gross domestic product. In this way, it was possible for wages to increase their contribution to GDP independently of productivity, thanks to the fact that the economy was based on protectionism. The country's frontiers were closed to imports that competed with articles produced in Mexico. This made it easier for the price of such articles to become independent of international prices and, in turn, the overall inefficiency of the system, a product of the unrestricted protectionism affected internal prices, provoked a complete loss of internal and external competitiveness.

This situation was aggravated by the oil boom of 1979-81. Mexico based its growth on exports of a raw material, oil, in a fluctuating market, and in order to produce this oil, Mexico had to go further into debt. It based this growth partly on as yet unproduced oil, and partly on wealth which existed only on paper – because of the artificially high level of oil prices, due to the international crisis. Therefore, standards of living improved, salaries were increased, without any reference to GDP or to the productivity of the economic process overall.

When the oil price fell in 1981, external credit had reached saturation point and drew attention to Mexico's low productivity. The productive system was no longer competitive externally. Mexico had to renew its sources of foreign currency by reinvigorating the system. Adjustments were introduced to increase competitiveness, in order to develop the export of manufactured goods. It also became clear that the improvements in living standards between 1971 and

1981 did not have any real basis in production or productivity, so the share of wages in GDP had to be reduced. In order to make this process work, several adjustments in labour relations were necessary, between the factors of production.

The adjustment goals set by Mexico for its economy can be summed up in two points: achieving external competitiveness for its manufactures and eliminating the inflationary process. The experience of many different countries has shown that to achieve these two objectives, one did not just require adequate economic policies, but also thorough negotiations, which in Mexico were called "The Pact" or agreement between Government and the social partners.

From December 1987, the Pact included the Government, employers, unionised workers and agricultural workers. The Pact's specific purpose was to control inflation. For this purpose, the Pact had to apply measures to curb inflation which produced a public deficit and take decisions aimed at increasing the productivity of the economy. All the measures that have been taken in successive negotiations, in which every sector involved has sacrificed some of its interests, have been directed to achieving this. Some negotiations have direct consequences for labour relations.

The first change in labour relations was linked with employment. The oil boom crisis in 1981 showed that Mexico had an excessive installation capacity and that the drop in the market required reduced production.

The second change related to modernisation. The investment which took place in order to replace obsolete stock, installations and technology had the inevitable effect of introducing a greater quantity of capital, including foreign capital, in order to improve productivity.

The third change concerned the reconversion of the framework of the crisis economy, which meant the temporary or permanent closure or winding down of large enterprises.

Fourthly came the adjustment of workers' benefits, but only those which increased over and above real productivity during the boom period.

The fifth change is the achievement of new legislation to make workers' contracts more flexible; that is, unrestricted security of employment should not be guaranteed unless balanced by the enterprise's ability to increase its efficiency levels if necessary or under foreign investment and national taxation laws. In fact, a tripartite commission set up to propose reform to these laws is still functioning in Mexico.

It is clear that, in Mexico's case, the final aim is not to eliminate the basic demands that protect workers, nor are we trying to dismantle labour organisations, nor reduce the number of workers, but only for the country to try to achieve its objective of competitiveness in order to be able to rely on the foreign currency which is absolutely necessary to finance its development and thus to increase employment and to create more small- and medium-sized enterprises.

This would be economic development based on growth and international competitiveness, grounded on healthy economic policies by means of higher productivity, so that workers may regain the standard of living they enjoyed during the oil boom, but today this should be on a real basis, which now seems to have natural justification.

The external debt of our country continues to be the determining factor in its development and in the growth of employment and the GDP, and the Director-General's comments on the reduction of this and its appropriate treatment by the international community, is very pertinent.

Finally, I would like to point out that tripartite dialogue is an essential precondition in order to ensure economic growth, job creation and social peace.

Original - Arabic: Mr. OMAR (*Government delegate, Libyan Arab Jamahiriya*) - The delegation of the Libyan Arab Jamahiriya is very happy indeed to see a son of Africa preside over the 76th Session of the International Labour Conference.

We believe that this appointment is a token of high esteem for his considerable ability and an acknowledgement of the prominent role played by Zimbabwe in championing the cause of the developing countries.

The delegation of the Libyan Arab Jamahiriya would like to reiterate its congratulations to Mr. Hansenne, the new Director-General of the ILO, assuring him of its full co-operation in strengthening the role of the ILO and in the achievement of its objectives. We should also like to express our gratitude for the efforts made by his predecessor, Mr. Blanchard, wishing him a life of health and happiness.

Part II of the Director-General's Report on the activities of the ILO in 1988 has dealt with several aspects of the ILO's activities in the course of 1988. These aspects will be further examined in detail by the authorities concerned in the Libyan Arab Jamahiriya. Yet we should like at this point to express our full satisfaction with the new technical co-operation projects adopted by the ILO in 1988, particularly those relating to Africa, which has experienced extremely grave natural disasters and a very serious economic situation.

The Director-General's choice of the topic of recovery and employment as one of the main themes for discussion was very appropriate. This theme has been and will continue to be a matter of concern. Our world today is interdependent. No part of this world can live in isolation from the others. Nor can the world possibly enjoy peace and prosperity so long as it is divided into the rich becoming richer and the poor becoming poorer.

This is a simple and obvious facts. However, we have not yet been able to arrive at constructive and practical solutions to lead us out of our devastating economic crisis, despite the attempts, sacrifices and concessions made by the developing countries.

What makes the economic crisis even worse is the continued demographic growth, together with the deflation of resources, the falling price of raw materials exported by developing countries and the rising price of manufactured products, as well as the widening gap in the field of technology between the countries of the Third World, on the one hand, and the industrialised countries, on the other, which impose stringent conditions on the transfer of technology, and even refraining from this transfer in some cases, and attempt to enforce protectionism or collective measures.

The debt problem has further aggravated the situation and has led to a feeling of despair with every plan for reform. It seriously jeopardises the most im-

portant achievement of the Third World in the 1960s political independence.

We share the Director-General's view, as stated in his Report, that the past decade has witnessed a serious setback in the quest for full employment and social progress. His analysis of the world economic situation is very sound. We agree with him that the desired growth should create employment and fight poverty. However, this cannot possibly be achieved within the framework of existing economic relations, which are characterised by considerable exploitation, both within States and among them. The gap is widening year after year, without any attempt being made to save the poor from the scourges of hunger, ignorance and disease. The most vulnerable groups fall victim to the economic recovery.

In this deteriorating situation suffered by the developing countries, and particularly those burdened with accumulated debts, it is impossible to achieve growth or to establish infrastructures, or even to maintain existing ones, since the bulk of the countries' resources go towards the servicing of debts. This is why we associate ourselves with and support those who call for a radical solution to this dilemma.

The situation of the world economy cannot be isolated from that of the environment, as emphasised by the United Nations Environment Programme report for 1989. The international community is faced with a vicious circle, for economic problems cause or aggravate pollution of the environment, which in turn makes economic progress and structural adjustment very difficult. The Report sounds a note of warning as it declares that environmental deterioration not only threatens today's generations but those of the future as well.

We support the proposal of the Director-General to launch an appeal for concrete and highly symbolic action by calling upon the member States of the United Nations and its specialised agencies to use the savings realised thanks to disarmament in a joint effort to finance a series of operations at the regional or subregional level to create or refurbish essential infrastructure within the framework of a major works programme, much of which would be devoted to the conservation of the environment.

The Libyan Arab Jamahiriya is concerned with human beings as both the means and the end of economic development. This concern is manifested in the fact that the Jamahiriya allocates a considerable portion of its resources to health care, education and vocational training, in view of their prominent role in development. It has established a special secretariat for vocational training in order to train highly qualified staff necessary to implement the development plan for 1990-95.

There are peoples who have not yet had the opportunity of seeking social and economic progress, and who are still struggling to lay the foundations of progress - peace, security and the respect of human rights. They are the peoples of South Africa and occupied Palestine, who face two regimes which are identical in their barbarity and practices.

We have all heard of the decision adopted by the mayor of the Erbil kibbutz on the West Bank, which stipulates that every Palestinian worker should wear a badge marked "foreign worker" on his chest.

We all know that this behaviour has aroused a wave of protest, even among the Jews themselves, who have likened this badge to the yellow star which

Hitler forced every Jew to wear under the Nazi regime.

The Conference has before it a modest resolution concerning the protection of Arab workers' and employers rights and freedoms in Palestine and other occupied Arab territories. It would be a shame for this Conference if it failed at this session to support the Palestinian employers and workers, as it did at the preceding session as a result of the intransigence of a minority of delegations.

We condemn all racist practices and the apartheid policy perpetuated by the South African regime. A few days ago we in the Libyan Arab Jamahiriya awarded the African leader Nelson Mandela, who has been languishing in prison for 25 years, the Gad-dafi Prize for human rights, which has been conferred for the first time. This was a tribute to his struggle against the racist regime and his role in leading millions from his prison cell.

This session has before it item 6 on its agenda, concerning safety in the use of chemicals at work. The Libyan Arab Jamahiriya has enacted dozens of rules guaranteeing the safety of workers in this field. We should like to make special reference to the Order issued in 1972, which prohibits the employment of children under 18 years of age in such industries, in particular fertiliser plants and chemical factories. We hope that the Conference will be able to prescribe precise standards providing for adequate protection in the use of chemical substance.

Our agenda includes a preliminary discussion of night work. While it is important, this subject has a great many implications, which makes it rather difficult to arrive at a single comprehensive concept. Although we support the elements which justify night work in the broad sense, we feel that it involves certain dangers which should be taken into account with a view to drawing up effective international standards which would be applicable in every member States and which would be conducive to greater economic and social well-being.

We are satisfied with the existing technical co-operation between the ILO and our region at the regional and national levels. We should like to refer in particular to what has been achieved by the Labour Management Development Centre in Tunis in collaboration with the ILO and the Arab Labour Organisation. We hope that efforts will continue to consolidate and develop this Centre in order to enable it to contribute to developing the skills of Arab managers in the field of labour administration. We should like to commend the regional seminar on occupational safety and health in the petroleum industry held within the framework of the co-operation between the ILO and the Arab Federation of workers in the Petroleum and Chemical Industries. We should also like to commend the seminar on occupational safety at the national level held in collaboration with the ILO and the Secretariat for the Public Service. This seminar was attended by over 70 participants, mainly heads of occupational safety departments in national enterprises and establishments in the Jamahiriya. We look forward to strengthening and developing such co-operation for the achievement of the ILO's objectives.

I should like to conclude my statement by making an important point: the time has come for the International Labour Organisation to seriously consider the concept of workers' remuneration of which

should not be limited to fixing a minimum wage, but should go further, in order to ensure that, workers receive their share of the results of production since they are the main element of production. The ILO can participate in this process by conducting a study of workers' participation in production and management in order to lay the foundations of international standards on this subject.

Original – Spanish: Mr. FRANCIS de los REYES (*Employers' delegate, Cuba*) – First of all we would like to congratulate Mr. John Nkomo, Minister of Laobur, Manpower Planning and Social Welfare of Zimbabwe on his election as President of the 76th Session of the International Labour Conference; we also extend these congratulations to the Vice-Presidents.

In speaking in this plenary session we would like to take this opportunity to congratulate Mr. Michel Hansenne on his appointment as Director-General of the International Labour Office. We are sure that under his careful management the ILO will steadily move forward and achieve the essential objectives of universality, harmonious development of the economies and social justice.

In this decade which has been described as a "lost decade", the world has faced a violent economic crisis. Its effects have been felt in both the developed and the developing countries. The crisis which worsened at the beginning and in the middle of the decade, has improved favourably in the developed countries which experienced growth rates in 1987 and 1988 of approximately 3 per cent of global production which meant the stabilisation of these economies and a significant reduction in the inevitable consequence: unemployment. But did this growth, which could be said to be world-wide, have the same effect in the developing countries? No, on the contrary, the reverse was true. In order to have a true picture of the situation, the statistics reflecting development show that, in the sub-Saharan African nations studied between 1980 and the present day, there has been a 14 per cent reduction in economic growth. This frightening figure helps us to understand the terrible economic and social situation facing this part of Africa.

The introduction to the Report, which serves as a guide to this meeting, by Mr. Francis Blanchard, who has just terminated his office as Director-General, refers to Part I which deals with the situation of recovery and employment in the world economy and with the necessity for structural adjustment in order to reactivate growth and achieve greater social justice.

Now, can the present structure which operates in the economic, financial and commercial mechanisms in the world lead to these goals? We feel that, on the contrary, they accentuate the economic and social differences between nations. The developed countries will continue to achieve high growth rates and the Third World will become further impoverished, with the ensuing social unrest, unemployment, hunger, poverty, illiteracy, lack of education, unsanitary conditions and the early death of millions of human beings.

The main cause of this obvious contradiction is clear: the foreign debt, the worst scourge of the late twentieth century affecting the developing countries. Its beginnings date back to the fifties and sixties and was a kind of neocolonialism thought up by the major

powers who, as they had accumulated capital in the banks, provided huge loans with high rates of interest, thus leading to unequal terms of trade, due to the increase in prices of their goods and, on the other hand, lowering the prices of the raw materials from our impoverished countries, such as oil, sugar, coffee, and, in addition to this, practising protectionism, dumping and voracious exploitation.

This economic and social cancer is consuming our societies. It is calculated at over US\$1,200 billion in the three affected regions: Asia, Africa and Latin America. In our region alone, the figure is over US\$480 thousand million. During the past seven years Latin America has suffered capital flight of over US\$200 thousand million as interest payment on debt – almost 50 per cent of its principal capital. They have applied economic adjustment policies mainly aimed towards increasing exports, reducing imports and cutting investment down to the absolute minimum.

A summary of the plan for negative growth. The “inspired” plan by the IMF and the World Bank, of “tightening our belts” which meant more work for our people and less consumption, and which led to the inevitable phenomenon of social unrest, which took on certain specific characteristics in the various regions which make up the so-called Third World.

Standing at this crossroads, there was no other alternative but to act with a firm will. The payment of the foreign debt really means inevitable disaster. The crude reality inevitably leads us to “wipe the slate clean” and “start anew”. With respect to greater social justice, as the Director-General said in his Report, we must apply the new international economic order, which provides, among other aspects, that the rich countries must help the poor countries, thus enabling them to reactivate their impoverished economies; an end must be made to unequal terms of trade, by establishing price policies that take account of productivity in the highly industrialised countries as compared with our countries, which essentially rely on agriculture and minerals, and we need an international body to guarantee this.

This approach will lead us to the reactivation of growth. In our country, Cuba, we have been applying a new economic order for the past 30 years. We have made great steps forward: a child mortality rate of 13 per thousand births and an average life expectancy of 73 years, an end to illiteracy, a minimum level of education up to the ninth grade level, hundreds of new industries, millions of litres of water prepared for human consumption and for the irrigation of land, to mention a few, and great attention has been paid to agricultural production which assures us of a sufficient food supply, a widespread plan of tourist housing which will enable us considerably to increase our offers to international tourism, the construction of thousands of houses thanks to the system of micro-brigades, thus enabling us to face up to an absolute necessity. In our present sugar plan we have managed to achieve a production of 8,124,000 tons which represents 708,926 tons more than the last harvest. It is important to point out that this has been achieved with a substantial reduction in the number of cane cutters, and without generating unemployment. Over 60 per cent of our crop is now being mechanically harvested thanks to assistance from the Soviet Union, which has enabled us to manufacture KTP1 and KTP2 reapers. Moreover, the efforts being made

to perfect the production process and to stimulate its mechanisms should enable us to further raise the level of productivity and to satisfy growing needs. A major aim for 1991 – only two years away – is that of bringing electricity to the most far removed corners of our country. All these achievements are being brought about despite the economic blockade which has been imposed for some thirty years by our powerful neighbour, the “Imperial Eagle”, who has employed every device to defeat our revolution. This neighbour has, for example, resorted to the use of “Radio Martí”, paradoxically named after our national hero, José Martí, who, with great discernment and anti-imperialist sentiment, described that nation, at the end of the nineteenth century, as “the antagonistic and brutal North which despises us”. Today, also it is contravening international telecommunication agreements by attempting to broadcast insidious televised messages. It has adopted a similar attitude towards the heroic homeland of Augusto César Sandino, our Nicaraguan brother, by putting up obstacles to a peaceful settlement of the conflict, and by supporting the contras with financial and logistical assistance. It is acting likewise in Panama by refusing to honour the Torrijó-Carter Treaty in order to maintain control of the Canal at all costs. In the Middle East, also, it is clearly backing the Zionist perpetration of crimes and acts of barbarism against the Palestinian people in the occupied territories. It is furthermore giving financial support to the Pretoria regime, which is pursuing its policy of apartheid against the Black population of South Africa. In that respect, we endorse the recommendations of the pertinent Working Group which has met during the current session of the Conference and we hope that these recommendations will be quickly implemented so as to achieve the eradication of apartheid. We also support the Working Group’s recommendation that United Nations Security Council resolution 435 should be fully implemented so as to bring about the independence of Namibia, which is a victim of the same abhorrent system.

Before ending our statement, we should like to draw attention to a question which stands to seriously affect the principle of universality which should govern our Organisation now, in its 70th anniversary year, as always. I am alluding to the discrimination which the majority of the Employers’ group is practising against the socialist employers and the progressive developing countries by not enabling us to participate in the Governing Body, in inter-Conference work, in the daily meetings of employers at each session of the Conference, and in the Resolutions Committee. Admittedly, there has been progress, to judge from the conversations we have had with representatives of the majority; the unregulated participation this year in Conference committees testifies to this, although for the fourth consecutive time the registration of the legitimate delegate of Nicaragua has been disregarded, compelling him once again to appeal before the Appeal Board which again upheld his right to attend.

Next year, new elections to the Governing Body will be held and, to judge from the ratifications of States to date, everything seems to point to the coming into force of the new structure of the ILO. This will involve a doubling of the number of posts in each group. The majority of Employers’ group is willing to observe and apply the “Briki formula” put forward

by a delegate from a developing country (Algeria), which provides that the Governing Body should be composed in the most representative way possible, taking account of the different geographical, economic and social interests of the three groups, without prejudice, however, to the recognised autonomy of these groups.

Unless the "Briki formula" is applied, discrimination will continue in the Employers' group. The USSR, Czechoslovakia, Hungary, Bulgaria, Poland, the German Democratic Republic, Romania, Yugoslavia, the Ukrainian SSR, Mongolia, China, Afghanistan, Democratic Yemen, the Libyan Arab Jamahiriya, Syria, Madagascar, Angola, Ethiopia, Mozambique, Burkina Faso, Namibia, Nicaragua and Cuba, to name a few examples, will continue to be discriminated against and prevented from effectively participating in the Employers' group.

We hope that it will be understood that this discrimination must cease in the ILO, because as long as it continues there cannot be full universality and social justice in the Organisation. We must remain alert as regards such a decisive topic at the 77th Session of the Conference.

Mrs. GRAN OLSEN (*representative of the Federation of International Civil Servants' Associations*) – I should like to start by thanking you for giving the Federation of International Civil Servants' Associations (FICSA), of which I am the General Secretary, the opportunity to address you, the delegates to the 76th Session of the International Labour Conference.

FICSA is a world-wide federation of associations and unions of the staff of the United Nations common system. It includes, among its members, not only the staff unions of the ILO and other major agencies, but also associations in a number of smaller duty stations in the field. The Federation co-ordinates the activities of its members and is the representative and spokesperson for over 30,000 staff members, in all executive and advisory bodies of the common system. The common system includes the United Nations and its specialised agencies whose terms and conditions of service are more or less uniform.

FICSA represents staff in discussions with executive and advisory bodies such as the Administrative Committee on Co-ordination (ACC), composed of the executive heads of the organisations of the United Nations system, the Consultative Committee on Administrative Questions (CCAQ), made up of the representatives of the administrations of those organisations and, in the past, the International Civil Service Commission (ICSC), a body established by the United Nations General Assembly to make recommendations on matters concerning the terms and conditions of employment of the staff of the United Nations system. However, since May 1988, relations between FICSA and the ICSC, have been severed, owing to dissatisfaction of staff with the present unilateral system of determining conditions of service and the increasing politicisation and lack of independence by members of this Commission.

In May 1988, staff demanded that conditions of employment in the common system, which so far had been determined unilaterally, should in future be the subject of negotiations between representatives of the staff and the employers. This is the topic on which I would like to address you today.

The frustration by the staff of the member associations/unions of FICSA has now reached its peak on account of the totally inadequate level of staff participation in the process of determining our conditions of service.

The staff consider the unilateral system of determining conditions of service as being antiquated and out of date, and we have for a number of years encouraged the executive and advisory bodies of the United Nations to accept changes allowing for full staff participation. Staff will no longer tolerate being a silent partner who is consulted from time to time, while conditions of service are rapidly deteriorating.

Let me assure you that this is not just the whim of some dissatisfied staff, but a demand which for the past decade has been growing and which has now reached a crescendo which must be heard. In 1981, when the President of FICSA addressed the 67th Session of the International Labour Conference, she voiced concern at the issue of growing politicisation of the secretariats of the organisations, which threatened the independence and integrity of the international civil service; she also addressed the need for reform at either the local level of our member organisations or at the level of the common system, to obtain the clout of a fully fledged trade union.

The President in 1981 further referred to the unequal and anachronistic framework of staff/management relations in the United Nations system, and voiced concern at the fact that collective bargaining, negotiation and even participation were virtually unknown in our member associations and unions as a means of determining conditions of employment.

In 1982 when addressing the 68th Session of the Conference, the President spoke of discontent growing louder, of a hope for tangible results in the form of the establishment of machinery whereby we can negotiate with management. She spoke of the fact that it is anomalous, indeed scandalous, that the United Nations organisations do not apply to their own staff the standards they set for the rest of the world.

I will not dwell on the number of times FICSA has claimed the need for a total revision of the machinery which determines our conditions of service, but I would like to address the issue of standards set for the rest of the world.

You, the delegates, are the ones who set the standards for the rest of the world. You are the ones who approve international labour Conventions such as the Labour Relations (Public Service) Convention, 1978 and the Collective Bargaining Convention, 1981 (No. 154). These Conventions clearly spell out our right of collective bargaining to determine our working conditions and terms of employment. But it is not just the ILO which supports the right of public service employees to collective bargaining.

A colloquy of the Council of Europe, on relations between administrations and their staff (national and international civil services), held in Trieste in November 1988, recommended that the United Nations system invite the governments of member States to adopt a positive attitude towards the international civil service, by safeguarding the independence of civil servants of the United Nations common system, and by working towards a better awareness of the rights established by Convention No. 151. We look to the ILO for assistance in ensuring that this right is respected. For years now our conditions of service

have deteriorated to the point that it is difficult for the United Nations and its specialised agencies to recruit the best qualified and most highly committed men and women. We, the international civil servants, feel that the ILO has a fundamental role to play in helping to resolve the crisis which now exists in the international civil service and which must be resolved if we do not wish to compromise the work of the organisations and international co-operation. If the United Nations and its specialised agencies are to continue to serve the world, the status and dignity of the international civil service must be restored.

We are a highly professional group, who for years have been trying to make the executive and advisory bodies of the United Nations understand the urgent need for reform. We have written to member States, addressed the General Assembly, submitted proposals to the ACC for the establishment of a negotiating mechanism as a starting point for discussion. The ACC did not even bother to reply to FICSA's concerns, and nor did it set up a joint administration/staff working group, as requested by FICSA. Some weeks later, the former Director-General of the ILO stated in reply to questions by members of the ILO Governing Body that FICSA's proposals on negotiation were a form of co-management to which he could not agree. We have taken our proposals to other forums within the United Nations common system, which had the audacity to inform us that as they did not negotiate with their own staff, they saw no need for negotiation with FICSA. While we work for peace, the members of FICSA are no longer peaceful and are increasingly turning to strike action to demonstrate their frustration at the intolerable situation whereby staff have no say in their conditions of service. The vicious circle of the last decade has now lasted too long.

Like any other employees, the staff of the United Nations common system must have the right to negotiate with their employers. Admittedly, our system is a very complex one and it is not for us to decide who are our employers, whether they are the member States or the executive heads. The staff, for their part, have no doubt as to who should negotiate on their behalf: FICSA, the Federation of International Civil Servants' Associations, who represents them. We feel that there are experts, among member States and organisations, especially in the ILO, who could certainly look into this problem.

It is high time that changes took place. We must have a system of collective bargaining to determine fair conditions of service. We are confident that you, the honourable delegates to this Conference, are in

agreement with the concerns and the demands voiced by FICSA members, and we trust that those of you who have connections with delegates to the Fifth Committee of the General Assembly will convey to them the need for reform of United Nations management practices to bring them into line with the various standards on labour relations which it, the United Nations, through the ILO, is advocating to its member States.

Although not a signatory to its own Conventions, the ILO is certainly the organisation to take the lead and initiate the fundamental reform which has been so long awaited. The future of the international civil service as an independent instrument to promote peace and development is at stake.

We must have a system of collective bargaining.

Original - Spanish: The PRESIDENT (Mr. DEL PINO) - I give the floor to Mr. Mallia Milanes, Employers' delegate, Malta, who wishes to exercise his right of reply in response to remarks made by Mr. Boggs, representative of the International Federation of Chemical, Energy and General Worker's Unions.

Mr. MALLIA MILANES (*Employers' delegate, Malta*) - I wish to reply to the statement made by Mr. Boggs, the representative of the International Federation of Chemical, Energy and General Workers' Unions on Monday, 19 June 1989, when he said: "In the United Kingdom and the United States, there has been a lamentable drift toward the authoritarian centre, symbolised by the newly Draconian anti-trade union laws and practices by governments and vicious union-busting campaigns by employers, even in countries such as Malta."

This is clear proof that Mr. Boggs has not got the foggiest idea of what he is talking about when he states that there are "vicious union-busting campaigns by employers, even in countries such as Malta." Both the General Workers' Union and the Malta Confederation of Trade Unions, which are represented here in this Conference, can vouch that in Malta, employers have excellent working relations with them.

Mr. Boggs must have swallowed the bait offered to him by partisan, utterly false political propaganda and then addressed it to the wrong quarters. Mr. Boggs would have done a better service to his Federation had he bothered first to check his facts before taking the rostrum.

(The Conference adjourned at 8.15 p.m.)

CONTENTS

	Page
<i>Twenty-seventh sitting:</i>	
Ratification of five Conventions by Uruguay	1
Tenth report of the Selection Committee: Submission and adoption	1
<i>Speaker: Mr. Hammond (Chairman).</i>	
Second report of the Credentials Committee: Submission and noting	1
<i>Speakers: Mr. Califice (Chairman and Reporter), Mr. Oechsli.</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	2
<i>Speakers: Mrs. Molkova, Mr. González Dubon, Mr. Bozo, Mr. James, Mr. Fowler, Mr. Al-Fayez, Mr. Goldson, Mr. Feldman, Mr. Hussami, Mr. Silva Peneda, Mr. Jennings, Mr. Moshirian, Mr. Allini, Mr. Danieli.</i>	
<i>Twenty-eighth sitting:</i>	
Decision by secret ballot on the request by the Baha'i International Community to be represented at the Conference	22
<i>Speakers: Mr. Muhr, Mr. Al-Omar, Mr. Hammond, Mr. Hewitt, Mr. Mattson, Mr. Al-Yahya, Mr. Nabian, Mr. Hussami, Mr. Al-Jassem.</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	24
<i>Speakers: Mr. Tegtmeier, Mr. Zinsou, Mr. Morton, Mr. Sampebogo, Mr. Habiakare, Mr. Tchinde, Mr. Gubbins Granger, Mr. Kearney, Mr. Ach- mad, Mr. Habib Zai, Mr. Ceballos Gómez, Mr. Omar, Mr. Francis de los Reyes, Mrs. Gran Ol- sen, Mr. Mallia Milanes.</i>	



Provisional Record

Seventy-sixth Session, Geneva, 1989

Twenty-ninth sitting

Thursday, 22 June 1989, 10.15 a.m.

President: Mr. Nkomo

ELEVENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The **PRESIDENT** – The first item on our agenda is the eleventh report of the Selection Committee. I give the floor to Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the report.

Mr. **HAMMOND** (*Government adviser, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the eleventh report of the Selection Committee, which is to be found in *Provisional Record* No. 4J. The report deals solely with changes in the composition of committees.

I commend the report to the Conference for adoption.

The **PRESIDENT** – The discussion of the report is now open. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

REPORT OF THE COMMITTEE ON ACTION AGAINST APARTHEID: SUBMISSION AND DISCUSSION

The **PRESIDENT** – The next item on our agenda is the consideration of the report of the Committee on Action against Apartheid.

I have pleasure in asking Mr. Ndoeye, Minister for the Public Service and Labour, Senegal, Chairman of the Committee on Action against Apartheid; Mr. Hernandez, Employers' delegate, Philippines, Employers' Vice-Chairman; Mr. Mercier, Workers' delegate, Canada, Workers' Vice-Chairman; and Mr. Vollebaek, Government adviser, Norway, Reporter, to come to the rostrum.

I call on Mr. Ndoeye, Chairman of the Committee, to submit the report.

Original – French: Mr. **NDOYE** (*Minister for the Public Service and Labour, Senegal; Chairman of the Committee on Action against Apartheid*) – The Committee on Action against Apartheid, which I have had the honour and privilege to chair, has met for the first time under its new title. Its mandate was to examine the Special Report of the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa and Namibia, updated at the 75th Session of the Conference in 1988. The officers were as follows: Vice-Chairman. Mr. Hernandez, Employers' member (Philippines), and

Mr. Mercier, Workers' member (Canada), and myself as Chairman.

The Committee also elected as Reporter for its work, Mr. Vollebaek, Government member (Norway), and set up a tripartite Working Party of 15 members with equal representation, which elected as its Chairman the Reporter of the Committee, Mr. Vollebaek.

First of all, the Committee, unanimously, vigorously and clearly, declared its resolute condemnation of apartheid. Moreover, it immediately set out on the road to positive action, its major aim being the complete eradication, in as short a time as possible, of apartheid.

The Committee showed its good faith, commitment, determination, courage, and its moral and intellectual honesty in its analysis and assessment of all of the information concerning the situation in South Africa and Namibia, supplied by the in-depth Special Report of the Director-General for which we thank him and congratulate him. The Special Report has been the basis for an in-depth and substantial discussion of this matter.

More than 60 constructive and relevant interventions during the general discussion of the Special Report of the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa and Namibia enabled the Committee to come up with specific and appropriate recommendations to effectively combat apartheid within the framework established in the Declaration and its Programme of Action against Apartheid and with tangible support for Namibia, which is moving towards independence.

The discussions, which were carried out in a very calm and responsible manner, provided the Working Party with the guidance and recommendations necessary for it to prepare the Conclusions of the Committee.

Both the report and the conclusions were adopted by consensus and very enthusiastically. The United States Government delegate formulated a reservation, which was taken into account in the report.

These two elements, with your permission, will be explicitly presented by our brilliant Reporter Mr. Vollebaek.

I should now like to thank the Conference for having selected Senegal as a member of the Committee and for having elected me to serve as Chairman.

I warmly thank and congratulate our two excellent Vice-Chairmen, Messrs. Hernandez and Mercier, the Reporter and the members of the Working Party, all the members of the Committee, the representative of the Secretary-General, Mr. Abdel Rahman, as well

as all of the staff interpreters and secretaries, whose competence, devotion and availability were very much appreciated.

I should also like to thank and congratulate the representatives of the liberation movements, trade unions, the Organisation of African Unity, and the Government delegate of Namibia, who provided valuable elements for our discussions and certainly greatly contributed to the success of the work of our Committee. I should like to ask you to adopt the report of the Committee by consensus.

Mr. HERNANDEZ (*Employers' delegate, Philippines; Vice-Chairman of the Committee on Action against Apartheid*) – Mr. President, on behalf of the Employers' group, may I reiterate our warmest congratulations on your election and express most sincerely our appreciation for the manner in which you are presiding over this 76th Session of the Conference.

May I also, with the deepest pride, pay tribute to all the members of the Committee on Action against Apartheid, particularly to its Chairman, the Hon. Moussa Ndoeye, Minister for the Civil Service and Labour of Senegal, to the Workers' Vice-Chairman, Mr. Richard Mercier, and to the Reporter, Mr. Knut Vollebaek, for their understanding and for having produced the Committee's report and conclusions, which I have the unique honour and special pleasure to commend, in association with Mr. Ndoeye, for your approval and adoption.

The Committee's report, which contains important conclusions, is a reiteration of the international community's strong commitment to the universal objective of totally dismantling a political system that continues with impunity and unashamedly to disregard and reject the tenets of freedom and democracy, the imperatives of social justice and equality and, most importantly, the rights and dignity of man as a citizen of the world and as a child of God.

The report, with the Committee's conclusions, is a document of international unity and understanding, recognising that every man and woman, whatever his or her colour, has been created in God's own likeness, each with the same spark of divinity, and each with no claim to superiority over any other.

The report once again strengthens the updated Declaration and Programme of Action against Apartheid in South Africa and Namibia and sends a strong message to the administrators of apartheid that the members of this world-renown and noble International Labour Organisation will not waiver in their determination and commitment, and will redouble their efforts, towards the eradication of racism in South Africa and elsewhere in the world.

At this juncture, allow me to recall the message of Mrs. Corazon C. Aquino, beloved President of the Republic of the Philippines, to this forum last year, that "liberty is non-negotiable". The Committee's report and conclusions reaffirm that message, which will continue to ring loud and clear during our time and throughout the ages in the entire universe, paraphrasing one of the fundamental principles that are the linchpins of this great International Labour Organisation, namely, that repression anywhere is a threat to freedom everywhere.

In endorsing the Committee's report and conclusions for adoption by this Conference, I most respectfully beg your kind indulgence in asking you to un-

derstand and appreciate the reiteration I am constrained to make of the reservations put forward in the previous sessions of this Conference by a very small minority of employers from such member States as the Federal Republic of Germany, the United Kingdom, Belgium, the Netherlands, the United States, France, Switzerland, Israel, Italy, Canada and the five Nordic countries. These reservations of various parts of the Committee's conclusions in the report relating to certain aspects of the updated Declaration and Programme of Action with which their organisations have some difficulty relating to constitutional, corporate and entrepreneurial policy constraints.

Nevertheless, I must convey to you the fullest assurance that such reservations do not in any way constitute a dilution or weakening of the Employers' resolve to join in the continuing and steadfast indignation against an abhorrent regime in the universal war against apartheid. I must stress most emphatically and most specifically that the Employers' group fully supports the Committee's work.

May I therefore be permitted to enjoy the personal luxury of asking every one of you, with all deference and earnestness, to express concurrence with and support for the report and its conclusions which, given the intransigence and indifference of South Africa to world opinion and to the deafening roar of discrimination, constitute both a timeless and a timely document?

Original – French: Mr. MERCIER (*Workers' delegate, Canada; Vice-Chairman of the Committee on Action against Apartheid*) – As spokesman of the Workers' group of the Committee on Action against Apartheid, I must first of all express my deep satisfaction for the unanimous adoption of our conclusions for the first time for several years. I very much hope that this same spirit of agreement will guide our debates today and will lead to the unanimous adoption of these conclusions by our tripartite Conference. The representatives of the Black majority in South Africa and those of the front-line countries have told us clearly in our discussions that their people will never forget those who join forces with them, or those who take the side of apartheid, and it is they who know what the remedy is. And this remedy – they repeated this – is mandatory economic sanctions.

At present, the Government of South Africa is undertaking new international initiatives to convince the international community that is now engaged in reform. However, Mr. de Klerk, who will probably become President of South Africa after the September elections, from which elections the Black majority once more will be totally excluded, has publicly said already that it cannot envisage the introduction of elections by universal suffrage in a unitary South Africa. So, apartheid will remain. Apartheid will remain unless we, the international community, are serious when we talk of sanctions. It is more important than ever to make the Government of South Africa feel the effective pressure in its present diplomatic action, that is to say the pressure of severe economic sanctions.

This year our Committee has tried to assess the progress made in abolishing apartheid and to see how far the Declaration and Programme of Action against Apartheid has been applied. The Director-General's

Report on this matter is quite explicit. The agreements calling for the application of Resolution 435 of the United Nations on the independence of Namibia were considered by the Director-General, and I quote, "the only bright spots in an otherwise bleak year for the people of southern Africa".

The state of emergency in South Africa has been prolonged once more. During this very session, I have received a telex from COSATU drawing our attention to the fact that there had been – and I quote – "a new and tangible increase in repression and we expect a new concerted attack".

In the last two weeks, more than 70 trade unionists have been arrested, including the vice-chairman and secretary of the regional section of COSATU in Queenstown. Donsie Khumalo, the regional secretary of COSATU in northern Transvaal, was arrested on 1 June and accused of having transgressed the restrictions imposed on him. And the persons arrested, such as Donsie Khumalo, who were, it is claimed, released after their hunger strike complained that all these restrictions are worse than detention itself. Moreover, attacks against trade union premises are continuing. The police has four times raided COSATU offices in the eastern Cape within a fortnight. Fire bombs were thrown into the homes of two trade union organisers at the end of last month. The police brutally intervened to put an end to the strike of the Food and Allied Workers Union (FAWU) last week and 20 trade unionists had to be taken to hospital. The members of the Building, Construction and Allied Workers Union (BCAWU) were beaten up by security agents recruited by the multinational undertaking EVERITE. How many other examples could be given! Incidentally, the Director-General's Special Report quotes official statistics, according to which the police intervened no less than 953 times during the year to break strikes.

Increasing attempts are being made to weaken the independent Black trade union movement. The promulgation – despite all our protests, both inside and outside the country – of the Labour Relations Amendment Act (LRAA) has no other aim but to weaken this movement.

In the Director-General's Special Report we note the replies given by the employers and their efforts to combat discrimination. But, what we want to know is – why has the gap between the wages paid to Black workers and those paid to White workers grown wider in almost all sectors of the economy between June 1987 and June 1988? We have raised this question as so many others in our Committee, but all these questions remained unanswered.

Only yesterday, we received a telex from POTWA – the Postal and Telecommunications Workers' Association – informing us of the arrest of its 148 members following to a strike in Transkei. We have also just learnt, that the police has raided the offices of MWASA – the Media Workers' Association of South Africa – and arrested Miranda, a female organiser of that organisation. The day before yesterday, bombs exploded in the offices of the ANC in Lusaka. Rigorous restrictions have been imposed on 33 organisations of the democratic opposition movement and more than 500 people are living under individual restrictions.

The reason such news still does not appear in our papers is because of strict censorship. I believe it is not because we ourselves have become indifferent to

the daily news of apartheid and the routine violence created; it is simply that this has already lasted far too long.

And if apartheid has lasted far too long, we must consider why. In our Committee we have considered how far our Programme of Action and the recommendations by our Committee have been applied. Most unfortunately, all too often the commitments entered into here have not led to action to put these commitments into effect.

The Director-General's Special Report clearly confirms that only a very few governments have been ready to increase their pressure on the South African regime. The answer, for example, given by the European Economic Community to the ILO questionnaire seems to us completely cynical. The Twelve take note of the absence of progress in the abolition of apartheid. That is why the Twelve, and I quote, "stated at Hanover and in New York that their relations with South Africa might well take a further turn for the worse". Apparently, this risk was not taken seriously because at the most recent meeting of the Community in Luxembourg an embargo on coal was once more rejected.

Thus, in the meantime, trade between the Federal Republic of Germany and South Africa increased by 33.8 per cent in the first eight months of 1988.

In the meantime, the European Economic Community is even discussing the possibility of lifting the embargo on uranium and nuclear technology if South Africa signs the Treaty on the non-proliferation of nuclear weapons

Even mandatory sanctions, such as an embargo on arms, are the subject of regular breaches. According to a recent study by the International Peace Research Institute in Stockholm, Japan, France, Federal Republic of Germany and Canada have helped South Africa to produce military vehicles. The Federal Republic of Germany and Israel have contributed to the development of a rocket industry, and Austria and Belgium have been involved in the supply of equipment to the industry manufacturing small arms.

Last year, we insisted on the importance of financial sanctions. In March, we learnt that several banks were preparing to offer South Africa a new loan. Last December, a consortium of Swiss banks acted as intermediary for the private investment of governmental funds, amounting to 88 million rand. A month later, in January, the Union of Swiss Banks (the UBS) acted as paying agent for the renewal of the contract for 100 million rand. And this brings us once more to the problem of the UBS. Once more, we have the problem of the UBS agency within the premises occupied by this Conference. We trust that this time next year something concrete will have been done to remedy this state of affairs, which is becoming more and more intolerable.

Exports from South Africa to Switzerland, which do not include the trade in gold, which is never included in published figures, increased last year by 102 per cent. Taiwan has increased its imports from South Africa by 164 million dollars. Following the adoption of legislation aimed at putting an end to the transport of oil to South Africa by the Governments of Norway and Denmark, a Hong Kong company has taken up this trade in breach of the embargo on oil. And Japan: How should we interpret the assertion that, and I quote: "our trade relations with South Africa are limited to normal trade"? At the time the

international community and the black majority in South Africa are calling for real economic sanctions, how can we talk of "normal trade"?

We very much regret the reservations by the United States Government; but we have also noted that that Government took certain positive action during the last year.

The work of our Committee this year was very difficult. It is because we realise that our Declaration and Programme of Action in reality include *all* the necessary factors to lead to the abolition of apartheid.

However, that is the remedy. It is the lack of political will to apply it without any loopholes which is missing.

Thus, we have decided to give a new boost to action against apartheid. We must send, all of us, a firm message of indignation to the South African Government, and the best way of doing this is to organise concerted campaigns, well targeted campaigns, within the general framework of efforts undertaken to impose overall mandatory sanctions.

In appealing to all the Members of this Organisation to make renewed efforts to ensure that specific action is urgently taken to promote the progressive application of all the Recommendations contained in the Declaration, we mean that, by this time next year, we expect to see *proof* of concrete action by all our Members in regard to each of the Recommendations in the Programme of Action.

Thanks to the Committee of Experts, to be set up further to our recommendation made last year, we hope to be able to have a proper assessment and monitoring of the progress made in applying the Declaration and Recommendations made by the Conference.

To facilitate the work of these experts, we renew our appeal to all Members to send in their full, individual answers to the ILO questionnaire. We specially hope and urge the Twelve of the European Economic Community to show themselves receptive to our appeal.

Finally, we very much hope that, in accordance with the recommendations of our Committee, a message will be sent to the Government of Pretoria to demand the abolition of the state of emergency, the release of political and trade union detainees and the elimination of all the additional restrictions on detainees.

The Workers' group also undertakes to lead an international campaign for the abolition of the death penalty in South Africa, a country which at present holds a world record for executions, the execution of its opponents.

We repeat that violence is apartheid, not those who demand the application of internationally recognised standards and principles, such as the International Labour Organisation defends.

I do hope, however, that not only our conclusions this year will be adopted unanimously but will also be accompanied by a firm political will to give them full effect.

Our credibility depends on this.

Mr. VOLLEBAEK (*Government delegate, Norway; Reporter of the Committee on Action against Apartheid*) – Mr. President, may I join those who have already congratulated you upon your election to the Presidency of this Conference. It gives me a spe-

cial pleasure to see you presiding over this plenary session, since you last year chaired the Committee on Apartheid.

I have the honour to submit to the Conference the Report of the Committee on Action against Apartheid in South Africa and Namibia, as recorded in *Provisional Record* No. 20. The Committee had six sittings. The report both reflects the Committee's deliberations and contains specific conclusions adopted by the Committee.

As you will recall, the Committee on Apartheid last year adopted an updated Declaration and Programme of Action. This year the Committee has focused on some of the recommendations made last year to be specifically followed up.

The contents of the report have already been presented most eloquently to this Conference and I shall not go into detail. I would, however, like to draw your attention to the fact that, in addition to recording the deliberations of the Committee and the conclusions adopted, there is a request to the Director-General of the ILO to convey to the Government of the Republic of South Africa the deep concern of the 76th Session of the International Labour Conference that no real progress has been made in the abolition of the apartheid system and to strongly urge the South African Government to make a meaningful gesture of good will towards its own people as well as to the international community by lifting the state of emergency, releasing political and trade union detainees and removing all restrictions on detainees who have been released. Such a gesture could eventually lay the basis for a dialogue which South Africa so badly needs.

The Committee also welcomed the nomination of Nelson Mandela for the Nobel Peace Prize in recognition of the fact that violence is a feature of apartheid itself and not of those who stand for international recognised standards and principles that the International Labour Organisation upholds.

I would like to underline that the report this year was adopted in the Committee by consensus, even though some delegations had certain reservations, and it is of course my hope as Reporter that this Conference also will adopt it by consensus. By adopting the report the Conference is also then invited to associate itself with the request to the Director-General of the ILO and welcome the nomination of Nelson Mandela for this year's Nobel Peace Prize.

The PRESIDENT – I wish to thank the Chairman of the Committee, the two Vice-Chairmen and the Reporter for submitting the report.

The report is now open for discussion.

Mr. SUNMONO (*representative of the Organisation of African Trade Union Unity*) – I would like, on behalf of the Organisation of African Trade Union Unity, to congratulate the Chairman and all the members of the Committee on Action against Apartheid for the excellent work done in the Committee this year, which has led to the adoption by consensus of the Committee's report. It is our hope that the report will also be adopted by the Conference, but if, however, there is any call for votes, we shall respectfully ask you, Mr. President, to call for a record vote again tomorrow morning.

The OATUU supports the adoption of the report and its recommendations in its entirety.

Nothing gives us grounds for hope that the apostles of apartheid intend to change their policy. What we are seeing is a public relations gimmick by Mr. Botha's likely successors, on the lines that they intend changing some aspects of apartheid. We see at home in Africa that there is no way you can putty a leaking grass roof; you either have to remove it entirely or put a new corrugated iron sheet. You cannot putty a grass-thatched house. So that is what we have been told by the apostles of apartheid – that they intend to putty a leaking thatched roof, i.e. apartheid.

The OATUU is of the view that nothing has changed in the policy of apartheid, because the basic structure of apartheid has not changed and there is no indication that it will change. We advocate the abolition of the system itself and all the laws that sustain this system. Not enough attention has been given to the release of all political prisoners, including Nelson Mandela, and all detained politicians and trade union leaders – the state of emergency has also not been removed. And yesterday or today Mr. de Klerk was – or is – on tour of three Western countries to call on them to assure them that apartheid has changed and that the climate is now favourable for investments again in South Africa. We call upon the Governments of Italy, of the Federal Republic of Germany and of the United Kingdom not to be deceived by this talk, because the fundamentals have not changed; and they will not change until all political detainees are freed, until all laws sustaining apartheid have been removed and until all political organisations like the ANC and others have been legitimised. Another prerequisite is that there should be “one man, one vote”, to lead to a more judicial and democratic South Africa. Until that time we do not believe and we shall not believe that the apostles of apartheid want to change anything. The Organisation of African Trade Union Unity is therefore fully in support of the conclusions and recommendations of the Committee on Apartheid and asks for its report to be adopted in its entirety.

Mr. AZIKIWE (*representative of the United Nations Special Committee against Apartheid*) – It is a great honour for me to address this gathering on behalf of the United Nations Special Committee against Apartheid. It is indeed appropriate that you are presiding over this debate as your country, Zimbabwe, has not been spared the destructive consequences of the ruthless policies of the racist regime of South Africa. Your country's commitment to the cause of peace in southern Africa has found expression, time and again, in its concerted support to the international campaign to help eradicate apartheid.

We have before us the report of the Committee on Action against Apartheid, including its conclusions and recommendations. These represent the consensus of the tripartite structure of the Committee. Indeed, they are the outcome of the intense debate whose ultimate goal is the definition of specific measures by the international community against apartheid.

The Special Committee against Apartheid believes that the implementation of these recommendations, especially those concerning economic sanctions against South Africa, is of particular importance. As you are aware, economic sanctions have had a serious impact on the South African economy. They

have deprived the Pretoria regime of substantial capital needed to sustain the apartheid economy. The United Nations Special Committee also believes that an effective oil embargo could seriously impair the ability of the racist regime to pursue its repressive and aggressive policies. Short of a mandatory oil embargo imposed by the Security Council under Chapter VII of the United Nations Charter, the Special Committee considers that the adoption by governments of legislation or comparable measures would allow for effective monitoring of the oil embargo and any violators.

As you are aware, the hearings on the oil embargo against South Africa were held in New York last April 1989 by the Intergovernmental Group to Monitor the Supply and Shipping of Oil and Petroleum products to South Africa. Several important recommendations were made to strengthen the embargo and these recommendations are contained in document A/44/279. Among them are the adoption of legislation or comparable measures to impose an effective oil embargo, the enhancement of enforcement measures, particularly punitive measures against violators of the oil embargo, and the strict monitoring of the use of certificates of discharge.

It is appropriate that these recommendations focus both on disinvestment by the transnational corporations and on the need to negotiate the terms of disinvestment with the trade unions concerned. Any disinvestment plan must include a labour clause on the rights of South African workers. As different experts' studies have demonstrated, most of the transnational corporations that have disinvested from South Africa continue to maintain non-equity relationships with the domestic companies that purchased the transnational corporations' assets. It is for this reason that the non-racial trade unions in South Africa refer to “corporate camouflage” as falling short of disinvestment.

The Special Committee is particularly supportive of the establishment of the group of three independent experts, as we believe that the lack of strict monitoring of the measures adopted by governments, as well as the lack of co-ordination on the imposition of these measures, has, partly, resulted in the loopholes which have been exploited by the Pretoria regime to circumvent sanctions. It should be stressed that this process of evasive sanctions has received direct assistance from some countries. Economic considerations have been allowed to take precedence over the obvious moral issues involved. When we talk of the evils of apartheid, we are assured of the sympathy of the industrialised countries, but when we call on them for reasonable actions to dismantle the criminal policy, which is a barrier and a crime against humanity, we are confronted with non-cooperation.

The apartheid system must be abolished. As the community of Governments, Employers and Workers, the ILO has a vital role to play in assisting the process of eradicating apartheid. It is clear that the racist regime of South Africa has no credible alternative to its “repressive reform” policy, designed ultimately to give the Blacks limited political rights while maintaining minority rule. This was of course evident in the renewal of the four-year-old state of emergency, which shows that the regime can only rule by force. This has consistently been rejected by the Black majority and a growing number of Whites. Thus, the struggle against apartheid continues with the non-ra-

cial labour movements playing a crucial role. The international community can do no less than provide full and effective support to the struggle.

The Special Committee will continue to offer its constructive co-operation with the ILO in this noble endeavour: the abolition of apartheid and the beginning of the process that will bring peace and freedom to South Africa.

Mr. KAIEMBO (*representative of the International Confederation of Free Trade Unions*) – On behalf of the International Confederation of Free Trade Unions, representing 88 million workers the world over, I should like to express fullest support for the conclusions of the Conference Committee on Action against Apartheid, which I hope will be adopted by consensus.

But more important, not only adopted, but implemented. Speakers before me have given countless examples of continuing – indeed worsening – repression in South Africa, while the media remain silent, while there is talk of dialogue (but dialogue with whom?), while every apartheid law that is removed is immediately replaced by other legislative measures that bring in the same restrictions, or even harsher restrictions, through the back door. In the words of Jai Naidoo, General Secretary of COSATU, “The Government is digging deeper into the trenches of emergency rule in a futile bid to reverse the march of history”.

In December last year, in Harare, leaders of the independent Black trade union movement in South Africa, of COSATU, NACTU and others, were unanimous in telling us that the situation was getting worse not better. “Don’t let bogus signals from Pretoria fool you”, they said. They asked us to diffuse one message, namely: “The space for legal and democratic opposition is almost comprehensively becoming closed. Only sanctions will convince the South African regime that this cannot, just cannot, go on.”

ICFTU policy on South Africa has evolved from listening to the needs of the Black majority workers of South Africa. It is for this reason that the ICFTU was in the vanguard when it adopted a first blueprint for comprehensive mandatory economic sanctions back in the spring of 1985, when it set up a monitoring machinery to look at the practical implementation of sanctions, to expose sanction-busting practices and to promote co-ordinated international action.

Through our ongoing work, spearheaded by the ICFTU’s special Co-ordinating Committee on Southern Africa, we feel that we can make a practical contribution to the implementation of the conclusions adopted by the Conference Committee on Action against Apartheid this year, and indeed to the implementation of the Declaration and its Programme of Action. For example, the conclusions this year call on trade unions to organise campaigns to prevent or expose attempts by South African multinational enterprises to take over enterprises outside South Africa.

The ICFTU has just published a list of subsidiaries of South African transnationals abroad. This is entitled “Apartheid for export?”. The list shows that a total of 88 South African transnationals control 437 companies spread over 44 countries from the tiny Virgin Islands, Liechtenstein or Hong Kong to the United Kingdom or the United States. Britain, with

76 South African-owned companies established on her territory, takes the lion’s share. Out of 437 subsidiaries, 110 are linked to the South African giant Anglo-American Corporation Group. It is for this reason that President Kenneth Kaunda of Zambia requested the ICFTU earlier this year to research into the activities of Anglo-American. There is no doubt that the companies listed by the ICFTU play a vital role in sanctions-busting, that they play a dynamic role in helping to maintain apartheid. They must be targeted.

The publication of our list of South African subsidiaries does not of course mean that we intend to let non-South African transnationals off the hook. On the contrary, our monitoring unit keeps an up-to-date list not only of such transnationals, but also of those that have tried to deceive public opinion by fake disinvestments, disinvestments that amounted to little more than corporate camouflage. What credence can we give to companies such as Mobil Oil that has consistently been feeding its workers, organised by the Chemical Workers’ Industrial Union, false information about its intentions, refused to divulge the terms of its so-called disinvestment and systematically rebuffed the union’s approaches for a negotiated settlement?

And what of the employers that are only too happy to use the anti-union provisions of the Labour Relations Amendment Act? Some leading transnationals such as Dunlop must be publicly exposed and targeted for years of union-bashing tactics.

The ICFTU is maintaining a blacklist of all those companies that take advantage of the Labour Relations Amendment Act. A preliminary list has already been sent to all our affiliated organisations. We hope that a tripartite commitment to implement the conclusions we are now discussing will help reduce the length of this list.

We, for our part, are fully committed to an international trade union campaign in support of the demands of COSATU/NACTU and independent Black trade unions, drawn up by the Workers’ Summit held in March this year.

The ICFTU welcomes the emphasis in this year’s conclusions on the special efforts to bring about an embargo on South African coal, effective financial sanctions, appropriate legislation to prevent the transport of oil to South Africa and a severance of air links so that certain companies cannot benefit from the withdrawal of others. Indeed, representatives of the independent Black trade union movement in South Africa have pointed out to us that advertisements in the South African press now invite potential travellers to fly to the United States via Amsterdam with KLM or Frankfurt with Lufthansa. What Lufthansa and KLM are doing can only be qualified as shameless sanction-busting.

The ICFTU Executive Board has established a special working party to promote an embargo on South African coal. Numerous representations have been made by the ICFTU, both to individual governments and to the European Economic Community. Our Asian Regional Organisation is organising pressure on governments such as Japan, Taiwan, South Korea and Hong Kong. Special attention is being focused on the major North Sea coal import harbours and their role in trans-shipments of South African coal, and pressure is being put on harbour and municipal authorities. It is distressing, however, that di-

rect trade union solidarity action is much too often restricted by legislation to impede such action, exposing unions to severe civil liabilities. The ILO Programme of Action calls for the lifting of all such impediments. The ICFTU renews its appeal on this recommendation. Our working party is also promoting research into possible alternatives to South African coal and other minerals, with special emphasis on the promotion of exports.

How many more South Africans will be murdered by apartheid while we pay lip service to democracy?

Finally, a few words about Namibia. Of course, we welcome the progress made towards the achievement of Namibia's long overdue independence, but we are most concerned about reports from the democratic trade union movement in that country that ruthless repression of trade unions and political activities continues unabated and that the press remains restricted. ICFTU affiliates are putting pressure on the United Nations for effective implementation of Security Council resolution 435 with a full and efficient deployment of the United Nations Transition Assistance Group.

Above all, we should not allow Namibia's independence process to blind us to the fact that apartheid continues, until such time and will continue to do so as the international community begins, seriously, to fully implement the commitments undertaken here.

Mr. NORUSHE (*representative of the African National Congress*) – Mr. President, allow me to associate myself with the previous speakers in congratulating you on your election at the head of the 76th Session of the International Labour Conference. I should also like to extend a warm welcome to Mr. Hansenne and ensure him of the support of the African National Congress (ANC) and the South African Congress of Trade Unions (SACTU). A well-deserved tribute and hearty farewell go to Mr. Blanchard for the devotion and competence he has shown in serving our Organisation, the ILO.

I must comment, as I may be the only one to do so, that in this decade two important sessions of this Conference stand out with respect to the history of southern Africa, namely, the 67th and the 76th.

The 67th session took place in 1980, the year in which we celebrated the independence of Zimbabwe – and what a good opening that was for this decade! During the current session, nine years later, we are again rolling up our sleeves to complete, come 1 November, a decolonisation process that is already under way, this time in Namibia. While looking forward to welcoming our Namibian comrades as representatives of the independent State of Namibia at the next session of this Conference, we observe that all of southern Africa is on the alert 24 hours a day owing to the constant destabilisation and violation of national sovereignties by the racist police. The peoples of our region are repeatedly forced to flock to their graveyards in order to bury their beloved ones whose lives have been cut down in the darkest hours of the night by the racist henchmen of the terrorist colonial apartheid regime. Moreover, the economies of the region's countries have been devastated by the policy of apartheid. It is because of these circumstances that we are appealing to you, members of the international community, to support the victimised countries diplomatically, politically, economically and morally

and to couple this support with an intensification of comprehensive and mandatory sanctions against the Pretoria regime.

At home another destabilisation process, engineered by the Bantustan chiefs in response to their masters' voices is in full swing. Our activists are suffering sleepless nights in a large-scale battle of survival imposed upon them by the Bantustan gestapo police.

Whole families have had to abandon their homes to seek hiding place for fear of being burnt alive in their houses. Scores of our people have lost their lives. The enemy is not only depending on its White collaborators but is also making use of Black stooges and puppets to murder people, regardless of whether or not they are attached to any political organisation.

The Congress of South African Trade Unions (COSATU) delegation is not with us in this 76th Session of the Conference because the regime is refusing to grant them passports so that they can travel. While the granting of passports is a right for every citizen of any country, in our land it has become a privilege. This is another violation of human rights. Hence we stress that apartheid cannot be reformed but must be destroyed.

Thirteen years ago this month the whole world was shocked when the racist forces went on rampage in Soweto and other African townships of our country, killing scores of schoolchildren. As for the young girls who were detained, they became the victims of rape by the racist gestapo and thus when they were finally released, they found themselves burdened with fatherless children. This was the last straw for our people.

Scores of our patriots are on death row, awaiting their date with the hangman, after having been sentenced to death by racist judges using instruments of the law which were formulated without representation of those they serve to condemn. There is no other country in the world today that has more than 300 of its citizens in prison awaiting execution. South Africa has fast become the hanging capital of the world.

Our people have become wanderers in the land of their birth through forced removals by the racist regime whose notoriously unscrupulous acts are meant to shunt our people around like cattle. African sentiments are easily provoked by forced removal away from the graves of their forbears. They naturally nurse a grudge against anyone who violates this traditional attachment. Every nationality in our country has, at one stage or another, been angered by the racist regime's violation of this sacred tradition through forced removals.

These are some of the problems whose impact and aftermath will still be felt even after freedom has been won for our people in South Africa. When we talk of reconciliation, some of our people will be unable to understand us. This is because they have lost their entire family in our struggle. It would not be amiss of me to say that there are going to be outbursts of anger in South Africa even after freedom. Fortunately, we have a seasoned leadership in our vanguard movement, the African National Congress, together with its allies, the South African Communist Party and the South African Congress of Trade Unions (SACTU), who might be able to prevail upon our people through some form of education to forgive. Of course, we know that in a revolution, not everybody sees the day of freedom.

Trade unions in our country are burdened by scores of racist labour laws among which we can name but a few, the first being the Labour Relations Amendment Act, promulgated in September 1988, which is aimed at crushing all traces of trade union activity in our country. Our workers, of course, in COSATU, the National Council of Trade Unions (NACTU) and in other independent unions, are busy drafting their own version of a labour relations act which must and will reflect the type of protection they expect. That's why I appeal to the workers of the world to support this noble endeavour.

There is also the new Minerals Bill which undermines the health and safety measures that the National Union of Mineworkers (NUM) has been fighting for. We have the South African Transport Services Labour Bill aimed at breaking the bargaining power of the most highly representative and powerful union in this sector – the South African Railway and Harbour Workers' Union (SARHWU). We also have the Post Office Services Act which is discriminatory and limits the training and promotion opportunities of workers in the post and telecommunication sector, and many, many, many more. The South African Employers' Consultative Committee on Labour Affairs (SACCOLA), which is an employers' organisation, is benefiting from all these laws. Domestic and foreign employers alike are making use of these racist laws in our country. We therefore appeal to governments as well as to employer bodies worldwide to try and bring pressure to bear on these racist employers to steer clear from complicity in the crimes that are being perpetuated against our workers in South Africa.

The racists in our country are tantalising us with the release of our leader, comrade Nelson Mandela, after the racist elections that are scheduled for September this year. We do not want to be tantalised. We demand his unconditional release as well as the release of all other political prisoners in our country, and the removal of all restrictions on banned people's organisations. Promises made by the racist regime have always come to nothing. We are greatly heartened by the proposals made by Mr. Krasucki, the General Secretary of the French General Confederation of Labour (CGT), for putting forward the name of our leader, comrade Nelson Mandela, for nomination for the Nobel Peace Prize in recognition of the fact that violence is a feature of apartheid itself and not of those who stand for internationally recognised standards and principles that the International Labour Organisation upholds. The Committee on Action against Apartheid has also welcomed this nomination.

In conclusion, we would like to appeal to the delegates assembled here today by saying: please don't close your files at the end of this 76th Session when you return to your countries, open them up and let it be known that the demise of apartheid can only be guaranteed with the massive participation of your members in your solidarity struggles with us to erase this evil system. At least, when we meet again, tripartite delegates must be able to report on the progress made in the following fields: the implementation of mandatory and comprehensive sanctions against racist South Africa; the refusal by the international trade union movement to handle South African goods; the closing off of air links and diplomatic missions of the racist regime abroad; an end to loans and

credit facilities to the racist regime; an end to emigration to South Africa; and the fight for the lifting of the state of emergency. In order to achieve a speedy resolution of the issue concerning the Union Bank of Switzerland (UBS), the Director-General must convey the feelings of this house to the UBS and proceed to pursue the possibility of finding alternative banking arrangements. It is now time to put words into action as an injury to one is an injury to all.

Mr. MAKHANDA (*representative of the Pan-Africanist Congress of Azania*) – May I wish you grace and peace. Mr. President, at the outset, allow me, on behalf of the Pan-Africanist Congress of Azania, to congratulate you on your unanimous election to the venerated position of President of the 76th Session of the International Labour Conference. Your diplomatic views and experience have been fashioned in the crucible of a bloody struggle for the liberation of your beautiful country, Zimbabwe; a struggle in which your own role as one of its leaders stands out as a beacon to us who are still engaged in same for national liberation and the right of self-determination. We have no doubt that you will execute your difficult responsibilities with the same high quality of expertise and finesse and as a true son of our beloved continent Africa.

May I also extend congratulations to the new Director-General of the ILO, Mr. Hansenne, for his brilliant Special Report on Apartheid. The ILO has been one of those organisation in the United Nations family that has made a very positive and concrete contribution to our struggle to eradicate apartheid. For this we are deeply grateful. We hope and believe that under his leadership this attitude will continue. Of course he has already given us that assurance and has shown his sensitivity towards Africa's causes by visiting us early this year in beautiful Bujumbura during the 12th OAU Labour Commission.

I would be failing in my responsibilities if I did not express my organisation's and my own feelings of gratitude to the outgoing Director-General, Mr. Blanchard, who has served this Organisation with distinction, diligence and great competence and under whom most of the programmes we benefit from were established. We wish him God's grace and a shower of His blessings in his new life.

My delegation accepts the conclusions and recommendations of the Committee on Actions against Apartheid. It is a minimum programme, incremental in nature, but worthy of support. Apartheid is a very pervasive issue that overshadows every aspect of our human relations. Labour, in this instance, has been no exception.

The events in our country are heading with alarming speed towards a cataclysm, despite pronouncements to the contrary.

The renewal of the state of emergency a few weeks ago is testimony to this contention. The resignation of seven leading members of the racist ruling clique in our country is yet another. The sentencing of 14 patriots to death from among the Upington 26, on the basis of the now infamous common purpose doctrine, is further confirmation of this bleak prognosis.

On the labour front, the picture is no better or worse. The contentious Labour Relations Amendment Act has not been reviewed by the regime de-

spite promises to the contrary by the racist Minister of Manpower. The pillars of the racist regime, the police, the soldiers and security apparatus continue to arrest, detain and maim our workers; they continue to besiege their homes in the African townships with tanks and other military paraphernalia, such as Casspirs. A few days ago, we were informed by a NACTU official that their offices were raided by police. Police dogs were used on members of the National Union of Farmworkers, another NACTU affiliate, during a strike for recognition of their union. The Director-General's Special Report is accurate in reporting that a new climate of hostility has built up, with repression of the non-racial trade unions reaching an unprecedented level. Indeed, scores of union leaders have been detained for varying periods; several have been killed by police forces and White vigilantes; union premises have been vandalised, some entirely burnt down; and police intervention in strikes has increased significantly.

Every year a catalogue of racist violations of human rights of the dispossessed, oppressed and exploited African majority workers are tabled in various conferences. And, every year, the apologists of the apartheid regime also drum up unsubstantiated arguments to show that there is a movement towards the resolution of our plight; that racist South Africa must be given a chance; that its isolation should be terminated. In the meantime, our workers and people are suffering and dying daily as the Director-General's Special Report documents and illustrates in a very graphic and poignant manner. Countries can help make a difference if they strengthen sanctions instead of helping the apartheid regime.

With the near-chaotic implementation of resolution 435 on 1 April this year and the signing of the Brazzaville Accords last year, we have been told we can now look forward to a similar model being put in place to resolve our situation in Azania. The international community is being told that it was not sanctions or armed struggle that has brought about the new willingness on the part of the racist regime in Pretoria to relinquish its occupation in Namibia. It is said that reason and persuasion and a little pressure did the job!

The truth of the matter is that the movement towards the implementation of resolution 435 was brought about by the racist regime's defeat at Cuito-Carnival, which was decisive. Similarly, the movement towards the Lancaster Conference was brought about by the victories of the Patriotic Front in Zimbabwe, and these were decisive. No oppressor, no dictator gives up power on the basis of logic or reason; if they had the qualities of reason and logic they would not be oppressors and dictators in the first place.

Our workers are as resolute as ever in their determination to eradicate the scourge of apartheid. They have continued to score impressive victories in their struggle. This past 1 May, our workers stayed home and commemorated May Day by the thousands. They succeeded in forcing the regime to recognise this day, rather than the first Friday in May, as workers' day. The regime had designated the first Friday in May as the day to be observed by workers, ostensibly to make it void of any "revolutionary" content.

As an integral part of the dispossessed and oppressed community, Azanian workers have not shed their responsibilities, or limited their struggles to

shop-floor issues of bread and butter. They have championed two very successful major campaigns – that of the Sharpeville Six who had been sentenced to hang but whose sentences have been commuted – an act for which we are very grateful to the International Labour Organisation and the international community in general. The second very successful campaign was that of the release of our 75 year-old President, Zephania Mothopeng, who addressed the United Nations last Friday, 16 June, at the invitation of the Special Committee against Apartheid. He had been sentenced to 30 years for "organising and predicting" the 16 June 1976 Soweto uprisings. In a series of prayer meetings all over the country involving hundreds of thousands of workers and members of the oppressed community, the national Council of Trade Unions (NACTU), joined by members of the Council of South African Trade Unions (COSATU), and other community organisations such as the Azanian National Youth Unity (AZANYU), demanded the commutation of the death sentences of the Sharpeville patriots and the release of the Pan-Africanist Congress President. The racist regime, confronted by all this anger, bowed down. This anger was even perceived by the foreign embassies' staff accredited to Azania, and was communicated to their capitals. Even the Iron Lady, Mrs. Margaret Thatcher, for once had to stand on the side of justice.

I am highlighting these events to show that our workers are engaged in a constant battle and that the struggle is being fought resolutely inside Azania, despite the state of emergency and restriction on the press. Our workers and our people are fighting on all fronts, using all forms of struggle, including armed resistance. As our President said at the United Nations last Friday: "The Azanian people have long dismissed the notion that the racist army could sustain the apartheid system indefinitely." And he reminded the meeting that: "Great empires have fallen."

Experience, it has been said, is a great teacher. A burnt child, we are told, will always dread a fire, and rightfully so. We of the PAC are like that child. When, on 21 March 1960, we launched a non-violent positive action campaign, we were able to persuade hundreds and thousands of our workers not to go to work but instead to go to prison. Our campaign was so successful, beyond anything we could have dreamt of. Capital fled the country. The wheels of industry came to a standstill. The regime killed our people, and later opted to negotiate with our leaders, if they could only stop the thousands of people and call them off the streets.

This our leaders in the PAC did. Calm settled in the country and then the racist regime reneged on their word. Instead our leaders were rounded up and locked up, our workers' and peoples' misery continued with more killings, arrests and banishments. Witness the 16 June 1976 peaceful demonstration, witness the 3 September 1974 peaceful rent protest in Sharpeville and Seboken.

As the Director-General's Special Report makes clear, today our entire societal fabric is in shambles and will continue to be so until effective remedial measures are taken.

We have called for the effective imposition of comprehensive mandatory sanctions as a peaceful and non-violent option to our programme, which we intend to carry out resolutely if the former does not

redress the injustice perpetrated against our workers and peoples.

In conclusion, we once again call upon all of you here to save the lives the Upington 14 patriots, to continue demanding the unconditional release of all political prisoners.

Our President has launched, with the International Red Cross, a campaign to ensure that all political prisoners receive medical check-ups twice a year, as prison conditions have made them susceptible to tuberculosis. Nelson Mandela, as you know, was a victim of this disease owing to prison conditions. We hope you will support this worthy effort.

We would also urge this august body to support concretely the front-line States, whose economies and workers have suffered enormously as a result of the racist regime's policy of apartheid. Their sacrifices on behalf of justice and freedom more than commend them. We wish other countries, especially in the developed world, would exhibit the same high moral values of justice, peace and security and freedom, as against the high material values of profit and profit and profit.

Original – Japanese: Mr. TANAKA (Workers' adviser, Japan) – I fully appreciate the work of the Committee on Action against Apartheid in formulating conclusions against apartheid in South Africa and Namibia, on the basis of social justice and humanity.

I especially welcome the fact that the independence of Namibia was included in the conclusions. I fully endorse the resolutions and decisions taken by the Committee.

I feel that Mr. Nelson Mandela's nomination for the Nobel Peace Prize is to be welcomed. I pay tribute to Mr. Mercier, spokesman of the Workers' group, and the members representing the Workers' group in the Working Party.

The main theme of the Director-General's Report to this Conference is "Recovery and employment." It is deplorable that human rights are violated and racial discrimination is still prevalent in South Africa and Namibia. Harsh laws enforcing this modern version of slavery are ruthlessly applied. Black workers are deprived of their human rights and suffer unemployment and poverty. The theme of the Director-General's Report will achieve its purpose only when apartheid is abolished. Black workers' human rights are regain and secure employment is achieved.

Black workers in South Africa and Namibia who fight against this vile apartheid system are arrested without just cause, detained for long periods and murdered or executed without trial. In the face of such atrocities, I feel strong anger and indignation against the apartheid regimes of South Africa, and Namibia. It is atrocious that more than 90 Black people are executed every year in those countries and I extend my condolences to the families of the victims. I strongly urge that those detained without cause should be freed immediately.

The new labour relations Amendment Act promulgated in South Africa in October is a bad law, aiming at suppressing trade union rights. We demand comprehensive revision of this law which aims at increasing pressure on labour unions in South Africa.

I hope this law will be revised completely at the intergovernmental meeting to be held in August. I hope that the attempt to revise the law will achieve success.

The ICFTUAPRO, to which I belong, invited the representative of NACTU to its 14th Assembly held in Bangkok last August, where he spoke against apartheid. The meeting adopted unanimously a resolution calling on Asian governments to impose strong economic sanctions and calling on multinational corporation in Asia trading with South Africa to discontinue such trade.

Labour unions in Japan are deeply concerned about the degree of economic relations between South Africa and Japan. We have taken every opportunity to urge the Government of Japan to take effective measures including economic sanctions, against South Africa. We have asked for this many times. We also requested the Prime Minister of Japan to take up the issue of South Africa at the Ottawa Summit, held on 18 June 1988.

It is most regrettable that some sections of our Government, society and industry are unwilling to take a firm stance on economic self-restraint towards South Africa, but nonetheless since last year the flow of trade between Japan and South Africa has begun to slow down. Four major electric power companies of Japan have agreed to discontinue imports of South African uranium. The Government has also agreed to address the issue of coal and oil exports, which have been the subject of discussion between my trade union and the Government.

Last year, we organised rallies and demonstrations against apartheid. We are also conducting fund-raising campaigns. Although we do not have a South African embassy, since there are no diplomatic relations as such between Japan and South Africa, we have a South African consulate in Japan and have delivered strong protests to this consulate. We have sent telegrams to Mr. Botha expressing our protest and denunciations against apartheid on several occasions. We are determined to continue our firm action against apartheid, based on the conclusions reached by the Committee this year.

Lastly, I would like to report to the Conference that we have established the International Labour Foundation in May this year with donations from trade union organisations affiliated with Jptuc-Rengo – the Japanese Private Sector Trade Union Confederation – for the purpose of strengthening co-operation and exchanges with trade unions and showing solidarity with the workers of the world. The foundation will contribute to assistance for co-operation development. The Japanese trade union movement and this newly established foundation will closely co-ordinate action with each other and will strengthen co-operation with trade unions in Asia, Africa and other countries.

Original – Russian: Mr. YURGENS (Workers' adviser, USSR) – Speaking at the 76th Session of the Conference on behalf of the Soviet workers on the burning problem of apartheid, I would like to express satisfaction and optimism on the one hand, but a certain pessimism and disappointment, on the other. Our optimism is based on the fact that in December last year an agreement was reached on the regularisation of the situation in south-west Africa, providing a real opportunity for Namibia to achieve full independence. We cannot fail to point out the constructive part played, and still being played by the Governments of the USSR, the United States, Cuba and Angola. We should like to take this opportunity to

call on all member States of the ILO to give the greatest possible support to the people of Namibia in setting up a new democratic State. Our optimism is also based on the fact that solidarity with those struggling for independence and freedom in South Africa is not at all weakening, as some would like it to, but is extending throughout the world. This has been clearly shown in the work of the Committee on Action against Apartheid at this session of the Conference.

The international community is understanding increasingly clearly the fact that the racist policy of Pretoria and the shameful system of apartheid is not only the main source of acute conflict in Southern Africa, but a threat to security world-wide. The International Labour Organisation continues to make a significant contribution to the fight against apartheid, as is evidenced by the Special Report on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia submitted by the Director-General to this session of the Conference. We also take a positive view of the fact that the special report gives us information about what the ILO has done in this respect. We have to emphasise the international importance of the two conferences held in Harare, the programme of proposals to assist Namibia after its independence, and the extension of technical assistance programmes to southern Africa, including those carried out within the framework of the Turin Centre. However, the organisation itself has not done everything it could.

We cannot overlook the fact that there is still the problem of the Union Bank of Switzerland, and the failure to undertake a study on the gold trade, as well as other issues. This brings us to the pessimistic part of my statement. As we all know, terror and gross violations of trade union and human rights in South Africa continue to occur daily. Another daily occurrence is the failure to give effect to, or breach of, the sanctions which we have been repeatedly calling for for 25 years now, in 25 reports. I won't repeat the details here.

Our energetic and spirited Workers' Vice-Chairman of the Committee, comrade Mercier, presented glaring instances of such violations to the Committee itself, and previous speakers have outlined even more glaring facts. In view of this, we can say that despite the position taken by a number of governments and employers' organisations, only compulsory and comprehensive sanctions are capable of putting an end to the inhuman system of apartheid. The international trade union movement will continue its struggle to this end.

Coming back to the activities of the ILO, I, like other speakers, would like to urge the Director-General to set up a group of independent experts to verify the application of the measures adopted, if possible before the Governing Body completes its work.

Finally, I would like to express the warmest support of the Soviet workers for the nomination of Nelson Mandela for the Nobel Peace Prize.

Allow me to conclude my statement in the words of a great American, Martin Luther King, who knew more than anyone else what racism and segregation really meant. I would like to quote him in his own language. "This is no time to engage in the luxury of cooling off or to take the tranquilising drug of gradualism. Now is the time to make real the promises of democracy."

Mrs. FOULKES (*Workers' delegate, New Zealand*) – Thank you, Mr. President, for the opportunity given to me to speak on behalf of the workers of New Zealand in support of the report of the Committee on Action against Apartheid.

This is the 25th occasion that the Special Committee against Apartheid has met to discuss the actions the constituent members of the ILO should undertake to ensure the end of the abhorrent form of administration that flourishes in southern Africa. New Zealand workers have consistently participated in the debate of the Conference and in the battle against apartheid within New Zealand and internationally. New Zealand has now withdrawn from almost all direct contracts with South Africa – political, cultural, sporting and economic. Action now within New Zealand is against the indirect support of apartheid that is shown through the transnational corporations that still work within New Zealand although not trading directly from New Zealand to South Africa.

I speak in this debate because I agree with the contentions in the conclusions of the Committee. The measures endorsed by the Conference last year would be sufficient to end the apartheid system if they were applied equitably by the participants of this Conference. It is obvious from the interventions made today by both brother Mercier and our African brothers that the system has in fact strengthened its activity against the Black majority in the past year. I shall not repeat the list of outrages, but I do ask: How can there be such unanimity at this Conference and so little action taken by some parties at the Conference between our meetings?

The call of the Committee on Action against Apartheid is to exchange words for action, and the emphasis of the conclusions is on action by member delegations – government, workers, employers – throughout the coming year. Essential measures to be taken include the sanctions with respect to coal, oil, gold and finance. Sanctions with respect to these four strategic commodities would critically, and possibly mortally, wound the Pretoria Government.

These moves must be made this year, and they cannot be made in the small States alone. Sanctions by New Zealand can be seen as almost irrelevant in the face of the actions of the major industrial nations and the oil-exporting countries who continue to fuel the South African economy, both figuratively and literally.

In taking action, we must look in particular at the role of the multinational corporations in the avoidance of sanctions, and in this area all countries can play a role.

At this Conference and during the year we must give our support to the front-line States in their solidarity with the people of South Africa. The call in the conclusions for financial commitment to the AFRI-CA Fund is a call we should all heed as the African States continue to bear the brunt of the world opposition to apartheid.

Turning to the ILO itself, the conclusions include several recommendations with which I concur and which I endorse. To promptly set up a group of three independent experts to monitor and evaluate progress made and to work on activities within the ILO against apartheid. To improve and to review the questionnaire on the implementation or non-implementation of the Declaration, its appended Programme of Action and the recommendations of the

Conference by member States and to ensure that the responses to next year's questionnaire allow us to more adequately advise next year's Conference on the work done by member States. And, finally, to take action on the issue of the Union Bank of Switzerland. On this last issue, it appears ludicrous to me that for 25 years we have debated the inhumanity of apartheid on the need for solidarity actions within this Conference hall, whilst we continue to allow an organisation which is actively supporting South Africa to operate within this building.

Finally, I would like to turn to the reservations already raised by certain countries and employers. I note that these countries and employers are among the most prosperous in the world and the most powerful. Many are among the most vocal on human and individual rights, and I challenge them to review their decision to ignore the call by the majority of African organisations to impose mandatory sanctions in order to end the apartheid regime.

In closing, I would like to place on record the support of the New Zealand workers for the conclusions of the Committee and for the request that the report be endorsed unanimously by the Conference to give the clearest possible message to the regime in South Africa that the international community will not allow their activities to continue.

I also support the recommendations regarding Nelson Mandela, the release of detainees and the removal of restriction on those that have already been released.

Mr. CHARLTON (*Workers' adviser, United States*) – First, I congratulate you on your election as President of this august body, and especially this important sitting on the abhorrent system of apartheid, and on your important role in the struggle for independence in your own country, Zimbabwe, a decade ago.

In May 1944, 45 years ago, the International Labour Organisation issued its declaration of aims and purposes in Philadelphia, Pennsylvania, the birthplace of the American Constitution. It is worth quoting here today in part: "The Conference reaffirms the fundamental principles on which the Organisation is based and, in particular, that ... labour is not a commodity ... [and that] freedom of expression and of association are essential to sustained progress" These words are as relevant today as they were then. Although nearly half a century has passed since these important objectives were stated, today there remain far too many countries of the world where workers are denied these basic human rights. South Africa is such an example. Almost three years ago, we in the AFL-CIO upheld the passage of the United States Comprehensive Anti-Apartheid Act. However, today the sweetness of that victory has turned sour. What we had hoped would be a temporary pressure tactic to force to South African Government to abandon its policy of Black disenfranchisement has not eliminated apartheid. Yes, apartheid is alive. The South African Government and its supporters would have us believe that apartheid is dead. Reforms are in place and changes are taking place. But every time we turn the corner of change and expect to see a ray of hope, we encounter another darkened alley. A gauntlet of apartheid which is a physical, moral and psychological threat to us all. If reforms mean the introduction of more dra-

conian labour legislation, then regressive reform has taken place. If change means that the conservative party is now the official opposition, then regressive changes have taken place. If reform means the reintroduction of petty apartheid laws, then real reform is dead. If change means a new State President who promises that the majority rule will never occur, then concrete change is dead and apartheid is still alive.

We cannot reform apartheid. Apartheid is like an apple that is rotten to the core. You may slice away some of the rot, you may peel that apple, but it is still a rotten apple. You cannot reform it. You must change it. You must replace it. That is apartheid. The AFL-CIO does not pretend to have the answer to the complex problems of South Africa, nor would we be so presumptuous as to offer one. The answer to South Africa's problems can only be found internally, with the full participation of all people and organisations who profess to have the best interests of South Africa at heart.

The measure of our support will continue to be dictated by the express needs, positions and resolutions of the trade union movement. Mandatory and comprehensive sanctions are only one example of this position, along with vigilant monitoring to ensure compliance.

We would continue to call for the strongest measures. We will maintain this strategy until our South African brothers and sisters call on us to abandon it. We will continue to heed their voices – those voices which are saying no to apartheid; no to a tomorrow which resembles today. But yes to sanctions when it means a new tomorrow and a new beginning.

The recommendations of the Committee strongly reflect the position of the trade union brothers and sisters in South Africa. The AFL-CIO programme is a multi-faceted programme. As an affiliate of the ICFTU, we continue to actively participate in the ICFTU Co-ordinating Committee on Southern Africa. Our contribution to that Committee and to the Committee's programmes for South Africa's broad-based effort to co-ordinate, assist and promote trade unionism which can stand against the onslaught of apartheid, which tries to conceal, weaken and emasculate free, democratic and independent trade unionism. Internationally, we are actively involved in the various international secretariats.

I mentioned those, not to promote the AFL-CIO and its affiliates who are involved in all these activities, but to accentuate the breadth of the problem, the diversity of the needs and the recognition that a multi-faceted approach – flexible in nature, capable of responding – is the only cause of action that can satisfy the moral needs of our brothers and sisters in South Africa. We, like other developed countries, have a trade union history, experience, expertise, structures and methodologies that we are prepared to share in order to bring about a better world.

In the last year, significant developments have occurred in Namibia that have escalated the opportunity for peace that hopefully will lead to a government chosen by the majority of citizens of Namibia. That effort could not have taken place without the intervention, very positively, of the USSR, Cuba and the United States, and we commend them on their efforts.

The AFL-CIO stands resolute in its support for the implementation and both the letter and the spirit of United Nations Security Council resolution 435. We

call on the South African Government to unconditionally release Mr. Nelson Mandela.

In closing, I am confident that the report of the Committee on Action against Apartheid, under consideration today, will be adopted unanimously by this body.

The American trade union delegation and the majority of the people in the United States support the concept for which this document stands, and will therefore vote for it.

The intent and the strength of the measures called for by the AFL-CIO are not punitive, but an effort to bring the South African Government to face the reality that apartheid must end. To this end, we have chosen peaceful, economic intervention by supporting in full the report of the Committee, because we recognise in the words of the great American slavery abolitionist, Frederick Douglass, that power concedes nothing without demand – it never did and it never will.

Mr. DRZEWICKI (*Workers' adviser, Poland*) – Mr. President, I should like to join the preceding speakers in congratulating you and the Vice-Presidents on the election to your distinguished posts at this session of the International Labour Conference.

I have a great honour to take the floor at the plenary, on behalf of the Polish trade union Solidarnosc, for the first time since 1981 when our leader, Lech Walesa, addressed the International Labour Conference. I have been requested by him to convey to the ILO our profound appreciation for not having been forgotten here and for its persistent stand in defence of our right to exist.

I would like to declare solemnly that the trade union Solidarnosc entirely supports the struggle of our sisters and brothers in South Africa and Namibia against apartheid. We are increasingly concerned by the continued severe repressions of COSATU, NACTU and other independent Black trade unions. Solidarnosc understands all these organisations and their programmes. Our experience shows that trade unionism cannot remain indifferent to a wider background of political and structural impediments to its existence and development. There are no genuine trade union rights without human rights as a whole, since they all constitute an indivisible and interdependent set of principles.

This is the universal message of the Declaration of Philadelphia and of the Universal Declaration of Human Rights.

Following with attention the developments in South Africa and Namibia, we find that our experience is of relevance to the situation of trade unions there. The total onslaught on all political democratic opposition forces the trade unions of South Africa to address the problem of their work in the widest structural context possible. Apartheid permeates the whole field of industrial relations.

We support the vigorous campaign launched by COSATU and NACTU against the new Labour Relations Amendment Act (LRAA). The restrictive and punitive nature of the Act undermines the universally accepted concepts of acquired rights and their dynamic character.

It should be clearly stated that the promotion by the South African Government of racially constituted unions at the expense of non-racial unions and the

abridgement of the right to strike manifestly runs counter to the fundamental principles and standards of the ILO.

Furthermore, since the adoption of the Labour Relations Amendment Act, the new powers vested in the industrial court and in a new labour appeal court give rise to serious concern. A distinction between "unfair" and to "unlawful" labour conduct will require a thorough re-examination, to guarantee the basic rights to trade unionists.

As part of our support to South Africa, we must do much more on the practical level. In this context, Solidarnosc will be informing our members and sympathisers that immigration by Poles to South Africa – regrettably, quite an increasing trend – constitutes support to the White minority and reduces job opportunities of the Black workers who are already suffering unemployment. This is not an easy task for us, when many Poles are offered residence and labour permits in South Africa more generously than in other countries. But we will undertake a campaign to make any potential Polish immigrants fully aware of all consequential effects.

We fully appreciate the fact that the struggle of Black workers for basic human rights is not an ideological struggle. It is a fight for existence, survival, self-deterioration, the right to development and all principles that the ILO upholds. We have clearly seen for ourselves that peaceful and non-violent methods of struggle for independent trade unionism lead authorities to understand that inalienable human rights are not granted as a gift of the State, but that they are an inherent part of human dignity and the social needs of all individuals.

What we observe world-wide is that the desire for democracy and freedom is becoming increasingly stronger. Autocratic regimes – of whatever ideological leanings – have no future, and, even less so, apartheid South Africa.

All political and social systems can be reformed; but the experience of the French Revolution shows that some of them have started to be reformed far too late. We recognise that apartheid cannot be reformed; it must be abolished.

In this context, we are sure that the beginning of the end of apartheid is in sight.

The trade union I represent here bears the name of Solidarnosc. It is an ideal we uphold as a moral imperative and it determines our attitude towards the concerns and needs of other people; those living today and future generations. The fight for democracy and human rights cannot only be carried out on the home front; it must be waged for others, not only in words but also in deeds. The sense of solidarity extends therefore to all human beings subjected to immoral rejection by large sectors of the human community. There should be no human rights outsiders, and the ILO has much to do in this respect.

Solidarnosc fully subscribes to the conclusions of the Committee on Apartheid and supports the adoption of the report, together with its conclusions.

To conclude, I would like to refer to what our leader, Lech Walesa, said recently in the Council of Europe; to the effect that: Solidarnosc is moving neither to the left nor to the right, neither to the East nor to the West, but it is moving forward, towards the future peaceful and just social order.

Let us all move forward together to abolish apartheid!

Mr. TAPIOLA (*Workers' delegate, Finland*) – I should like to speak briefly in favour of and plead for the unanimous adoption of the report of the Committee on Action against Apartheid and, in so doing, I would wish to make three points.

Firstly, the way in which we are going to deal with this report naturally will send a signal to the international community in general, and the regime of South Africa in particular.

The deliberations in the Committee were serious and, despite some difficulties, they were constructive. We state in this report that we have to be more specific in the future, both in reporting on the implementation – or, even more difficult, the non-implementation – of our Programme of Action. At the same time, we have to focus on certain target areas.

At this stage, any abstentions, let alone votes against, would naturally be interpreted by the South African regime as a signal that the action we envisage and our discussions are not really to be taken seriously.

In the Nordic countries we have taken the question of sanctions seriously, including industrial action to stop trade with South Africa, so that at least our formal trade links are severed. But the world of international trade and international business is far from being transparent and the repulsive action of different dealers and middlemen only becomes easier when major partners of South Africa refuse to efficiently join in and draw the practical conclusions from the political consensus that we already have on, or rather against, the apartheid system.

It would seem to me that, in addition to now focusing on the special target areas which are mentioned in the report, we have to continue to educate ourselves and develop our own mental attitude.

I should just like to make one observation on behalf of most workers, as consumers, in the area that I come from – the Nordic area: I think we would quite instinctively refuse to buy South African products off the shelves of supermarkets, even if those products were there. For me to do so as long as the apartheid system continues, would be equivalent to buying drugs from a dealer down a murky alley: and I think that this is the way that we should increasingly start viewing this situation.

Second, the conclusions highlight the problem that disinvestment by multinational enterprises is not always real. In fact, it seems that it is becoming increasingly a mere camouflage. As I pointed out already earlier in the Committee, for multinationals to exercise effective control, direct involvement in terms of ownership or capital is no longer necessary. Control over technology, international marketing, licensing arrangements and so on are increasingly important and they can be fully used to circumvent the intention of the Programme of Action. This is why we have to get much more, and much more precise, information on the different forms of linkages multinationals have with South Africa, also after their formal withdrawal from the country.

Third and finally, we have stated resolutely in our recommendations and conclusions what needs to be done regarding Namibia. We should assure our Namibian sisters and brothers that we are holding our breath and sincerely hope that the independence process can be successfully concluded. Our role now and after independence is to help fully in the nation-building that a free and democratic Namibia will un-

dertake, including the strengthening of the institutions, particularly trade unions and employers' organisations, which – of course on the basis of the Namibians' own free choice – are indispensable for future development and progress.

In concluding, I wish to thank all of my colleagues on the Committee for the experience of working together on this important issue.

Original – French: Mr. NZISABIRA (*Government delegate, Burundi*) – Speaking on behalf of the African group to which my country, Burundi, belongs, I should like to congratulate and warmly thank the Chairman of the Committee on Action against Apartheid, Mr. Ndoye, Minister of the Public Service and Labour of Senegal, the Officers and members of the Committee, as well as the secretariat, for the important work they have done, which has just been submitted to the Conference in the form of its excellent report.

The conclusions of the report faithfully reflect the debates in the Committee, and the resulting recommendations are very realistic.

The application of these recommendations will depend on the conviction as to the crimes of apartheid and the willingness of each member State of the ILO to contribute to the effort of the international community to bring about the speedy eradication of this scourge, which threatens millions of human lives.

The Committee has quite correctly stated that despite the efforts made for some years by the various peace- and freedom-loving nations and the ILO to ensure respect for human rights in South Africa and Namibia, no real and tangible progress has been noted as regards the abolition of the abhorrent system of apartheid.

The so-called reforms undertaken in South Africa are merely ways of justifying apartheid used by the South African authorities and are designed purely to enable them to conceal their crimes against the Black population.

The many facts outlined in the Special Report of the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa and Namibia show that the Pretoria Government continues to use force to hold down the Black populations struggling to recover their freedom.

The discussions in the Committee stressed that international action against apartheid has been marked by apathy for some time, and that some member States of our Organisation confine to paying lip service to such action themselves.

As the Committee stated, it is time for the ILO, our Governments, and our employers' and workers' organisations to give a new impetus to the struggle against apartheid through concrete measures, some of which are suggested in the recommendations of the report of the Committee on Action against Apartheid.

The African countries fully support the conclusions and the recommendations of the report, which entirely reflect the resolutions on the situation in South Africa and Namibia adopted at the meeting of the Labour Commission of the Organisation of African Unity held in Bujumbura, the capital of my country, from 29 March to 4 April this year.

The resolutions of the OAU Labour Commission call for the unconditional release of all political pris-

oners, including Nelson Mandela, and of all those detained without trial, the removal of banning measures on liberation movements the lifting of the state of emergency, the imposition of compulsory and comprehensive sanctions, and the repeal of the Labour Relations Act.

The Labour Commission of the OUA also supports the efforts of the Secretary-General of the United Nations aimed at ensuring the application of Security Council resolution 435 on the independence of Namibia.

In welcoming ILO action against apartheid, Mr. President, I should like to ask you to allow me to invite the Conference to unanimously adopt the report of the Committee on Action against Apartheid.

Original - Arabic: Mr. ABDULGHANI (*representative of Palestine*) - In the name of God, the Merciful, the Compassionate! Allow me to offer you the greetings of the Federation of Workers of Palestine and to thank you for giving me the floor. I compliment you, Mr. President, on your competence which has gained you this very well-deserved election. Furthermore, you belong to a country which has long been active in its struggle for freedom and against apartheid, even after becoming independent, as a member of a front-line State, which opposes the racist regime of Pretoria.

On the basis of our common struggle against colonialism, Zionism and racism, we have great hopes in the efforts made by this Conference to reach satisfactory results.

It is with great interest that we have read the Special Report of the Director-General on the application of the Declaration concerning action against apartheid in South Africa and Namibia. We have also taken part in the work of the Committee Against Apartheid and we made comments on the report and the action taken by the governments and employers' and workers' organisations mentioned therein.

At the end of its work, the Committee succeeded in adopting important conclusions which reflected the views of all those present. It was particularly concerned at the increasing diversification of South African capital abroad and the lack of investments in the front-line States. The Committee reiterated its appeal to governments to boycott the South African Government, impose effective financial sanctions, sever air links and bring about an embargo on South African coal.

There is no doubt that the preparations that went into the Special Report of the Director-General are worthy of our respect and our gratitude, although some of the information given is not credible because it was provided by the apartheid regime. However, we can only praise the efforts made by the Committee against Apartheid and its Chairman, and the Chairmen of the Workers' and Employers' groups, which resulted in the conclusions reached by the Committee. We totally support these conclusions and express our full solidarity with our brothers and sisters struggling in South Africa and Namibia.

In order to bear witness to our solidarity, we must strongly denounce those who are accomplices of the racist regime of Pretoria, although they claim to boycott it. On this point, I should like to inform you of the Bulletin of the Israeli Ministry of Foreign Affairs, No. 3, of 1989. It quotes a statement by the South

African Minister of Foreign Affairs on relations between Pretoria and Tel-Aviv. He is reported as saying that he believes there is a vast difference between what we believe is happening and what is actually happening between our two countries. Furthermore, he is of the opinion that we have many feelings in common and that many of us are in a situation with no options.

The same Bulletin notes that Bishop Desmond Tutu spoke to a group of Jewish Americans. He is reported as saying that the Black population in South Africa cannot understand that a people with such a history as the Jews could possibly allow the Israeli Government to have relations with the Government of South Africa, to co-operate with it in the fields of nuclear energy and security and to provide the necessary means to the South African Government to enable it to continue its uprising. He went on to say that he failed to understand how the Jews could co-operate with a Government whose majority of members sympathised with the Nazis and for a long time refused to allow Jews into their party.

In another statement, Bishop Tutu said words to the effect that if we changed the names around, everything happening in the Gaza Strip and West Bank could apply to South Africa.

Similarly the Bulletin of the Ministry of Foreign Affairs, No. 2, of 1969, reported the following. First, it seems that recently the Kour Company, which belongs to the Histadrut, lent more than 80 million dollars to four banks in South Africa. Some of these loans were pledged after Israel had already announced its intention to impose sanctions on South Africa and the Histadrut had announced for the fourth time that it was going to stop trade with south Africa.

Second, the Israeli newspaper, *The Jerusalem Post*, of 3 March 1989, stated that it had discovered that the Kour Company was still continuing to administer a branch office in Johannesburg named IFTRA.

Third, the Emie Holdings of South Africa has built a wearing mill in Israel which is named Emie Limited and administered by Mr. Yevram, who is also chairman of the Emie Holdings Company in South Africa. It is evident that for many years, the products of this company have been traded throughout the world by Israel after their trademarks and certificates of origin have been changed.

Fourth, the reports show that the Tadiron company, a subsidiary of the Kour Company, which has specialised in electronics, has opened offices in Johannesburg and is helping to set up an electronics industry in South Africa. At the beginning of 1987 Israel acknowledged for the first time that it had sold a vast amount of military and technical equipment to the racist regime of South Africa to the sum of hundreds of millions of dollars per year.

Fifth, the Israeli Government invited a team of cameramen from the television of the South African Government to make a publicity film on tourist attractions in Israel. Filming started in March 1989.

Sixth, the South African Airlines recently sponsored a golf tournament in Ceasaria in Israel for the Revedin Trophy. The winners of this trophy received free air tickets to South Africa.

Seventh, there has been a twinning of towns in South Africa and Israel, such as Durban and Eilat, Haifa and Capetown, Ashkelon and Port Elizabeth

and between the Erbil kibbutz and Bicho, the capital of the "homeland" of Ciskei.

Several days ago, Professor Israel Chahak, Chairman of the League of Human Rights in Israel, spoke before the National Press Club in Washington. He pointed out that the Black citizens in South Africa could go from Soweto to Johannesburg but that the citizens in the Gaza Strip could not leave this area without the agreement of the Israeli Army. He said that Israel was not South Africa – it was worse.

These are only a few examples among many of the relations between the two racist regimes of Pretoria and Tel Aviv. But we are sure that the freedom soon to come about in Namibia will be the beginning of the end of apartheid in South Africa.

May the people struggling for their freedom win.

Mr. AHMED (*Workers' delegate, Pakistan*) – It is an honour for me to speak on behalf of the Workers' delegation of Pakistan before this august body. I also take the opportunity to associate myself with the earlier speakers who have taken the opportunity to speak on a very vital subject which concerns the whole of mankind. Apartheid is a crime against the whole of mankind and is a violation of all principles laid down in the ILO Constitution, the Philadelphia Declaration and the United Nations Universal Declaration of Human Rights. But still this crime is being committed in South Africa and Namibia, and the people struggling in South Africa and Namibia deserve the support of all freedom-loving people all over the world.

We know that this is a legacy of colonialism, and the peoples of Africa and Latin America and Asia have broken the chains of colonialism and achieved

independence. Those still victim of this suffering in South Africa and Namibia are bound to succeed.

We also take the opportunity to express our appreciation for the work done by the Chairman of this Committee, from Senegal, the distinguished spokesman of the Workers' group, brother Mercier, the other Vice-Chairman of the group and the distinguished members of the Committee, in particular the Workers' group, who have stressed the need to eliminate this suffering.

The report spotlights the atrocities being committed against the people of South Africa. As the Director-General's Special Report also shows, discrimination under the Labour Relations Act, punitive action for strikes, and victimisation are practiced against the people of South Africa; and we also appreciate that the Director-General and the Office is lending support to the liberation movement and we stress that this support should continue to be strengthened, not only in this country but also in the trade unions as well as in the front-line States who are helping the people of South Africa and Namibia. We fully share the concern of the struggling people of these countries and we have no diplomatic, cultural or any trade relations with South Africa and what has been stressed the strict implementation of economic sanctions against this regime need to be examined in regard to those countries who are still have trade and economic relations with the racist regime of South Africa. We assure our continuous support to the struggling people of South Africa and Namibia and hope they will be able to achieve independence and eliminate this crime from the face of mankind.

(The Conference adjourned at 12.45 p.m.)

Thirtieth Sitting

Thursday, 22 June 1989, 3 p.m.

President: Mr. Nkomo

REPORT OF THE COMMITTEE ON ACTION AGAINST APARTHEID: DISCUSSION (*concl.*) AND ADOPTION

The PRESIDENT – We shall continue our discussion on the report of the Committee on Action against Apartheid.

Mr. OLUMIDE (*Government delegate, Nigeria*) – I would like to associate myself with those who have spoken previously in congratulating the President on his well-deserved election to the presidency of the 76th Session of the International Labour Conference. I also wish to congratulate the Committee on Action against Apartheid and its Chairman, Mr. Ndoye, Minister of Labour of Senegal, on their excellent work which is amply demonstrated by the important conclusions that emerged at the end of their deliberations.

Apartheid is an abhorrent system which evokes the condemnation of all well-meaning and civilised peoples of the world. This Conference is taking place at a time when the struggle against apartheid has reached a crucial stage. The racist regime is facing a retreat as it suffers reverses on all fronts. The Director-General's Special Report on Apartheid has once more given an in-depth but pathetic account of the outrageous faces of the apartheid regime in South Africa. I congratulate the Director-General and his staff on their brilliant exposé of the current conditions in South Africa. In spite of the universal condemnation of apartheid, the regime has not relented in its oppression and dehumanisation of the Black population of South Africa. The intransigence of the right-wing White Movement undermines negotiated settlements and aggravates violence. Nigeria condemns in its entirety the Labour Relations Amendment Act recently promulgated by the racist regime. This obnoxious Act infringes the trade union rights of Black workers and seeks to perpetuate apartheid. The racist regime has even resorted to more stringent measures to curb popular protests by detaining union leaders and vandalising union premises.

It should be noted that the obnoxious system of apartheid cannot be reformed. It has to be dismantled root and branch. The Report of the Director-General has rightly pointed out that the Blacks in South Africa are still constantly being harassed, and those clamped into detention under the repressive regime reached an unprecedented number of 32,000 in August 1988. In the midst of all this deprivation, the problem of unemployment amongst the Blacks is growing worse.

Nigeria believes that only sanctions can bring down the apartheid regime of South Africa. While it

is true that some sanctions have been adopted, we note with dismay as indicated in the Report of the Director-General that "no significant new sanctions were announced by South Africa's major trading partners".

Indeed, there were signs that the rate of disinvestment by foreign companies was slowing down. This development is highly regrettable and does not augur well for the oppressed Blacks of South Africa. The argument by some Western countries that the imposition of sanctions would lead to the worsening of the conditions of the Blacks is spurious and, therefore, unacceptable. These countries merely put their own immediate economic gains above the welfare of Black workers of South Africa. We therefore deplore the attitude of governments that maintain close political, economic, military, cultural, diplomatic and sporting links with South Africa.

We also believe that the imposition of comprehensive and mandatory sanctions against South Africa should be closely monitored, as this will, to a large extent, accelerate the ultimate dismantling of the apartheid regime.

In spite of her economic difficulties, Nigeria is totally committed to the freedom of the Black people of South Africa. In this connection, it has continued to give material, financial and moral support to the Liberation movements and the front-line States. Nigeria has also offered scholarships to Black South Africans and Namibians to study in Nigerian educational institutions. As Chairman of the United Nations Special Committee against Apartheid, Nigeria is in the forefront, championing along with others the cause of liberation of the Black majority in South Africa.

However, it must be admitted that recent developments in Namibia have raised the hopes of the oppressed peoples of southern Africa. Nigeria has been following, with interest, the unfolding events culminating in the signing of the December 1988 agreement in New York for the independence of Namibia. We are, however, concerned that the racist regime is scheming in various ways to frustrate the implementation of the United Nations Security Council resolution 435 on Namibia's independence. There are disturbing reports of mischievous attempts by the rulers of apartheid in South Africa to pervertly influence momentous developments in Namibia in their favour. We call on the United Nations Transition Assistance Group in Namibia to ensure that the transition programme is successfully and faithfully implemented despite the machinations of the racist regime.

We condemn the killing of 300 Namibian refugees in April 1989 by the occupation troops of South Afri-

ca. We however note with satisfaction the current efforts being made by the United Nations representative in Namibia for the repatriation of over 41,000 SWAPO refugees from Angola and Mozambique to Namibia. ALL SWAPO freedom-fighters based in the front-line States should be allowed to return to Namibia with minimum delay so that they can fully participate in the forthcoming November elections.

Permit me to pay glowing tribute to those countries outside the continent of Africa and other miscellaneous organisations that have contributed immensely towards the campaign against apartheid. We salute the Nordic countries for their courage in their consistent condemnation of apartheid and support for the struggle against the obnoxious system. We also commend the positive steps taken by some multinational corporations to withdraw voluntarily from the racist enclave, bereft, of course, of corporate camouflage.

Finally, we salute the courage, determination and doggedness of the Black people of South Africa. We commend the Black workers for organising themselves into viable trade unions to fight for and protect the interests of their members. We urge them to step up the struggle until the final devastating blow is delivered on the apartheid structure in racist South Africa.

Original - Arabic: Mr. HUSSAIN (Government delegate, Iraq) - In the name of God, the Merciful, the Compassionate! On the occasion of the debate concerning the report of the Committee on Action against Apartheid, I have the honour to address the International Labour Conference once again on behalf of the tripartite Arab group consisting of Government, Employers' and Workers' representatives. I should like to begin by congratulating Mr. Ndoye, the Minister of Labour of Senegal, for his wisdom in guiding the Committee's work, which has led to a certain number of positive conclusions conducive to strengthening the efforts of our Organisation to combat apartheid in South Africa and Namibia.

We shall state frankly that we are beginning to doubt the effectiveness of the recommendations and measures adopted by this Conference since the 1964 Declaration and its subsequent updating. We have observed, on the basis of the Committee's reports, that the eradication of the apartheid regime in South Africa remains a distant goal owing to the fact that certain Western countries continue to place their interests and profits before the blood, sweat and tears of the people of South Africa.

In the Arab world, we have committed ourselves, and will always commit ourselves, to carrying out the decisions of the Conference in respect of apartheid, and we can assure you that the Committee's annual conclusions receive all due attention in every part of the Arab world. Our solidarity with the workers and people of South Africa is a long-standing principle and we consider that a total and compulsory boycott covering every area of activity is the only way to deal with the racist apartheid regime, the elimination of which is an international duty and a moral obligation. Apartheid is a scourge for mankind. Nobody can remain indifferent to the suffering caused by racial discrimination and its dire consequences on the lives of those who live under its immoral precepts. This is particularly intolerable in an age when human rights

and fundamental freedoms have been given paramount importance.

Arab solidarity with the African States is a well established foundation and linchpin of Afro-Arab relations. The Permanent Commission for Afro-Arab Co-operation, which met in Kuwait earlier this week, has confirmed this long-standing solidarity by supporting continued efforts to combat and eradicate apartheid. There is really no need to further underscore the action undertaken by the Arab world on behalf of the peoples of southern Africa, and the various types of support and technical assistance extended by Arab nations to these peoples and to their liberation movements to enable them to resist the barbarous practices and policies of the apartheid regime.

The Arab countries will continue to support the struggle of the peoples of southern Africa to attain independence and to put an end to the practice of apartheid. Accordingly, all resolutions adopted by this Conference will be fully applied by the Arab world, and we consider that what is stated in paragraph 68, subparagraph 6, of the Committee's report, is the very minimum position which can be adopted towards this regime, which is already doomed to disappearance.

The Arab world shares the suffering of the people of South Africa because this suffering is similar to that borne by the Palestinian people in the face of the injustice, violence and aggression perpetrated by the Israeli occupation regime, which entertains relations of close co-operation with the South African regime in a joint effort to strengthen their foundations which have been shaken by the resistance and determination of the people of Palestine and South Africa.

A comparison between the practices of the Pretoria regime towards the workers and peoples of South Africa and Namibia and the inhuman and repressive practices perpetrated by the Israeli occupation authorities against the Arab peoples of Palestine could not do more to confirm that the philosophies of both regimes spring from the same source and are inspired by the same concept; namely, the most abject form of racism, in an era which has resolutely discarded all forms of racism.

We hope that the ILO Committee on Action against Apartheid, the Governing Body and the Committee on Discrimination will in future remain vigilant with respect to nuclear and military co-operation between Israel and South Africa, to its impact on the living and working conditions of the workers and citizens of South Africa, to its consequences on the future and very survival of those people and to the threat it constitutes for the front-line States. This co-operation has been condemned on every occasion by the international community and should therefore be given all due attention by the ILO.

Finally, on behalf of the Arab group, we welcome all the resolutions adopted by the Conference and we pledge to respect them. We hope that they will be followed up by the programmes of action necessary to the eradication of apartheid. We also hope that the recommendations of the Committee will be unanimously adopted and that they will be observed and respected by all the countries and by all the institutions named by the Committee.

Mrs. FRYBORTOVA (*representative of the World Federation of Trade Unions*) - On behalf of the

World Federation of Trade Unions, which represents 214 million workers all over the world, I should like to express the support of our organisation for the conclusions of the Committee on Action against Apartheid and assure you that our Federation and its affiliated organisations will contribute in every possible way towards follow-up actions.

The World Federation of Trade Unions takes this opportunity to reaffirm its strong solidarity with the workers and peoples of southern Africa in their struggle against apartheid. In accordance with the conclusions of the Committee on Action against Apartheid, our organisation has repeatedly called for the immediate and unconditional release of Nelson Mandela and of all other political prisoners. We fully support the proposal that Nelson Mandela should be nominated for the Nobel Peace Prize. At the same time, we firmly demand the immediate lifting of the state of emergency and other oppressive measures and of the ban on democratic organisations inside and outside South Africa, and the cessation of killings and kidnappings of trade union activists.

In the ever-worsening tragic situation in southern Africa, trade unions have stood at the forefront of the struggle for freedom. They have also become the primary target of the outrageous acts of the Pretoria regime. COSATU premises have been bombed and some its leaders detained. The Labour Relations Amendment Act, introduced by the racist regime in collusion with employers, clearly goes against the workers' interests. There is no doubt that these amendments are aimed at emasculating and destroying the trade union movement in South Africa.

However, notwithstanding restrictions and repression, the South African trade union movement continues to show its strength. Industrial action and union membership appears to be on the increase and there is greater co-operation among the trade unions. The WFTU stresses that apartheid is a repulsive and abhorrent system and a challenge to mankind. It is the duty of the international community to combat all the injustices inflicted on millions of men, women and children in South Africa and Namibia.

The hour is late and the world has to be reminded of the continuing horrors being perpetrated by the Pretoria regime.

Despite the unanimous condemnation of the shameful apartheid system, the Pretoria regime turns a deaf ear to the demands of the international community and continues to defy them. Pretoria's attitude is undoubtedly linked to the inability of the international community to impose comprehensive and mandatory sanctions. The assertion that the imposition of comprehensive and mandatory sanctions against South Africa will be detrimental to the Black majority of South Africa and Namibia cannot be maintained and only serves the economic interest of certain Western countries. The collaboration of Western countries with the Pretoria regime is the main obstacle preventing the South African and Namibian workers and peoples from enjoying their inalienable rights. The selective sanctions which have been imposed are unable to exert effective pressure on the Pretoria regime. The banning of camembert cheese from France, computers from the United States, Mercedes cars from the Federal Republic of Germany and many other things from Japan and Britain will not make any difference to the sufferings of the majority of the people. The limited sanctions

and half-hearted measures against the Pretoria regime have resulted only in the implementation of more repressive actions against the workers and peoples of South Africa and Namibia. Therefore, our organisation is in full agreement with the appeal of the Committee on Action against Apartheid to governments to bring about an embargo on South African coal and to apply effective financial sanctions.

The coming independence of Namibia in an act of self-determination is a step forward in the march of progress and dignity in Africa at a time when, even in South Africa itself, almost all sectors of the population are becoming increasingly aware of the untenability of the system of apartheid.

This historical turning point in the development of Namibia has been reached as a result of the united patriotic struggle of the Namibian workers and people, led by SWAPO.

International solidarity, which has played an important role in support of the national liberation struggle in Namibia, should now become stronger in order to ensure that the transition process and the implementation of the agreements on the complete withdrawal of Pretoria's troops from Namibia and the establishment of an independent sovereign State of Namibia become accomplished facts. All efforts must be made to defeat the manoeuvre of the racist regime in Pretoria to continue its interference in Namibia's internal affairs. Therefore, the WFTU fully supports the conclusion of the Committee on Action against Apartheid to call upon governments to support the Secretary-General of the United Nations in his efforts to ensure the implementation of Security Council resolution 435.

Far too much blood has been shed, far too many lives lost in the brutal spiral of violence engendered by apartheid. Now is the time for decisive action to eradicate apartheid forever. Therefore, let us unanimously demonstrate our unity in the struggle against apartheid, not only in supporting but in implementing the conclusions of the Committee on Action against Apartheid, and particularly the Declaration concerning Action against Apartheid in South Africa and Namibia.

In conclusion, I would like to assure you that the WFTU will take an active part in contributing to the eradication of apartheid.

Mr. KACHIMA (*Workers' delegate, United Republic of Tanzania*) – Since it is my first time to take the floor, may I therefore congratulate you, Mr. President on your election to the presidency of the 76th Session of the International Labour Conference. My delegation has observed with utmost satisfaction the manner in which you have been conducting the deliberations of this Conference, and it is my sincere conviction that you will guide the Conference to its fruitful conclusion.

As in past years, we have here today a report of the Committee on Action against Apartheid, based on the Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia.

The very fact that this Conference continues to discuss apartheid is in itself indicative of the continued existence of apartheid – an existence which has been characterised by political fascism, economic exploitation of the majority of the population and social iconoclasm.

The South African racist regime has constantly kept the indigenous population under a reign of terror and coerces them into selling their labour cheaply. To maintain this high degree of exploitation, the regime has at the same time maintained a large force of migrant labour from neighbouring countries. Migrant labour serves to dampen trade union mobilisation and action against the regime.

Apartheid in South Africa is therefore, among other factors, essentially sustained by labour, the nature of which, as I have described above, provides incentives to investors, particularly transnationals, whose primary objective is to look for huge profits which, in racist South Africa, accrue from the scant wages paid to the indigenous working population and migrant workers. Trade union action, up until recently, was less effective in South Africa because the apartheid regime managed to drive a wedge between the working groups. For example there was no concerted action workers from the Bantustans and other areas, between the black workers and the workers of other races, and between the indigenous workers and migrant workers. The regime also managed to exploit the differences between the major unions to its advantage.

However, in recent years there has been a considerable increase in trade union mobilisation and activity against the apartheid regime. The unions in South Africa have realised at long last the imperative of concerted action in the struggle for workers' rights.

Despite the fact that the Pretoria regime is using different means to frustrate the trade unions, such as the promulgation in 1988 of the Labour Relations Amendment Act, the Congress of South African Trade Unions (COSATU) and the National Council of Trade Unions (NACTU) are currently conducting talks aimed at uniting them. My organisation highly appreciates this step and is very enthusiastic about the outcome of such talks.

There are also other developments taking place that are supportive and may contribute to the effective functioning of the trade unions in South Africa. By this I have in mind particularly the decision announced by the Government of Malawi during the 10th Meeting of the Southern African Labour Commission in January this year that it is phasing out labour contracts to South Africa. This is a practical and positive step that should be emulated by other States which have labour contracts with the racist regime.

At this juncture I would like to launch an appeal to the constituent members of the International Labour Organisation to increase their assistance to our brothers and sisters in South Africa and those being contracted out of South Africa. We in the labour movement are particularly concerned with these two aspects of the labour situation inside South Africa and in the neighbouring States.

We should ask what we, in the Southern African Trade Union Co-ordination Council (SATUCC); in the Organisation of African Trade Union (OATUU); in the World Federation of Trade Unions (WFTU); in the International Confederation of Free Trade Unions (ICFTU); and in the World Confederation of Labour (WCL) can do individually, severally and collectively to strengthen the unity of action of the trade unions of South Africa. For it is my conviction that our united support for our brothers and sisters in South Africa is the only way we can enhance

their strength against apartheid. Uncoordinated support will serve no useful purpose at all.

We should also address ourselves to the inevitable problems linked to the return of the migrant workers. Some concrete plans must be drawn up in collaboration with the relevant authorities to absorb and redeploy the returnees into the national economy.

This is true also for the Namibian situation. Namibia, having been a victim of occupation and apartheid for many years, equally needs our unconditional support in her efforts to overcome the legacy of colonialism and apartheid. But I must hasten to caution that the process of Namibian independence is not complete as yet. The implementation of Security Council resolution 435 did not come about with the willingness and co-operation of the racist regime of South Africa. It came about due to international pressure, and, more significantly, the telling defeat of the South African fascist army suffered in Angola. It is in the light of this, therefore, that the Pretoria regime may still want to influence events in Namibia by disrupting the democratic process, and it would wish to see social groups and state institutions in Namibia that would perpetrate and camouflage its existence in that country.

In conclusion, I would like to commend the Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia for it has shed some light on some very important areas upon which our actions have been effective and also upon some areas in which we have not fared so well. The Special Report, for example, mentions that the South African economy continues "to limp along, hamstrung by debt, declining fixed investments, and sanctions". But this should not in any way be a cause for complacency on the part of the international community. It should rather be a source of inspiration for continued action. Therefore, I commend the report of the Committee for adoption.

Original – German: Mr. BAIER (*Government adviser, Austria*) – The Austrian Government delegation approves the report of the Committee on Action against Apartheid in the light of the Austrian Government's policy of rejecting apartheid. We are following events in southern Africa with close attention and concern. The problems of this region within the International Labour Conference are, of course, of great interest to us, above all those concerning workers and employers, which cannot be solved as long as the inhuman, unjust system of apartheid continues to exist.

The Austrian delegation particularly welcomes the Committee's suggestion to strongly urge the South African Government to make a meaningful gesture of good will towards its own people and to the international community by lifting the state of emergency, releasing political and trade union detainees and removing all restrictions on detainees who have been released, in order to enhance the dialogue among all political groups in South Africa on an equal basis and without preconditions.

However, the Austrian delegation wishes to stress that it cannot agree with all the items in the report of the Committee on Action against Apartheid.

Original – French: Mr. ALDER (*Government adviser, Switzerland*) – The delegation of Switzerland

does not wish to oppose the adoption by consensus of the report of the Committee on Action against Apartheid. However, I wish to state clearly that the conclusions contain various recommendations which we cannot endorse and which, moreover, are not within the ILO's terms of reference.

We should therefore have to make certain reservations concerning this text and, if there is a vote, we should not be able to approve it.

This having been said, I wish to recall and strongly emphasise that Switzerland has long ago condemned apartheid. The pursuit of this policy, which can only prolong and aggravate the crisis in South Africa, is intolerable. This is why I wish to stress that, although we diverge as regards the means and ends, we share the objectives of the Declaration concerning Action against Apartheid in South Africa and Namibia, which aims to eliminate apartheid.

Our policy is one of dialogue and positive action a policy favouring amongst other things consultation amongst the parties involved, which is obviously urgently needed, and emphasising positive efforts to aid the underprivileged among South Africa's population, while assisting the region's States within the framework of the Southern African Development Co-ordinating Conference.

There are signs of positive action in Namibia, where an assistance group is being set up by the United Nations for the transitional period. Switzerland is taking an active part in this action by making available a medical unit.

We appeal to the South African Government to take decisions and to make tangible efforts that give us reason to believe that our policy of positive action, is still valid.

Original - Spanish: Mr. CASTRO (*Government adviser, Nicaragua*) - Mr. President, allow me to associate myself with the distinguished speakers who have already congratulated you from this rostrum.

The Government delegation of Nicaragua listened this morning with great attention and care to the presentation of the Committee's report, which we fully support.

It is our duty to recognise that this report has, in all objectivity, been written with great care and diligence. Its evaluation and analysis of the information obtained from all sources is so convincing that we cannot fail to be concerned about the situation of the numerous people who are victims of the inhuman and criminal system of apartheid.

The Government delegation of Nicaragua cannot consider the matter of apartheid, to which this day has been specifically devoted, merely as a formal and programmed subject for discussion by the Conference. It must condemn most strongly and firmly the inhuman and abhorrent apartheid regime which has become a shame and a disgrace to the civilised world.

We wish to take advantage of addressing this international forum to highlight the fact that certain governments, while giving lip-service to the condemnation of apartheid, actually consolidate the material basis for its existence by trading with South Africa in order to promote their own narrow economic interests, even though this regime has been condemned as being one of the most criminal in the world.

Bearing in mind South Africa's racist policies, which are an affront to all civilised peoples, yet are still supported by certain governments, my delega-

tion launches an appeal to all governments and peoples who believe it to be their duty to respect the inalienable human and societal rights of all men.

We call for the co-ordination and consolidation of effective measures to destroy this monstrous system, for which there can be no justification in our day and age, and we call for its well deserved and inevitable eradication.

Original - Arabic: Mr. MIRO (*representative of the International Confederation of Arab Trade Unions*) - Mr. President, on behalf of the International Confederation of Arab Trade Unions and on behalf of millions of Arab workers, allow me to offer you our congratulations and to say that we support the conclusions set forth in the report of the Committee on Action against Apartheid. We hope that these conclusions will be adopted so that they may be applied.

On this occasion, we wish to affirm once more the solidarity of our trade union movement with the peoples of South Africa against the apartheid regime and against racial discrimination perpetrated by a White minority and the Pretoria Government.

Here, at this august assembly, we declare our solidarity with these people. This is not the first time that we declare our solidarity with our brothers in their day-by-day struggle in Africa. It is not the first time that we condemn oppression, discrimination and racism and the breaches of human rights in South Africa.

We, too, have to struggle because we are familiar with the sufferings of the peoples of the occupied territories where our Palestinian brothers struggle day by day for their rights. We are conducting the same struggle, and therefore we can fully understand the sufferings of our brothers in South Africa; and we understand very well the effects of racial discrimination and oppression by a wicked occupier.

In the past 40 years and throughout the past 19 months of the "intifadah", we have understood what suffering is on a day-to-day basis and what has to be done to struggle against such regimes. We therefore have common objectives to attain justice, peace and freedom. These are links which join us to workers throughout the world, peoples anxious to achieve peace and justice, peoples who are trying to establish equality amongst men, and who have come amongst us today to declare their solidarity and their concern in the light of what the racist regime of apartheid is doing.

In this connection, our workers, our peoples, hope that there will be a special meeting for the defence of the Palestinian workers, the Lebanese workers and all the Arab workers who suffer daily from discrimination imposed by the Israeli occupation forces.

The Arab workers and their trade union movement are following with concern and regret the position of the African workers. This state of affairs is getting steadily worse. The Pretoria Government is continuing to terrorise the local people, to arrest citizens and to prevent them from exercising their legitimate rights. We therefore know fully well that the road will be a long one before the South African workers achieve their freedom and can enjoy their political, social and human rights.

The Pretoria Government's stubborn refusal to discuss any change and its inhuman attitude cannot last eternally. If this Government has been able to

subsist until now, it is simply because other governments, who claim to defend human rights, continue to support this regime. They continue to nourish the economy of that Government and to encourage it in its repressive actions, flying in the face of international decisions. Despite this state of affairs we are certain of the victory of our dear brothers in South Africa, because history has taught us that peoples who fight for their dignity, sovereignty and freedom always win in the end.

That is why we encourage them to continue their struggle until victory is achieved. They should not forget that we, too, are living a very similar experience. We are fighting by throwing stones in occupied Palestine to achieve freedom, despite oppression by the Israeli forces. We are continuing to fight for our basic rights and the right to have an independent Palestinian State. We will continue to struggle to abolish the occupation regime.

Similarly, we support our brothers in Namibia. We appeal that action should be taken to hasten the process of independence in Namibia. We appeal that Namibia be offered all the necessary assistance so that it may occupy the place it deserves in Africa and on the international stage, and the place due to it in international organisations. Let us hope that the Workers', Employers' and Government representatives of Namibia will be able to take their place alongside us at the next session of the International Labour Conference.

Our Confederation and the whole Arab trade union movement here repeats its solidarity and its support for the peoples of South Africa and Namibia. They can count on us and the support of our trade union movement, which has always been available on all occasions, both at the regional and international level.

We take this opportunity to associate ourselves with the Committee on Action against Apartheid and ask the ILO to take the requisite action with a view to putting a stop to the regime of apartheid. We support the nomination of Nelson Mandela for the Nobel Peace Prize and we appeal to various financial and economic and other institutions to suspend any relations they may have with the apartheid system. And we support any action, wherever it may, which is designed to put an end to this deplorable system.

Original – French: Mr. NZOMWITZA (representative of the Organization of African Unity) – Since the adoption in 1964 of its Declaration concerning Action against Apartheid in South Africa, the ILO has spared no effort to expose the true fact of apartheid. It has done this through its many publications and the meetings it has organised, both here in Geneva and in the front-line States in Africa condemning this worst scourge of our time. And it has also done so through the Special Reports regularly submitted by the Director-General to the sessions of our Conference.

The exchange of views resulting from these meetings and the exhaustive and varied information contained in these reports have contributed positively to alerting world opinion to the abhorrent and monstrous nature of the apartheid system and to the imperative need to combat it by every possible means.

On behalf of the Organization of African Unity, I wish to pay tribute to the International Labour

Organisation for its highly commendable work and especially its commitment to continue the struggle until the final victory is won, that is, until the total collapse of the apartheid regime. Notwithstanding the considerable efforts that have been made by the ILO and by most of its member States, as well as by the entire international community, to combat this scourge, unfortunately it continues to exist and dominate, exploit and commit act of violence against the non-White population of South Africa with impunity.

The Special Report submitted by the Director-General to this session, which has been thoroughly studied by the Committee on Action against Apartheid, has clearly exposed the sufferings of the Black population of South Africa, and in particular the workers, trade unionists and students, who have been the most aware and committed of all to the struggle for liberation.

The report makes clear that the current turn of events in South Africa is likely to exacerbate violence, suffering and impoverishment. It goes without saying that it is the non-White population who suffer the most from this deterioration of the situation. This is borne out by the particularly high rate of unemployment, particularly among Blacks, with all the harmful consequences this implies.

Many voices are ceaselessly being raised, both inside and outside South Africa, to denounce the repeated violations of human rights in all aspects of national life in South Africa and Namibia. They call for the lifting of the state of emergency which allows the South African police and armed forces to arrest, torture and even kill people without the slightest justification or control. The state of emergency is nothing other than a declaration of open war against the Black population of South Africa. On this pseudo-legal pretext, the South African racists engage in bloody and blind repression of anyone suspected of showing any sympathy towards the liberation movements and anti-apartheid organisations which have been banned under the evil state of emergency.

Criminal arson, mass destruction of property, deportation, expulsion to the Bantustans, and police provocation of all kinds are the daily lot of trade unionists and anti-apartheid fighters. There can be no doubt that this is new phase of the war that has been waged since apartheid first came into existence by a white minority against millions of Blacks, Asians and persons of mixed race, in the name of alleged superiority of the White race over all other races.

If one takes a closer look, it is easy to see that this war is nothing other than the last desperate throes of the racist Pretoria regime and a sign of its imminent and long-awaited demise. It is a barbaric and horrible war, which extends to the front-line States, where the South African regime supports puppet subversive movements which it has set up and armed with the deliberate intention of destabilising these countries and preventing them from supporting the liberation struggle and furthering their development.

During its discussions, which have been rewarding and fruitful, the Committee on Action against Apartheid has displayed great concern with this situation. It has stressed that, in order to revitalise action against apartheid and send a strong message of indignation to the abhorrent South African regime, targeted campaigns are needed within the overall framework concerted of efforts in pursuance of comprehensive mandatory sanctions.

Lastly, the Committee adopted highly relevant recommendations, which are a valuable contribution to the struggle of the international community to eliminate apartheid. However, the fact remains that, in order to be meaningful, these recommendations must be adequately implemented by everyone, and especially by the main partners of South Africa. We are satisfied to note that these recommendations were adopted by consensus, thus fortunately breaking away from the voting practice which has been in use for some years. Although this was a normal practice, it split the Committee into the – very numerous – advocates of the elimination of apartheid on the one hand, and an active and powerful minority of those who defend the system, on the other.

The recommendations thus lost some of their strength, which often led the Committee to deplore the fact that few measures had been adopted to implement them.

We are therefore extremely satisfied to note that a very important stage has now been reached and that our ILO family is now unanimous, not only as regards the principle of condemning apartheid, but also as to the strategies to combat this scourge.

I should like to congratulate most warmly the Committee on Action against Apartheid, its very dynamic chairman and officers, who have displayed intelligence, tact and skill in achieving these positive and satisfactory results.

The Organisation of African Unity sincerely rejoices at this turn of events, which appears to presage a promising future for the Black population of South Africa and for the international community, which looks forward impatiently to the end of the monstrous system of apartheid.

The Conference will certainly not fail to adopt the recommendations submitted to it, in the same innovative spirit of unanimity which has prevailed in the Committee on Action against Apartheid and which I believe has emerged from all of the statements we have heard this morning and this afternoon.

As the representative of the OAU, I am sincerely delighted to have the privilege of witnessing this development, which is very encouraging and brings us hope.

In this way I will have an encouraging message to take back to the OAU leadership, who will certainly take account of it in their future strategies, especially in this last phase of the dismantling of apartheid.

As everyone knows, the OAU vigorously supports in every way it can the armed struggle of the liberation movements of South Africa and Namibia. It also advocates the imposition and application of comprehensive and mandatory sanctions against the racist South African regime. However, it would be equally willing to undertake negotiations, provided that the parties concerned expressed the wish to do so and displayed their willingness in the form of concrete action devoid of any malicious intent, duplicity or falsehood.

The experience of Zimbabwe and the process now under way in Namibia are models and examples to be followed, as well as a source of inspiration for all who desire peace in South Africa.

For its part, the OAU believes that peace is possible in South Africa, but in order for this peace to be accepted by everyone and to have every chance of succeeding, the policy of apartheid must be renounced.

I should like once again to congratulate the Committee on Action against Apartheid on its work and urge that its recommendations be unanimously adopted by the Conference.

Ms. RUGE (*Government delegate, Norway*) – I have the honour to speak on behalf of the Nordic countries, Denmark, Finland, Iceland, Sweden, and my own country, Norway.

For a quarter of a century the International Labour Organisation has been dealing with the question of apartheid. We celebrate this anniversary in mourning and condemnation, but not in despair. We mourn all those who have suffered in South Africa and Namibia all these years even to the point of death. We condemn a system that deprives the majority of South Africa's population of their basic human rights, rights that we in our part of the world see as self-evident. However, we shall not give in to defeatism and despair. Those who suffer need our support now more than ever.

The Government of South Africa has just decided to prolong the state of emergency in order to be able to continue to suppress any opposition to the regime. In the same way, that Government last year implemented the Labour Relations Amendment Act, in clear violation of the workers' right to negotiate and strike and in disregard of protests from all over the world. Thus, we have to continue to put pressure on the Government of South Africa for the dismantling of apartheid. The Nordic countries will continue to call for comprehensive and mandatory sanctions against South Africa to be adopted by the Security Council as the best means to secure the abolition of apartheid by peaceful means.

As long as this is not possible, the Nordic Governments will call on other governments to introduce national measures against South Africa. This does not mean that we are in favour of sanctions *per se*. We see sanctions as an evil, and we have no desire to hurt South Africa or its people. But we hate the system of apartheid. The Government of South Africa has shown no willingness to listen to reason. Therefore, as we see it, it is only by increasing the pressure on the South African Government that we can hope for a peaceful dismantling of apartheid.

The Nordic countries would like to stress also the need for positive measures: by supporting the forces opposing apartheid inside South Africa, by humanitarian assistance to South African refugees and by development assistance to the front-line States in order to reduce their dependence upon South Africa.

In this regard, we welcome the Director-General's 25th Special Report on the Application of the Declaration concerning Action against Apartheid in South Africa and Namibia. The information given and the studies made of the impact of apartheid on labour and social matters are of great value in our national efforts to fight apartheid and support the victims of that inhuman system.

We do believe, however, that the report can become even better. Thus, we welcome the call made this year by the Committee on Action against Apartheid to change the questionnaire to make it more specific. The Nordic governments also welcome the decision to appoint a group of three independent experts by the end of this month and would urge the group to undertake a revision of the questionnaire as a matter of high priority.

The Nordic countries likewise welcome the concrete and specific manner in which the Committee on Action against Apartheid has approached the question of following up last year's updated Declaration and Programme of Action. This pragmatic and concrete approach could have a far greater impact on the fight against apartheid than sweeping statements with no possibility of being put into practice.

Therefore, while the Nordic governments last year had to make a couple of reservations, we see no need for that this year. We would also like to appeal to other governments to study this year's proposals carefully and seek to implement them. Concerted action in the areas mentioned in the Committee's conclusions could have far-reaching positive impact.

At the outset I underlined the need not to give in to despair. The emergence of Namibia's independence is a sign of hope. Our governments welcome the agreements that resulted in the possibility of starting the transitional process for the independence of Namibia. We join the call upon governments to support the Secretary-General of the United Nations in his efforts to ensure the implementation of Security Council resolution 435.

Furthermore our governments support the appeal to all constituent Members and to the ILO itself to give the maximum support and assistance to the people of Namibia in order to promote the emergence of a strong democratic nation.

Our governments have established a working group among themselves to identify possible areas where the Nordic countries could offer assistance to the future Namibian Government.

While we are at the threshold of a new Namibia without apartheid, we may still have a long way to go before the same can be said for South Africa. However, we appeal to the new leadership who will govern South Africa after the forthcoming elections to seriously consider talks with the representative leaders in that country to start dismantling the appalling system of apartheid and to lift the ban on the African National Congress (ANC) and on other organisations.

In June 1964 the Pretoria Supreme Court sentenced Nelson Mandela and five others to life imprisonment for conspiring against the State. We call on the South African Government to release Nelson Mandela and all other political and trade union prisoners as a sign of goodwill. Only through negotiations can that country be saved from a blood-bath. The Government will have to take the first step to its willingness.

Time is running out. How many more times do we have to appeal for justice and reason? A strong, unified stand against apartheid from this forum may be of great importance in the future development for not only South Africa but for the whole region of southern Africa.

The PRESIDENT – I wish to thank Mrs. Ruge, who spoke on behalf of the Nordic countries, and may I say on behalf of the Conference, that we wish to express our profound appreciation for the exemplary and collective stance the Nordic countries have always adopted.

Original – Russian: Mr. OZADOVSKI (Government delegate, Ukrainian SSR) – As regards this

question of ILO action against apartheid my delegation would make the point first of all that the elimination of apartheid has a particularly topical ring at this time. In our world of rapid change, where common sense, goodwill and readiness to compromise have already led to some lessening in international tensions, a reduction in the threat of nuclear war and some progress in settling regional conflicts, new opportunities to settle the knotty problems of southern Africa are also opening up.

Today, at last, there is a new hope for the peaceful settlement of a conflict of many years standing, involving directly or indirectly ten countries with a total population of over 90 million. Clearly the new trends in political thinking are beginning to reach this corner of the world as well. Over a relatively short period the efforts of the whole international community have achieved substantial progress towards stopping armed confrontation in south-west Africa. The machinery now exists to monitor observance of the cease-fire between South Africa and Angola. A date has been set to start implementing Security Council resolution 435 dealing with Namibian independence. These are all most welcome steps towards improving the situation in southern Africa.

My delegation is firmly convinced that the southern African crisis can be overcome only by a root-and-branch elimination of racist totalitarianism and the adoption of democratic government. The total abolition of apartheid can alone overcome the internal contradictions inherent in the system, but it is equally essential for settling the overall political problems of southern Africa, strengthening certain welcome trends already emerging there and ensuring international security, which can never be lasting if it is constantly threatened by regional conflagrations.

The ILO has played a part of no little importance in boosting an international effort to curb apartheid. The ILO is a body which possesses the necessary authority and potential to do this. My delegation welcomes and fully supports the steps taken by the ILO in this direction, especially the appeals made at previous sessions of the Conference that all member States take the necessary action in support of United Nations action against apartheid by introducing comprehensive, mandatory sanctions under Chapter 7 of the United Nations Charter. In a word, we are in favour of stepping up ILO action against apartheid on the basis of the revised Declaration concerning Action against Apartheid in South Africa and Namibia.

This would add weight to the collective endeavours of people of goodwill to stamp out the threat to international security in southern Africa. In this connection, we support the setting up of a group of independent experts to observe and monitor the application of sanctions and other measures directed against the apartheid regime in South Africa.

The Ukrainian SSR over many years has actively participated in action by the United Nations, the ILO and other international organisations to eliminate apartheid, especially in the work of the Special Committee against Apartheid and the Intergovernmental Group to Monitor the Supply of Oil and Petroleum Products to South Africa.

We wish to collaborate closely and actively with all members of the international community to eradicate all remnants of colonialism and racism from the political map of Africa in the near future.

Original – Spanish: Mr. ARTACHO CASTELLANO (*Government delegate, Spain; speaking of behalf of the European Community*) – Allow to speak on behalf of the 12 members of the European Community. The report by the Committee on Action against Apartheid was approved by the Committee by consensus. The Workers', Employers' and Government delegations have given proof of the spirit of compromise which has made it possible to reach agreement reflecting the universal condemnation of apartheid by the whole international community.

As we have stated on repeated occasions, apartheid for us is a flagrant breach of basic human rights as set forth in the United Nations Charter and in the Universal Declaration of Human Rights subscribed to by the 12 countries of the European Economic Community. Our position is quite clear: the system of apartheid, including Bantustans, must be totally dismantled if it is to be replaced by a society that is non-racist and democratic through full and free exercise of universal suffrage for the whole population in a South Africa which would guarantee all persons freedom and justice.

As is stressed in the Special Report by the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa and Namibia, the position in southern Africa has got steadily worse since the declaration of the state of emergency in 1986.

On 12 June in Luxembourg, the Ministers of Foreign Affairs of the Twelve approved a communiqué in which the Twelve deplored the decision of the South African Government in prolonging the state of emergency, and expressed their profound concern that this prolongation may be an obstacle to the creation of the necessary atmosphere for a solution of the problems of South Africa. The Twelve deplored that the South African Government has not responded to the repeated appeals by the Twelve for the lifting of the state of emergency. Consequently, they urged the South African government again to put an end to its policy of oppression and to release all political prisoners, including Nelson Mandela, to remove its restrictions on anti-apartheid organisations, to lift the state of emergency and initiate national dialogue leading to the abolition of the system of apartheid.

The member States of the European Economic Community are convinced that international pressure is necessary and important to induce the South African Government to put an end to its policy of apartheid. In accordance with this aim, the Twelve have maintained a full application of the restrictive action agreed on by their Ministers in September 1985 and September 1986.

The European Community as such also attaches the greatest importance to the implementation of positive action to benefit the victims of apartheid, as manifested in the community programme set up to support bilateral programmes organised by member States and, in particular, as regards humanitarian and social assistance and educational and trade union aid. As regards the trade union aspect of these matters, we wish to reiterate our support for the Black trade union movement which plays a very important part in promoting political change in South Africa. The Twelve are against any breaches of the workers' rights and would firmly oppose any action which would reverse the progress made by the Black workers these past few years.

The European Community and its member States continue to offer substantial aid to the member countries of the Southern African Development Co-ordination Conference, and recognise the important part played by the International Labour Office in this field.

As regards Namibia, the position of the Community is governed by United Nations Security Council resolution 435 and the specific rules applied by the United Nations Transition Assistance Group to facilitate the transition towards independence in Namibia which will follow the Programme of Action and the Declaration against Apartheid. In this respect, the Community warmly welcomes the terms of paragraphs 7 and 8 of the conclusions which amongst other things invite Members of the ILO to give every support possible to the people of Namibia with a view to the setting up of a strong and democratic nation.

In relation to the report and conclusions of the Special Committee against Apartheid, the Twelve wish to make the following comments. The report contains many ideas which the Twelve are ready to share or examine. Nevertheless, as in past years, a certain number of conclusions reached by the Committee go beyond the terms of reference of the ILO. The Twelve accordingly have certain reservations about some aspects of the conclusions and recommendations made in the report. As regards certain basic questions, the fact that no member State of the Community requests a vote must not be interpreted as a change of attitude.

The position of the Community and of its member States on the question of sanctions is well known and is unchanged.

As regards the matter raised in paragraph 6(a) of the reduction of the level of our diplomatic representation in Pretoria, the Twelve point out that an action of this kind would result in a reduction of their capacity to influence the South African authorities as well as direct talks with and support to those groups which are in favour of a political change.

As regards the call for disinvestment, we wish to emphasise the positive aspects of the implementation of the Code of Conduct of the European Community which is continually being revised and brought up to date and which will strongly contribute to the elimination of the social consequences of apartheid.

As regards the group of three independent experts provided for in paragraph 6(k), in accordance with the recommendation submitted at the 75th Session of the Conference, the Twelve think that the terms of reference of this group should be laid down more clearly, carefully avoiding any duplication of effort with other bodies of a similar kind.

Original – Chinese: Mr. WANG (*Workers' delegate, China*) – We have listened carefully to the report by Mr. Ndoeye on the work of the Committee on Action against Apartheid. We subscribe to the report and suggest the Conference adopts the conclusions made by the Committee.

We note with pleasure that the situation is becoming less strained in southern Africa. United Nations Security Council resolution 435 on the independence of Namibia began to be implemented as from 1 April this year. This marks the beginning of the independence process of Namibia, the last colony on the African continent, which has been under the illegal occupation of the South African authorities for over

70 years. This is the result of the protracted struggle waged by the Namibian people under the leadership of the South West Africa People's Organisation (SWAPO). It must also be attributed to the vigorous assistance of the workers and people of the African countries, especially the southern African front-line States, as well as the profound sympathy and the extensive support by the international community. At the same time, we are soberly aware that the South African authorities will not resign themselves to defeat. Right now, they are trying by various means to undermine the free and fair elections to be held in Namibia, in an attempt to prevent SWAPO, which has the support of the people, from winning the elections.

For example, they have some non-Namibians, even men from the South African armed forces, registered as voters and they carry out unbridled persecution of Namibians who support SWAPO. This is an adverse trend in the independence process of Namibia that warrants great attention and vigilance by the international community and public opinion, and should be exposed and stopped.

We have also noted some changes within South Africa. Since coming to power, Botha, a stubborn supporter of racism, redoubled his efforts to pursue the policy of apartheid internally, while launching repeated armed aggressions against the neighbouring countries, resulting in prolonged instability in the whole of southern Africa. This has naturally aroused the condemnation and opposition of all the people, countries and international organisations which uphold justice. The newly elected President of the South African Nationalist Party, de Klerk, expressed such a view in the Parliament, saying the White rule should end so as to build a new South Africa without domination for one race over another; a new Constitution should be enacted to allow the full participation of all races in management and sharing of power by all races through consultation. But as a Chinese proverb goes: "listen to what he says but see what he does." We are rather disturbed to see that to date there have been no substantive changes in the policy of racial discrimination in South Africa. Leaders of the Black nationalist movement and trade union leaders are still suffering persecution, the innocent Blacks struggling for racial equality are still being arrested and murdered, and the vast number of Black workers remain under brutal exploitation and suppression. We demand that the South African authorities adopt a realistic approach, change their wrongful policies quickly and match their words with deeds in earnest, because the wheel of history cannot be turned back and the historical trend to eliminate this evil system cannot be reversed.

The Chinese workers and trade unions have always shown profound sympathy with and firm support for the South African workers and people in their struggle against racial discrimination and for racial equality. We are confident that all countries and peoples upholding justice and opposing the apartheid system will take all kinds of action in various fields to actively fight against the apartheid system in order to thoroughly isolate the South African authorities diplomatically and to carry out comprehensive and mandatory economic sanctions against South Africa, including arms and oil embargoes. We highly appreciate the tremendous contributions made by African countries, especially the front-line States, to the lib-

eration cause of southern African peoples and resolutely support their unrelenting efforts to safeguard their national security and territorial integrity.

The International Labour Conference adopts a report against the South African apartheid system every year and the ILO also makes efforts to that end. However, we note with regret that every year, the Government and the Employers' delegates of a few countries fail to carry out their due commitments on the question of apartheid. It is our hope that the ILO, which works for the promotion of social justice, will continue with its efforts to take effective measures to co-ordinate its member States and give resolute, moral, political and material support to South African workers and people.

We are confident that so long as the South African workers and people strengthen their unity and persist in their struggle, they will surely be able to overcome the hardships and obstacles on the way forward and finally eliminate the evil apartheid system.

Mr. BERAN (*Workers' adviser, Czechoslovakia*) – First of all I should like to point out that this year's session of the International Labour Conference is taking place in rather a different context to the previous one, due to a change in the situation in southern Africa. A very significant event has taken place in the time which has elapsed since our last meeting. Very important steps were taken for granting independence to Namibia, the last colony in Africa held by the racist regime of apartheid of the Republic of South Africa.

The signing of agreements on a peaceful settlement of the situation in South-West Africa and the final decolonisation of Namibia raised realistic hopes that after long years of struggle, the people of Namibia would soon be free of the yoke of racist oppression forced upon them by South Africa.

On this occasion, I should like to reiterate our full solidarity with the just struggle of the Namibian people under the leadership of the South West Africa People's Organisation (SWAPO), for the successful implementation of concluded agreements and of United Nations Security Council resolution 435, as well as for the democratic elections held in November. We underline that the final solution of the difficulties in Southern Africa is impossible without the elimination of the regime of apartheid.

We do not believe that the South African racist regime is giving up its endeavours to control the situation in the south of the African continent.

The support of the Republic of South Africa and its encouragement of destabilisation in neighbouring sovereign countries will continue unless all international forces unite and call for the consistent implementation of the agreements that were adopted under the auspices of the United Nations.

This is why we lend our full support to the resolute struggle of the South African workers and people; the struggle against force and repression, for union and civil rights, for freedom and democracy. Along with many other workers all over the world, we express our full solidarity with their just struggle.

Finally, we agree with the report of the Committee on Action against Apartheid and we shall fully support its conclusions and recommendations.

Original – Russian: Mr. TSYBA (Government delegate, USSR) – Our meeting today, held to adopt the

report by the Committee on Action against Apartheid, is taking place at a time when positive developments are occurring at the international level, which will inevitably have an effect on the problems and the fate of the long-suffering peoples of southern Africa.

At the end of last year, we witnessed the successful conclusion of talks on a settlement in South-West Africa. A major step forward was taken towards the long-awaited independence of Namibia. This became possible thanks to free and equal talks between all participants, who displayed political realism, understanding and will to reach mutually acceptable decisions based on the balance of interests of those involved. In the progress made we see the trend towards doing away with the sources of tension in the world: yet another manifestation of the new political thinking which the Soviet Union has consistently championed.

Any progress towards a comprehensive settlement in southern Africa depends to a great extent on the co-ordinated efforts of all active opponents of apartheid and racism, all peace-loving peoples' movements and international organisations. The logical culmination of such efforts would be the establishment of trust and co-operation in this part of the world.

The international community is now faced with the important task of carrying to its conclusion the process of Namibian decolonisation which has already begun, without allowing it to drag on or, still less, break down. Success will depend on how strictly the parties involved in the decolonisation of Namibia abide by their obligations under the agreements on a settlement in South-West Africa under Security Council resolution 435 and subsequent resolutions on Namibia.

A political settlement involves the elimination of the inhuman system of apartheid. It is apartheid which is the basic cause of the bitter conflict in this part of the world. To settle the matter with all possible speed, a constructive approach and collective efforts by governments and social forces are now essential. We are deeply convinced that the eradication of racism is an international task for all mankind. We firmly support the demands for a speedy end to this inhuman system of apartheid, this crime against humanity, for the creation of a free and democratic State in South Africa.

The African governments will always find the Soviet Union a steadfast supporter of the creation in Africa of the atmosphere of peace, stability and security which is so necessary for their economic and social development.

The Soviet Union values highly its friendly relations with the front-line States. These relations have evolved over years of co-operation and my country continues to give these countries assistance of various kinds. In 1987 alone, the scope of bilateral economic and technical assistance by the Soviet Union to the front-line States amounted to 418 million roubles, something like 670 million dollars. The Soviet Union offers help in giving effect to some 70 bilateral projects in Africa, in various sectors of the economy.

The overall interest-free contribution made by the USSR to the AFRICA Fund represents more than 100 million dollars. I should also say that in December 1988 the Soviet Government decided to offer additional assistance to the People's Organisation of South-West Africa (SWAPO).

We think it is very good that our Organisation should be stepping up its action against apartheid and we fully support the report and conclusions of the Committee.

Our support for the anti-racist forces remains unchanged. Today, when the South African Government of Pretoria is dropping hints about the possibility of dismantling apartheid, the world community has a duty to demand immediate steps in this direction. We join the African peoples in calling for the immediate release of Nelson Mandela and other political detainees in South Africa. The international campaign against racist policies must be continued, an embargo must be imposed on arms delivery and effective sanctions must be implemented in accordance with the resolutions of the United Nations and our Organisation.

The Soviet Union is ready to contribute to producing an international atmosphere conducive to the solution by political means of the internal and international conflicts in Africa. It will continue to help cement the unity of the African States and reinforce and extend co-operation amongst the countries of that continent.

Original – German: Mr. LAMPRECHT (Workers' adviser, German Democratic Republic) – One week ago, we commemorated the thirteenth anniversary of the day on which the racist South African police killed 600 people because the schoolchildren of Soweto peacefully protested against the introduction of Afrikaans into the curriculum of local schools.

Ever since, all peace-loving peoples have celebrated 16 June as Soweto Day – a day in remembrance to protest against apartheid, when they declare their solidarity with the peoples of South Africa.

For 25 million Black South Africans, nothing has changed since then. In spite of the fact that the regime has often promised reforms, the great majority of the population are living in conditions unworthy of human beings. The most basic human rights have been trodden underfoot and there are gross breaches of basic trade union and democratic rights.

This state of affairs is emphasised in the Special Report of the Director-General on the application of the declaration on action against apartheid in South Africa and Namibia. The report also stresses how necessary it is that the ILO and its members should step up efforts to do away with apartheid.

This year, the Committee on Action against Apartheid has once again done a capital job and my organisation fully supports the report now before us with its conclusions concerning South Africa and Namibia.

The report clearly shows that during the period under review there has been a noticeable worsening in living and working conditions in South Africa. It points out that systematic and flagrant breaches of human and trade union rights are of daily occurrence in this country.

There can be no doubt, and experience has proved this, that apartheid is a serious threat to international peace and security.

In view of the fact that the situation has become dramatically worse for employees and their unions, that sincere patriots are being increasingly hounded – especially trade union officials – that the economic and social conditions of workers have deteriorated and, above all, that there has been a murder cam-

paign against all those who speak up for progress, we support the report's demand that the sanctions decided on against South Africa be put into effect. The transnational undertakings which continue to make gigantic profits in South Africa should be aware that every dollar of profit is stained by the sweat and blood of a people deprived of their rights. Hence we demand respect for the declaration and programme of action adopted by the 75th Session of the International Labour Conference.

The monitoring decided on should be used to accuse, in the Director-General's Report, all those countries and undertakings which fail to comply with the programme of action. However, one thing is clear; we cannot reform apartheid. We must destroy it root and branch. This is why we attach such importance to the conclusions in point 6(b), because they spell out specific sanctions.

The settlement to bring about the independence of the Namibian people is the outcome of efforts made by all progressive forces throughout the world.

The Namibian people, led by SWAPO, are hoping for the development of their country and of Africa, in conditions of peace and safety for all States in this region, and for the elimination of apartheid. The Committee's report makes it clear that the ILO can also help in making these hopes a reality.

Allow me to use this rostrum to assure the trade unions of South Africa and Namibia of our undying solidarity in their just battle for a free, democratic and non-racial South Africa and Namibia.

We join with them in their cause to eliminate apartheid, and ensure the release of Nelson Mandela and other imprisoned patriots. My organisation supports the proposal that Nelson Mandela, a South African patriot, should be nominated for the Nobel Peace Prize.

I can only associate myself with the appeal of former speakers to support the report and conclusions of the Committee.

Original - French: Mr. DEMBA (Workers' delegate, Namibia) - I should like to associate myself with all the speakers who have preceded me in congratulating you on your brilliant election to the presidency of this distinguished assembly.

This is an excellent opportunity to express, on behalf of my delegation, our satisfaction and gratitude to His Excellency, Mr. Ndoeye, Minister of Labour, Senegal, Mr. Hernandez, Employers' delegate, Philippines, and Mr. Mercier, Workers' delegate, Canada, who have been respectively the Chairman and the two Vice-Chairmen of the Committee on Apartheid. There is no doubt at all that it is thanks to their determination and their wise guidance that it has been possible for the Committee to reach successful conclusions.

I should also like, on behalf of my delegation, to thank the ILO Staff Union for all the efforts it has made to combat apartheid. My delegation expresses its gratitude to the ILO Staff Union and urges it to continue its campaign against the continued use of the services of the Union Bank of Switzerland.

The delegation of Namibia would like to express its appreciation of the work of the Committee on Action against Apartheid and support its recommendations with regard to the application of resolution 435 of the United Nations Security Council as regards

Namibia and ILO technical co-operation with post-apartheid Namibia.

In view of the fact that Namibia will shortly gain its independence, there may be need for adjustments in the ILO programme.

My delegation would like to take this opportunity to provide the Conference with information on the latest developments in Namibia. Reports from Namibia indicate that despite certain difficulties which arose at the beginning of the implementation of the plan for the independence of Namibia under resolution 435 of the United Nations Security Council, there does not seem to be any delay in the implementation of this programme. Under the auspices of the United Nations, elections will take place in November 1989 for the members of the Constituent Assembly which will adopt the Constitution of independent Namibia.

So far as trade action is concerned, the major event has been the establishment, in March 1989, of the National Union of Primary School Teachers as the sixth member of the National Union of Namibian Workers. We are informed that it has 7,000 members. In addition, before a commission of inquiry into labour matters appointed by South Africa, Namibia has steadfastly refused to adapt South African labour law to conditions in independent Namibia. The unions have stressed that labour legislation needs to be reviewed without reference to South African legislation extended to Namibia during the period of South African colonial rule.

Another development of direct relevance to the ILO has been the opening of the Office of the United Nations Special Representative under the terms of Security Council resolution 435. This has helped United Nations specialised agencies, NGOs and individuals to obtain information on all aspects of economic and social conditions in Namibia today.

In these circumstances, the ILO might be encouraged to take action to establish itself more firmly in Namibia with a view to evaluating ongoing technical assistance activities and preparing the ground for labour programmes which will require particular attention in post-apartheid Namibia. The ILO's role in assisting all the social partners in independent Namibia to eliminate the evils of the past is very important. The ILO will undoubtedly be continuing its technical co-operation activities for the benefit of the people and trade unions of Namibia. Provision has been made in the ILO Programme and Budget for 1990 and 1991 for a review of law and practice in the broad context of an independent Namibia.

To conclude, on behalf of my delegation, I should like to thank the Director-General of the ILO for the excellent information and documents provided on the subject of apartheid and Namibia.

Mr. TEFERI (Workers' delegate, Ethiopia) - I would like first of all to congratulate you, Mr. President, on your unanimous election to the presidency of the 76th Session of the International Labour Conference and express my full confidence that your broad experience and able manner will bring this Conference to a successful conclusion.

I would also like to congratulate the Director-General of the ILO for the detailed and comprehensive Special Report presented on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia.

The Report has updated our knowledge of the present situation in southern Africa and has enlightened us on the continued atrocities of the racist Pretoria regime against the peoples and workers of the southern part of the African continent.

As you are all aware, the Special Report of the Director-General clearly indicates that not much has improved in the situation prevailing in South Africa in spite of the maximum pressures exerted on the Pretoria regime from the international community to put an end to its repressive policies.

The racist regime of South Africa, defiant of world public opinion, has further increased its violence and heavy repression against the people. The state of emergency declared three years back is still in force, and the people are suffering under inhuman repressive measures in their struggle to oppose apartheid. The regime has refused to release political detainees and the sufferings and impoverishment of the people have continued.

The Black population of South Africa is still shouldering the heavy burden of repressive machinery, rampant unemployment and other social injustices; the trade unions of South Africa are facing severe repression, their political activities are highly restricted and their leaders perpetually harassed. Labour activities have suffered a number of setbacks.

Furthermore, the greater power given to the police, the military and the employers has exacerbated the repressive activities against trade union movements in southern Africa. However, the courageous struggle of trade unions in South Africa, pressing the regime to find immediate solutions to issues of vital concern to the Black working population, is highly admirable.

The atrocities that the peoples and workers of southern Africa are suffering under the obnoxious policies of the racist regime of Pretoria are well known to all of us.

The 75th Session of the International Labour Conference and several other meetings held concerning this same issue have discussed the grave situation in South Africa and Namibia. Several proposals and ways and means of alleviating the problems of southern African people have been formulated at these gatherings. We are meeting again this year to discuss the same problems because the situation does not seem to change and the several proposals and resolutions adopted do not seem to be effectively implemented. The people and workers are still languishing under similar repressive measures as in previous years.

We have repeatedly affirmed that effective implementation of recommendations and resolutions passed by international organisations such as the ILO would bring about the desired changes in the policies of South Africa. But it is sad to say that these resolutions and recommendations have not been implemented effectively and in good faith by some of the parties concerned.

In particular, the recommended comprehensive mandatory sanctions, which we believed would have brought concrete results, failed to achieve their objectives because they were not effectively implemented by the governments concerned.

The action taken against apartheid by the United Nations, the ILO and other specialised agencies of the United Nations has been highly encouraging. Moreover, the all-round action taken by the ILO,

urging and mobilising governments and employers' and workers' organisations of member States to combat the evils of apartheid, as well as its continuing technical co-operation activities, are highly commendable.

While commending the activities undertaken by the ILO in this regard, I would like to state that the ILO should further strengthen its programme of action in, and put more pressures on, the tripartite organisations of member States to effectively implement resolutions adopted by the ILO against apartheid in the southern part of our continent.

The decisions of the Seventh African Regional Conference of the ILO, held in Harare in December 1988, reaffirming the need for effective sanctions against South Africa and intensifying the assistance of the ILO to national liberation movements, Black workers and trade union movements in South Africa, are an immense contribution to the struggle the people and the workers of southern Africa are waging.

We therefore once again urge the ILO to further enhance its efforts to strongly press member States and organisations for effective action against apartheid.

We, the Ethiopian workers, while hailing the courageous struggle of the workers and peoples of South Africa and Namibia, reaffirm our unwavering solidarity with them on their journey to complete independence and freedom.

Finally, I commend the report presented by the Committee on Action against Apartheid, and request the Conference to adopt it unanimously.

Original – German: Mr. NOACK (Government delegate, German Democratic Republic) – One year after the adoption of the updated Declaration concerning Action against Apartheid in South Africa and Namibia and the related programme of action, the Committee on Action against Apartheid has produced its first assessment of the effect given to these documents. It can be seen that the great majority of members, including the German Democratic Republic, have given effect to the provisions of the documents of 1988. However, it is again evident that governments and undertakings of certain countries, countries with a high economic potential, do not comply with ILO decisions. Quite the contrary, they are maintaining relations with the racist Government of South Africa or even expanding them. They bear some responsibility for the absence of progress in eliminating apartheid in South Africa. We might ask these governments and undertakings how they stand as regards respect for the most basic human rights.

The updated Declaration and Programme of Action are documents which meet the requirements of the times and make an effective contribution to the establishment of a democratic, non-racist South Africa. The point is that all Members of the Organisation must act, without ifs, ands or buts, in accordance with the spirit and letter of these documents. This year's conclusions now before us have rightly been drawn up with this in mind.

The conclusions emphasise those steps mentioned in the Declaration and Programme of Action which seem especially necessary. First and foremost, of course, the full and immediate application of the sanctions mentioned in paragraph 6 (b) of the conclusions – an embargo on South African coal, financial

sanctions, an oil embargo and an effective severance of all air links. At the same time, effect must be given to provisions stipulating the withdrawal of investments in South Africa. Only if this entire set of measures is taken will the racist regime finally be brought to its knees.

In this connection, a decisive role will be played by the supervisory machinery; that is, the independent monitoring group and the ILO questionnaire on the topics indicated for the submission of annual reports. No country must be exempt from such monitoring and nobody must be allowed to evade the responsibilities he has assumed in the ILO.

My delegation supports the appeal made to member States and to the ILO, to give the maximum support and assistance to the people of Namibia on its peaceful path to independence and self-determination. We feel that the relevant ILO projects for the benefit of Namibia should be stepped up.

The German Democratic Republic has always taken a stand in favour of an end to apartheid and to the aggressions and conflicts it engenders, and in favour of peaceful development of southern Africa. In future, too, we shall stand steadfastly by the peoples of southern Africa.

In view of this policy of principle adapted by my Government, my delegation fully supports the report of the Committee on Action against Apartheid and the conclusions contained therein. We thank the Committee, and particularly its Chairman, Mr. Ndoye, for the work they have done.

Mr. KERN (*Government adviser, United States*) – This year, my Government joins the consensus on the Report of the Committee on Action against Apartheid. We do so with certain reservations which were mentioned in the Committee on Apartheid. As we said, we are concerned about sanctions, disinvestments and diplomatic relations.

With respect to Namibia, I would supplement the record by recognising the important contribution of African nations and African diplomacy to the independence process. African diplomacy is and will continue to be an important factor in bringing about the peaceful end of apartheid in South Africa.

My Government's unalterable opposition to apartheid and the necessity for its demise has been a constant factor in our foreign policy objectives towards South Africa. The issue for the United States never has been one of "where do we stand?". Six American Presidents representing our two major political parties over the past 25 years have made it clear where Americans stand on apartheid. The abolition of apartheid has always been our objective and remains a precondition to normalisation of South Africa's relations with the United States.

In the United States, the issue has always been "what can we do to help bring about the end of apartheid and the emergence of a constitutional system which will guarantee equal political rights and equal economic and social opportunity for all South Africans?". In 1963, we were the first of South Africa's major trading partners to embargo the sale of military equipment to that country. Also, our comprehensive Anti-Apartheid Act, as detailed in our report, imposes the most severe set of restrictions of any of South Africa's major trading partners.

While sanctions have sent a clear signal of American opposition to apartheid, it is important that the

United States and other nations remain active in South Africa to promote change. Our assistance programmes aid the victims of apartheid in areas such as legal assistance, trade unions, education, community development and are designed to enhance Black political leverage. In essence, Black empowerment is essential to the peaceful elimination of apartheid and to the establishment of an equitable democratic non-racial society.

As the Special Report of the Director-General on the application of the Declaration concerning action against apartheid in South Africa and Namibia points out, infringements and in many cases denial of basic human rights and trade unions rights continue in South Africa. While the South African Government has made some progress in recent years in ending various forms of petty apartheid, such as a Separate Amenities Act, job reservations and the pass laws, the cornerstones of apartheid, such as the Population Registration Act and the Group Areas Act, remain on the books, and the freedom of speech, assembly and association is routinely denied to government opponents. In this environment of grudging and painfully slow change, it is understandable why various individuals and institutions call for sanctions. We have thus far opposed the expansion of mandatory sanctions as called for in the Declaration and in the programme of action because we believe that the effect of such sanctions is to deprive us of leverage, of influence and of the ability to press for change.

It has been our active presence in South Africa which has enabled our embassy officials, including our ambassador, to make frequent appearance at the trials of anti-apartheid activists, to monitor trials such as that of trade unionists, Moses Mayekiso and to intercede on behalf of the Sharpeville Six. With respect to Mr. Mayekiso's exoneration of subversion, sedition, and treason charges, we hope the South African Government will now accept the legitimacy of peaceful protest.

It is precisely because of our presence in South Africa and our commitment to end apartheid that Archbishop Desmond Tutu, Reverend Bozak and Reverend Nauri, in a recent visit with President Bush, asked the President to take the moral leadership in starting negotiations between Whites and Blacks in South Africa. President Bush, in turn, expressed his intention to be a catalyst for change and to use American pressure, influence and leverage to bring about justice and equality in South Africa.

There appears to be a realisation on the part of the South African Government that the current system of governance cannot continue and that a new system of governance cannot be instituted without the active participation of the Black majority. The Black majority, through its trade unions, community organisations and its tenacious drive for freedom and equality, has already demonstrated its ability to influence the White minority. However, within the Black community, there also seems to be a growing realisation that the White power structure will not collapse in the foreseeable future as a result of direct assaults on the existing power structure.

These realities and the prospects for a new generation of Afrikaaner leadership allow some measure of hope that negotiations leading to a peaceful democratic solution for South Africa might now be possible. South Africa is in a period of transition and possibly a historic moment in its history. We cannot

predict if this opportunity, like so many others before it, will be squandered by the ruling establishment. However, we have an obligation to remain engaged in South Africa and to use our presence there to encourage all parties towards the imperatives of dialogue, negotiations and compromise.

Original – Spanish: Mr. BONMATI PORTILLO (Workers' adviser, Spain) – My address to this assembly is on behalf of the Spanish workers, first of all to express our support for the adoption by the Conference of the report and conclusions of the Committee on Action against Apartheid.

In our opinion, it is impossible for us to understand how anybody in any group of this Conference could oppose this report and these conclusions unless they have to defend hidden interests which give them cause to be against the recommendations that have been put before the Conference by the Committee on Action against Apartheid.

In our opinion, there is nothing that could possibly justify the continuation and increase in trade with South Africa which throughout its history has demonstrated that its regime is something that nobody can possibly accept.

I wish to very strongly criticise the members of the European Community as individual countries as well as a community.

The relations between the Community and South Africa in global terms not only have not declined – they have even increased. To cite an example, if I take only trade in coal, more than 50 per cent of South Africa's total coal exports end up in countries in the European Community ports and are imported by countries in the European Community. Another question which has been debated in the Workers' Group, in respect of which we have to offer criticism, is the customary tradition of the European Economic Community in this Conference to respond jointly to the questionnaire on sanctions sent out by the ILO to governments. It must be said, in addition, that their latest reply sent for the purposes of this Conference is a joint reply from the countries of the European Community which does not enter into any firm commitment for the adoption of concrete measures against the South African Government.

In our opinion, it is not possible to cover in a joint response all the trade between each of the countries of the European Community and that in which this tragic regime of apartheid is practised. The countries of the European Economic Community have a moral and ethical obligation to reply individually to the questionnaire that is sent to them rather than conceal their real trade by a joint reply. In addition, in their capacity as the European Economic Community, they should impose the necessary sanctions against South Africa. From this rostrum, therefore, we ask that these countries take immediate steps to impose an embargo on South African coal. We make this plea following the resolutions adopted by the ILO as well as the conclusions adopted at the Twelfth Session of the ILO's Coal Mines Committee in April 1988.

As concerns Spain, we spoke in the Committee on Apartheid to raise with the Spanish Government the question concerning Spain's coal trade with South Africa. The Government response is unacceptable since we have no concrete reply.

Spanish workers cannot accept the fact that, from 1981 to 1985, in my country, there has been an increase in the consumption of South African coal from 0.5 million to 2.2 million tons. This is an increase of 440 per cent. The Spanish merchant fleet unloaded South African coal to the amount of something like 300 million tons between 1985 and 1986 in European Community ports. Even more unacceptable than this, is the increase of this fuel in the energy industry in my country. Since 1981, 5.3 per cent of the coal used has been South African coal, and in 1988 the figure for the increase amounts to 50.9 per cent – the increase in the coal imported from that country.

We have not been given a clear answer in the Committee and we wish to place on record our disagreement with the reply given. We sincerely hope that the Spanish Government will bring about a drastic change in its policy. Furthermore, we have the impression, when reference is made to South Africa, that many governments and employers are showing solidarity on the South African question, but their solidarity is only theoretical. In practice, they do very little to carry out any real boycott, as they have pledged to do against the apartheid regime.

What they are doing, in fact, is to use a double language, which is unacceptable to the trade union movement. It is disappointing to observe the words and the deeds of the European Community countries in general and what follows in practice, when they maintain or even increase their trade with South Africa. I say this at a time, moreover, when the Government of my country holds the presidency of the European Community.

We have seen that many governments and employers are using this double language, of solidarity in theory and increased trade with South Africa in practice. There is nothing so cynical as saying one thing and doing something quite different.

In our opinion, it is necessary to take a broad view of the situation rather than looking at it in terms of short-term interests. It is not a problem affecting governments, employers and workers separately. It is something that affects the whole of mankind. There is nothing to justify the failure to impose the strongest sanctions against South Africa and to respect the resolutions and recommendations of the ILO on this subject.

I should like to conclude by reaffirming our support for the conclusions and the report submitted to the Conference. I should like to congratulate Mr. Mercier for the work he has done in the Committee, in defending the views and interest of the workers on this matter, and I should like to tell the Conference that, as Spanish workers, we are committed to the work and efforts of the ICFTU and other international organisations in their struggle in this regard. As always, the Spanish workers will continue to join in the battle to secure democratic citizenships for the South African people, but to achieve this it is necessary to isolate the present regime, to apply sanctions fully and to boycott the apartheid system. The recommendations submitted to the Conference must be supported.

Original – Spanish: Mr. ZAMORA HERNANDEZ (Government adviser, Cuba) – I should like to echo the sentiments of the delegations who have preceded me in congratulating you on your election. We

are convinced that under your wise leadership the Conference will be crowned with success.

We have carefully studied the report of the Committee on Action against Apartheid in South Africa and Namibia and my delegation wholeheartedly approves the recommendations set out in this report.

As we know, there are countries which are still making efforts to avoid the elimination of apartheid. It makes us indignant to see how these same countries trade, and offer economic, financial and other kinds of help to the racist regime of Pretoria. I need only cite certain figures from the Committee's report, to show the level of poverty, suffering and violence which racist South Africa and its odious system of apartheid has brought upon the peoples of southern Africa, and which has increased the number of arrests, the level of unemployment, hunger, illiteracy, insanitary conditions and death.

So much injustice and wrong is being done! However, when people are fighting to defend their cause, nothing will hold them back.

When we speak of what the people of South Africa and Namibia are doing in their struggle against apartheid we are sure history will record "the battle of Quito Cuanavale" as one of the most decisive and brilliant actions that could be engaged in and which led to the victory of the heroic fighters of the South West Africa People's Organisation (SWAPO), FAPLA and the Cuban fighters. This heroic deed also destroyed the myth that South Africa was invincible.

It was the outcome of the battle of Quito Cuanavale which compelled the forces which maintain the system of apartheid to sit down at the negotiation table and to lay the foundations for the present hopes for peace in Namibia and for positive developments for the entire region of southern Africa.

Cuba, which feels the blood of our African brothers running in its veins, will not stop until the system of apartheid has completely disappeared and a new society has been created in South Africa.

My Government reiterates the Committee's request for governments to support the United Nations Secretary-General in its efforts to secure the strict application of Security Council resolution 435, including the holding of free and just elections in Namibia.

The Cuban Government wholeheartedly supports the proposal that Nelson Mandela, an exceptional patriot, should be awarded the Nobel peace Prize.

Original - French: Mr. ROBEL (representative of the World Confederation of Labour) - The World Confederation of Labour, speaking through me, would wish to congratulate first of all the Director-General on his report on apartheid, which fully describes the position of apartheid in South Africa.

The evolution of apartheid and its impact on peoples are a subject of concern for all those who are anxious to secure liberty and justice. Every year the International Labour Conference discusses policy of apartheid, which, by its very nature, constitutes a breach of human rights in the cruellest possible manner. It is a permanent source of exploitation, poverty and unemployment and the racist regime continues to have recourse to violence to repress the just struggle of the Black majority.

Twenty-three million Black people are deprived of their rights and if they cry for freedom they are arrested, beaten, tortured and killed. Far from getting

any better, these practices are being stepped up, facilitated by the state of emergency.

The South African authorities continue with their brutality, arbitrary arrests, the torture of detainees, exiles, the exploitation of Blacks and executions.

If I had to quote here all the forms of tyranny and barbarism of which the Blacks are victims in South Africa, including trade unions and workers, the time available would not be enough; moreover, these are adequately described in the report. Incidentally, the workers and their trade unions are most subject to these evils. Restrictions on trade union activities are legion. The police interfere with the normal working of trade union organisations; their offices are raided and even the personal belongings of trade unionists are confiscated. Workers' lawful strikes are broken up; indeed, the report refers to many cases during the past year - more than 900. All this shows that South Africa is not ready yet to abandon its policy of racism.

Its pseudo-reforms are merely a smoke-screen designed to deceive public opinion, in order to continue to enjoy foreign assistance to save the South African economy which would otherwise be very seriously disturbed by the outflow of capital and certain foreign companies.

The Labour Relations Act, far from improving the position, considerably limits freedom, trade union activities and the right to strike.

I do not want to dwell on this matter but all the facts quoted here show that, far from getting better, the policy of apartheid is doing everything it can to become perpetual.

If apartheid continues to exist it is because it is supported and because the sanctions called for by those who want to put an end to apartheid are not fully applied.

It is to be deplored that countries, and particularly the rich ones, continue to have major links with the South African Government in the economic, trade, financial and diplomatic field. It is also true that enterprises and multinational companies are still present in South Africa. All verbally condemn the regime but their relations can only be an encouragement to the apartheid regime. The brief reports they send to the ILO, often couched in very general and vague terms, in fact speak volumes.

Of course, governments deny that they are accomplices of apartheid and put forward various arguments to justify their links with South Africa. We heard some of these earlier. These fine declarations, insisting on the importance of freedom and respect of human rights, claimed in various instances, and particularly in the ILO, should be applied by all and everywhere, and notably in South Africa.

The existence of this regime is a problem of moral conscience for mankind as a whole because it is a crime against humanity; but it is also a danger for peace, security and the development, especially in Africa. The isolation of South Africa, putting a halt to investments and bank loans and the application of economic sanctions against the regime are the most effective means of forcing Pretoria to change its course, and to respect the rights of the Black.

Here, once more, we wish to congratulate the Staff Union of the ILO which for some time has withdrawn its bank account from the Union Bank of Switzerland (UBS) - one of the banks which has links with South

Africa; this is an example which should be followed by other institutions.

We would also like to pay a tribute to the determination of Blacks who wish to throw off apartheid; their determination remains intact. One of the most notable trends of the past few years has been the emergence of trade union action, as workers are becoming increasingly aware that their strength resides in unity. Their efforts, however, would be to no avail without the solidarity of all those who play a major part in mobilising public opinion and workers in the campaign against apartheid.

For its part, the World Confederation of Labour has always undertaken various activities in areas of workers' information and awareness in various parts of the world, to ensure they undertake and reinforce all possible action against apartheid – and this has borne fruit.

In order to step up its anti-apartheid campaign, the WCL has set up a special committee against apartheid to study the action to be undertaken and to renew at various levels the different forms of giving support to the Black workers and trade unions.

The WCL has brotherly relationship with the Black workers in South Africa and offers constant support to their trade unions, more particularly in the field of workers' education, to reinforce their trade unions and their activities.

My organisation also provides assistance to victims and their families.

We shall continue our struggle until apartheid is totally eradicated and democracy emerges in South Africa – a democracy in which the Black population will have its freedom and responsibility for its own State.

We will co-operate fully with all those who are working in this direction.

I would end by congratulating and thanking the members of the Committee for the work they have done which has led to positive conclusions which we fully approve.

We hope that the conclusions which appear in the report of the Committee should be adopted unanimously and followed by concrete action by government, by the employers and by the workers.

Original – Chinese: Mr. ZHANG (*Government adviser, China*) The Chinese delegation agrees with the report of the Committee on Action against Apartheid and its conclusions and appreciates the enormous work done by the members of the Committee.

The past year has witnessed progress in consultations with a view to the settlement of questions relating to withdrawal of foreign troops from Angola and in implementing United Nations Security Council resolution 435. Nevertheless, the South African people are still confronted with a serious situation in their struggle. In spite of condemnation by international public opinion, the South African authorities have obstinately clung to the system of apartheid and continued with the suppression of movements of trade unions and liberation. An arduous road still lies ahead for the Black people and their organisations in South Africa in their struggle for racial equality and basic rights and freedoms.

The Chinese Government and people strongly condemn the policy of apartheid and racial discrimination. China does not have any political, military, cultural, sports or diplomatic relations with the South

African authorities nor has it any commercial links with the racist regime. Over the past year, we have, as always, rendered moral and material assistance to the South African people and southern African countries to the best of our ability. We will continue to support the just struggle of the South African people in future so as to force the South African authorities into renouncing the system of apartheid.

We hope the international community will take further initiative to energetically support the people of South Africa and the front-line States in their struggle against apartheid and take forceful sanctions against the South African authorities. Only by doing so can we put an end to this criminal system of apartheid at an early date. It is our hope that in the struggle against apartheid the ILO will offer greater contributions.

Mr. NISHIBAYASHI (*Government adviser, Japan*) – I would like to take this opportunity, on behalf of the Government of Japan, to present briefly our view on apartheid and the report of the Committee on Action against Apartheid of this Conference.

The Government of Japan has been of the opinion that the South African Government's policy of apartheid is utterly incompatible with today's international public order and value. Therefore, Japan has steadfastly opposed this abhorrent policy. In this spirit, Japan has been taking various strict measures against South Africa, in co-operation with the international community, including the United Nations. Japan will not change its policy at all as long as South Africa does not carry out drastic reforms towards the abolishment of apartheid.

Let me take this opportunity to give some examples of our measures. First of all, Japan has no diplomatic relations with South Africa, nor has Japan accorded any recognition to the so-called independent homelands.

In an effort to limit contacts between the peoples of the two countries, Japan has imposed restrictions on sports, cultural and educational exchanges; it has suspended the issuance of tourist visas to South African nationals, and has urged the Japanese to refrain voluntarily from touring South Africa.

Japan refuses to engage in military or nuclear co-operation of any kind with South Africa.

In the field of economic and trade relations, Japan has banned all direct investment in South Africa since the end of the 1960s. It has restricted commercial loans and urged all those concerned to co-operate in halting the import of Krugerrands and other gold coins. Its trade restrictions vis-à-vis South Africa also include a prohibition on iron and steel imports, on arms exports, and on the export of computers to South African institutions that enforce apartheid. It has suspended air links with that country, and prohibits its government officials from using international flights of South African Airways.

Furthermore, I would like to point out that the total amount of our trade with South Africa was reduced on US dollars basis in 1988 compared to the previous year. This is, we firmly believe, mainly because the Japanese Government has appealed to the Japanese business community to take proper measures for their trade activities since the beginning of 1988.

Lastly, although there are some remarks in the report of the Committee indicating our export of arms

to South Africa, as well as the statement made by the Vice-Chairman this morning, I should like to mention the obvious fact that Japan has been strictly observing the arms embargo to South Africa. Therefore, the claim that Japan has exported arms to South Africa is utterly groundless.

Original – Arabic: Mr. NASR (*Employers' adviser, Lebanon*) – Mr. President, first of all, I would like to congratulate you on your election as President of this session of the Conference. You have been guiding our proceedings with a great deal of wisdom and skill. Wisdom always has been and will continue to be the foremost instrument of the International Labour Conference.

Since we first began to talk about apartheid and racism in South Africa, that is to say, since the beginning of our discussions, the Conference has adopted a number of resolutions, followed by the famous Declaration concerning Action against Apartheid in South Africa and Namibia, as well as Programme of Action against Apartheid.

The Conference recently set up a group of experts in order to follow up its work and to ensure that its resolutions and decisions are actually implemented. These are laudable achievements, but they are still far from what could be done. For when we look at what is going on in South Africa, at the South African policy against the indigenous majority, we see that these peoples have been deprived every kind of freedom – political freedom or human freedom – and are subjected daily to every form of discrimination and oppression.

Therefore the international family, headed by our Organisation, the ILO, is called upon more than ever before to renew and double its efforts with a view to bringing pressure to bear on the regime. This should be the primordial task undertaken by our Organisation, in order to put an end to these inhuman scourges of apartheid and racial discrimination. This effort which we are undertaking against apartheid responds to an urgent need, for we have found that the same practices take place elsewhere, for example in Palestine, where liberties are flouted. There is no freedom for the workers, employers, children and students and all of the Arab inhabitants. Whether at the workplace or at the universities, or because of their membership in political organisations or trade unions, all of these people are subjected to all sorts of pressure.

The international family of organisations, headed by the ILO, should, first and foremost, realise that if it yields to this new form of discrimination, this epidemic will spread to other countries and other populations, who will live under the heavy yoke of colonialism and other pressures.

Personally, I would like to say that I fully concur with the decisions arrived at here. Allow me to appeal to all of you to implement the agreement we have reached.

Perhaps we will be able in this way to end this barbaric system of apartheid, to wipe out this epidemic, so that the peoples now struggling may recover their right to freedom, dignity and progress.

Original – Arabic: Mr. AL-JASSEM (*Employers' delegate, Kuwait*) – In the name of God, the Merciful, the Compassionate! I should like to join previous speakers in thanking the President, the Vice-Presi-

dents, the Reporter and the secretariat of the Committee on Action against Apartheid for all the efforts that they have made in the Committee.

Any civilised human being can only deplore that in an international community and a Conference of this importance we should need to speak about apartheid, at a time when man claims to have reached the heights of civilisation and when progress has gone beyond all imaginable limits. Despite this progress we find that in many parts of this world there are still regimes that maintain inadmissible policies such as apartheid which by all divine and human laws we can only condemn.

The International Convention on the Elimination of all Forms of Racial Discrimination adopted by the United Nations in 1965 called for the abolition of apartheid in all its forms. The Convention defined this system as discrimination or segregation based on a difference of sex, religion, creed or race, leading to a deprivation of human rights and violation of basic liberties, social, economic or otherwise.

Kuwait approved this Convention, enshrined in Law No. 33 of 1968. Kuwait also maintains no cultural or other relations with this regime of South Africa, which we can only condemn.

We must ask why this racist regime is allowed to persist in violating all rights, ignoring all appeals to it. We hope that the resolutions or decisions that may be taken during this session, what we call the conclusions in *Provisional Record* No. 20, will be more successful than those adopted earlier and will be applied more firmly. We cannot remain indifferent when we hear of the inhuman practices in Palestine. We cannot be optimistic about this policy when we also hear about new measures adopted by the Israeli occupation authorities in Palestine and the other occupied Arab territories. Their policy is designed to compel the Arab inhabitants of these regions to carry foreign workers' cards. We can only condemn such a policy, which is a form of racial discrimination. It has been denounced even by Israelis, not to mention others of authorities including some Americans in positions of authority. If we are truly determined to fight against apartheid we must fight against this form of discrimination, wherever it is practised, at every level. We must boycott any regime that practises such a policy and proclaim our determination to do so without shame or fear. It is unacceptable to be tolerant toward regimes which violate human rights or trample on man's dignity, whether in South Africa, Palestine or elsewhere.

We should not accept any regime that does not allow man the right to live or work; we must openly and violently condemn such regimes and all the States of the world, of East or West, North or South, must co-operate to put an end to such practices by regimes which unfortunately continue to exist in this day and age that we call an era of freedom, democracy and civilisation.

Because of the historic friendly and fraternal relations that have always linked the African and Arab peoples, a meeting was held in Kuwait recently, the tenth meeting of the Committee of Arab-African Co-operation, in the presence of His Eminence the Emir of Kuwait, who gave a speech in which he stressed the importance of the secular and privileged relations linking the African and Arab peoples.

Among the resolutions adopted by this meeting, there was a very frank and explicit resolution con-

demning the policy of apartheid and the policy of racial discrimination in both South Africa and Palestine. I therefore urge you all not to tolerate any violation of human rights, but to co-operate in the struggle against these regimes, wherever they may be. As I said, it is shameful to think that when we live in an era of civilisation we should still permit such violations.

The employers in Kuwait support the Committee's conclusions and we call on the Committee on Action against Apartheid to present a report on the measures taken against apartheid, denouncing those who establish links with South Africa, this satanic regime. The Committee should also propose practical actions to put an end to such discriminatory practices in both Palestine and South Africa.

Original – French: Mr. FLOREA (Workers' delegate, Romania) – At the outset, I would like to state that we fully support the statement made by the Workers' Vice-Chairman of the Committee on Action against Apartheid.

As the Director-General points out in his Special Report on the Declaration regarding action undertaken against apartheid in South Africa and Namibia, apart from the withdrawal of all troops from Namibia and Angola in accordance with United Nations Security Council resolution 435, nothing positive has been achieved in the situation in southern Africa.

The racist regime of Pretoria has stepped up its policy of violence against the majority population of South Africa. It refuses – and this in spite of protests of the international community – to free Nelson Mandela, the symbol of resistance against apartheid, and the same goes for other political prisoners.

We fully support the proposal concerning Mr. Mandela's nomination for the Noble Peace Prize. In spite of the terror and repression unleashed by the racist regime in South Africa and Namibia, the workers and the peoples of this region continue to fight resolutely and courageously in order to obtain their lawful rights of freedom, equality, dignity and social progress. The courage and self-sacrifice with which South African workers take on one of cruellest regimes of our day and age, as well as running the risk of going to prison and being killed, deserve the admiration of all peace- and justice-loving people in the world.

The just cause of freedom in South Africa has always had the support of my people. The General Trade Union Confederation of Romania, which is deeply attached to the ideals of liberty, freedom and progress, has constantly come out in favour of the peoples fighting for their liberty against foreign domination and insisted on their inalienable rights to self-determination.

Our trade unions have unreservedly supported our country's efforts to provide the African freedom movements with all types of assistance – diplomatic, material, political – and we have welcomed with sympathy the appearance of new States in Africa with which we maintain links of close solidarity.

The General Trade Union Confederation has supported all our country's initiatives as regards the signing of agreements with a number of African countries. This has led to fruitful co-operation on both sides. Through specific means we have, over the years, made our contribution in order to train a num-

ber of trade union leaders or specialists in various disciplines.

We are actively campaigning for the rapid independence of Namibia and we support, in this regard, SWAPO and the Namibian Trades Union Congress in their fight for freedom and independence. We call for the immediate elimination of the racist policy of South Africa and demand the freeing of all political prisoners who are imprisoned for their heroic stand against the racist regime of Pretoria. We also demand that an end be put to all interferences by South Africa in other southern African countries. We encourage the peoples in their struggle for economic and political independence, for their economic and social development, without any foreign interference.

We firmly believe that the struggle of workers and their trade unions, of the national freedom movements and of peoples in South Africa and Namibia will, if they are supported by all democratic forces of the world, triumph and prevail in the end so that all peoples in South Africa can develop freely, in accordance with their social and national aspirations.

In conclusion, I would like to assure you that the General Trade Union of Romania, guided as it is by truly international feelings, will also in the future unreservedly support the just struggle of the people in South Africa in favour of independence and liberty and in favour of their right to live freely and in human dignity in their territory as part of the international community. The workers and their Trade Unions in Romania, indeed all our people, have always joined efforts with other peoples and other progressive and democratic forces to fight for national independence and sovereignty; they will stand side by side with all those who, throughout the world, try to liquidate all types of colonialist and neocolonialist domination and the policy of apartheid and racial discrimination, so that all peoples may lead a free, dignified and civilised life and social progress, independence, democracy and peace may prevail.

Apartheid cannot be reformed as some try to convince us. Apartheid must be eradicated once and for all.

By way of conclusion, I should just like to say that we support the Report of the Committee on Action against Apartheid and we trust that it will be adopted unanimously.

Mr. WALDEN (Government delegate, Israel) – Israel has read with great interest the report of the Committee on Action against Apartheid. Israel continues to maintain its active opposition to the doctrine and practices of apartheid.

The policies of our Government continue to be based on the fundamental decision adopted in September 1987 regarding relations with South Africa. According to this decision, new investment in South Africa is prohibited without special permission; government loans, the sale and transfer of oil, the transfer of krugerrands, are prohibited. Imports of iron and steel have been frozen; cultural ties, sports ties and tourism restricted; new scientific agreements frozen. No visits by government officials are made without express permission by an interministerial committee. Steps have been taken to prevent Israel from becoming a transit area for goods. And finally, the decision calls for a fund to be established to assist in training programmes in educational, cultural and social fields.

All the provisions of this decision continue to be fully implemented. At the same time, Israel continues to foster contacts with the Black population of South Africa, especially through the operations of the Afro/Asian Institute of the Histadrut, both by visiting members of the Black community and the anti-apartheid movement in South Africa, and by inviting members of this Community to seminars and training programmes in Israel.

In all these ways, Israel continues to demonstrate its opposition to the racist doctrine of apartheid; we will do all that we can to oppose all manifestations of this ideology.

I do not propose to reply to attacks that have been made against my country by certain delegates; they are both false and irrelevant to this discussion and do not merit any response.

Mr. SANDHU (*Government delegate, Pakistan*) – My delegation fully supports the conclusions adopted by the Committee on Action against Apartheid. We share the view that the emphasis as reflected in the new title of the Committee should be on action against apartheid.

It is really a matter of concern for us to note that the rate of disinvestment in South Africa has slowed down and that the multinational enterprises are “barely restructuring” their involvement in maintaining their interests.

We firmly believe that strict adherence to the measures suggested by the United Nations and comprehensive and mandatory sanctions are essential for early elimination of the system of apartheid.

The minority regime in Pretoria continues to follow the policy of apartheid in total disregard of world public opinion expressed year after year from different forums including this august Organisation. We condemn the policy of apartheid in all its forms and manifestations, including repression and injustices perpetrated against the trade unionists and the working people; while doing so, we appreciate the efforts that have been crowned with success in Namibia and hope that the majority of the South African people shall also be able to achieve their inalienable right to self-determination and freedom for which they are sparing no sacrifices.

We urge the ILO and through this Organisation, the international community at large, to take further concrete measures which will compel the illegal regime of South Africa to desist from its policies of racial discrimination and ultimately allow the majority of the people of South Africa to exercise their political, economic and social rights in full freedom through total elimination of the abhorrent system of apartheid.

Mr. BORG GARDONA (*Government delegate, Malta*) – I take the floor to add the condemnation of the Government and people of Malta to that of other representatives who spoke before me.

It is to our shame and a heavy burden on the conscience of all of us that this loathsome system of apartheid still exists in the twentieth century. History will condemn us for allowing it to persist. We pledge our full solidarity with the oppressed people in South Africa and Namibia and salute them for their bravery and perseverance. They deserve much greater support from the world community in the name of freedom and of social justice for which this Organisation

stands. Altogether, we can do much more to abolish this obnoxious racist system.

My delegation wholeheartedly supports the report and appeals that it be adopted unanimously.

Mr. SHARMA (*Government adviser, India*) – May I first of all congratulate the Chairman and the members of the Committee on Action against Apartheid for the high quality of the report placed before us. On behalf of my delegation I would also like to express our full support for the conclusions adopted by this Committee.

India's longstanding commitment to the struggle against apartheid is well known and extends over many decades. Since the turn of the century India has been an uncompromising opponent of racial discrimination in South Africa. In this we were inspired by the example of the Father of our Nation, Mahatma Gandhi, who began on the soil of South Africa itself the first organised movement of opposition to the despicable system of apartheid. Our support for racial equality in South Africa, along with decolonisation elsewhere in the world, became deeply intertwined with our own movement for freedom and independence. In fact as early as 1946, at a stage when we ourselves were still not free from foreign rule, the Government of India placed a protest against racism in South Africa before the United Nations, thus beginning the efforts of that world body to confront apartheid. Since then we have been privileged to play a special and leading role in support of the long and valiant struggle of the majority in South Africa for human dignity, equality and freedom. India has relentlessly pursued in every forum and through all available means the basic goals of establishing in South Africa the dignity and worth of every single human being without distinction of colour and race.

The South African case is unique since in South Africa racism and racial discrimination are the deliberate, acknowledged and official policy of the State. India firmly condemns the evil of apartheid and considers all modifications of it as completely unacceptable. We are convinced that apartheid has to be eliminated in its entirety. We are also convinced that the only peaceful means which can force the Pretoria regime to dismantle apartheid are through the imposition of comprehensive and mandatory sanctions against South Africa. In this connection, we call on all governments, which have not done so, to join in imposing such comprehensive and mandatory sanctions. Employers' and workers' organisation too can play an extremely effective role in this regard and the international community should now act cohesively and quickly to make such sanctions a reality. The few remaining governments which support South Africa should realise that any delay in action to end apartheid can only lead to more and more bloodshed. They would be erring in thinking that co-operation in any manner with the Pretoria regime could give them some sort of influence to change things for the better.

I would like to congratulate the Director-General of the ILO for the high quality of his Special Report on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia. The contents of Report are, however, a cause of deep concern to us since they clearly show that the conditions of the majority in South Africa have continued to deteriorate over the year which has passed. As the Report points out the number of people detained in

South Africa under emergency regulations has increased sixteenfold during the period June 1986 to August 1988. In our view there is no doubt that the continuing unrest in the labour field in South Africa stems primarily from the apartheid policies being pursued by the Pretoria regime which continues to violate trade union rights, harass and imprison trade unionists, place ban on trade union organisations and increasingly use force to deal with strikes and to put down any form of protest. The South African Government persists in its reprehensible repressive policies in full defiance of international public opinion. The state of emergency in South Africa has been extended and a Labour Relations Amendment Act has been brought into force which is being used as an instrument of severe repression against trade unions. In addition, the South Africa Government is using a most rigid form of press censorship to keep the world in the dark about the enormity of the crimes which it is perpetrating against the majority population.

Three years ago India was entrusted by the Harare Non-Aligned summit to chair the AFRICA Fund which has been set up to channelise urgently-needed assistance to the front-line States and the liberation movements as also to mobilise public opinion against apartheid. Since then the AFRICA Fund has received pledges and contributions from 54 countries exceeding US\$422 million in cash and in kind. However, the needs of the front-line States and the liberation movements, which have so bravely borne the brunt of the economic aggression and attempts at destabilisation by the racist Pretoria regime are so immense that while commendable efforts have so far been made, these can only be considered small and inadequate in the context of their immediate needs. In this context we would call upon governments, employers' and workers' organisations, non-governmental bodies and individuals to make every possible contribution to the AFRICA Fund in order to early secure the achievement of its noble objectives. I think it is worth my mentioning here that most of the countries which have contributed to the Fund are developing countries which, while themselves suffering from serious resource constraints, have contributed their might to help in the struggle against apartheid. The Fund has also received contributions from members of the public, trade union organisations and others. A few months ago, in a remarkable gesture of solidarity from families who themselves have meagre resources, a group of coalminers and bank employees in India contributed as much as Rs.20 million to the AFRICA Fund. More recently, trade union organisations in the telecommunications field in India have also made an important contribution to the Fund. In all, such contributions from non-governmental sources in India have already reached Rs.23.6 million in cash.

With respect to Namibia, we are of the view that the bloodshed which took place at the beginning of April 1989 was entirely avoidable. I would like to reiterate my Government's position that the UN Security Council resolution 435 clearly needs to be implemented fully, both in letter and in spirit. We deeply regret that difficulties are being created in the Namibian election process and call for free and fair elections in Namibia. The Namibians have already suffered enough, and it is clearly time that the people of Namibia are allowed to establish a truly national government. In this context my Government views

with serious concern attempts being made to see that a puppet regime emerges in Namibia. My country pledges its full support to SWAPO, the sole legitimate representative of the people of Namibia, in its struggle for Namibian independence. We are sure that all freedom loving people in the world would also accord SWAPO their full support.

Last June this Conference approved establishment of a group of independent experts to follow up and monitor the implementation of sanctions and other action against apartheid. We, however, note with deep concern that despite the passage of one year the group of independent experts has not yet been set up. We do hope that the new Director-General will establish this group without further delay so that it can quickly embark upon its important task.

Original - French: Mr. KHORAMMIAN KER-MANCHAH (*Government adviser, Islamic Republic of Iran*) - In the name of God, the Merciful, the Compassionate!

Very briefly I should like to say that this session of the Conference has included on its agenda a complete revision of outdated texts. Many years of struggles of all kinds will have passed before the voices of the Black minorities and the victims of apartheid can finally be heard. A resolution or Convention has no force unless it is ratified by States, and even then it is difficult to ensure that States respect their commitments. The International Labour Organisation has traditionally been interested in this question since its founding

The adoption of global, mandatory sanctions against the racist regime in South Africa would constitute genuine progress towards the elimination of the system of apartheid and would contribute to the establishment of peace and stability. Some Western Powers have not replied to the repeated and direct appeals of the United Nations General Assembly to take urgent, effective measures to put an end to all co-operation with the racist regime in the political, economic, commercial, military, nuclear and other areas and to refrain from establishing any such co-operation with that regime, in violation of the relevant decisions of the United Nations. The governments of these Powers have not, up to now, taken effective measures in legal, administrative and other areas affecting their citizens and the bodies under their jurisdiction that own or manage private enterprises in South Africa to the detriment of the indigenous African population.

Finally, the activities of these enterprises must be stopped, and new investments contrary to the interests of the population prevented.

The General Assembly has expressed its deep concern at the repeated violations of the embargo on arms called for by the Security Council in its resolution 418 and at the co-operation of certain Western States with the South African racist regime in the nuclear field.

The Islamic Republic of Iran, under Imam Khomeini, from the outset of its Islamic Revolution, has been active in the struggle against apartheid in accordance with the principles of the Koran.

(The speaker continues in Arabic.) "We have set up confederations and tribes so that you may know the most noble and pious of you in the eyes of God" (Koran).

(The speaker continues in French.)

Apartheid, segregation, racism and discrimination are phenomena alien to the values of Islam and our Constitution, which is why my country has resolutely opposed apartheid and has given its support to activities against apartheid at the national, regional and international levels, and to the breaking off of diplomatic, political, economic, commercial, sports or any other relations; consequently it has not concluded any agreement or entered into any licensing or other arrangement with the racist regime.

The Islamic Republic of Iran respects the Resolutions of the Security Council and the General Assembly of the United Nations with respect to the South African regime.

The delegation of the Islamic Republic of Iran believes that the international community should apply the United Nations decisions and fully support the application of resolution 435 of the Security Council

in order to resolve the problem under the aegis of the United Nations.

The PRESIDENT – The Conference has just completed a thorough discussion on this important question. Due account being taken of all comments and reservations made in the course of this debate, may I consider that the Conference adopts the report and its conclusion by consensus?

(The report and its conclusions are adopted.)

The PRESIDENT – Now it remains for me to thank the Director-General, the Chairman of this Committee and his Vice-Chairmen, the Reporter and other members of the Committee for an assignment well executed. I also wish to extend my gratitude to all those who took the floor.

(The Conference adjourned at 6.45 p.m.)

CORRIGENDUM

Provisional Record No. 19

On page 19/38, second column, speech of Mr. Abdi, Workers' delegate, Somalia, first paragraph: the first sentence should read "In 1980 the Organisation of African Unity summit adopted the Lagos Plan of Action".

CONTENTS

	Page
<i>Twenty-ninth sitting:</i>	
Eleventh report of the Selection Committee: Submission and adoption	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).	
Report of the Committee on Action against Apartheid: Submission and discussion . .	1
<i>Speakers:</i> Mr. Ndoeye (<i>Chairman</i>), Mr. Hernandez, Mr. Mercier, Mr. Volleback, Mr. Sunmonu, Mr. Azikiwe, Mr. Kailembo, Mr. Norushe, Mr. Mak- handa, Mr. Tanaka, Mr. Yurgens, Mrs. Foulkes, Mr. Charlton, Mr. Drzewicki, Mr. Tapiola, Mr. Nzisabira, Mr. Abdulghani, Mr. Ahmed.	
<i>Thirtieth sitting:</i>	
Report of the Committee on Action against Apartheid: Discussion (concl.) and adop- tion	17
<i>Speakers:</i> Mr. Olumide, Mr. Hussain, Mrs. Frybor- tova, Mr. Kachima, Mr. Baier, Mr. Alder, Mr. Castro, Mr. Miro, Mr. Nzomwitza, Mrs. Ruge, Mr. Ozadovski, Mr. Artacho Castellano, Mr. Wang, Mr. Beran, Mr. Tsyba, Mr. Lamprecht, Mr. Demba, Mr. Teferi, Mr. Noack, Mr. Kern, Mr. Bonmati Portillo, Mr. Zamora Hernández, Mr. Robel, Mr. Zhang, Mr. Nishibayashi, Mr. Nasr, Mr. Al-Jassem, Mr. Florea, Mr. Walden, Mr. Sandhu, Mr. Borg Cardona, Mr. Sharma, Mr. Khorammian Kermanschah.	
<i>Corrigendum</i>	39



Provisional Record

Seventy-sixth Session, Geneva, 1989

Sixth item on the agenda: Safety in the use of chemicals at work

Report of the Committee on Safety in the Use of Chemicals at Work

1. The Committee on Safety in the Use of Chemicals at Work was set up by the International Labour Conference at its fourth sitting on 8 June 1989. It was originally composed of 155 members (67 Government members, 40 Employers' members and 48 Workers' members). To achieve equality of voting strength, each Government member was allotted 240 votes, each Employers' member 402 votes and each Workers' member 335 votes. The composition of the Committee was modified 11 times during this session and the number of votes attributed to each member was adjusted accordingly.¹

2. The Committee elected its officers as follows:

Chairman: Dr. R. O. Adewoye (Government member, Nigeria);

Vice-Chairmen: Mr. M. Tarnow (Employers' member, United States) and Mr. M. Wright (Workers' member, United States);

Reporter: Mr. J. McLellan (Government member, Canada).

3. At its seventh sitting, the Committee appointed a Drafting Committee composed of the following

members: Mrs. Plaisant (Government member of France); Mrs. Dejean de la Batie (Employers' member of France); Mr. Trudel (Workers' member of Canada); and the Reporter of the Committee.

4. The Committee had before it Reports VI (1) and VI (2) prepared by the Office for a first discussion by the Conference of the sixth item on the agenda: "Safety in the use of chemicals at work". The Proposed Conclusions submitted by the Office were contained in Report VI (2).

5. The Committee held 16 sittings.

General discussion

6. The Assistant Secretary-General of the Conference, Mr. Morozov, addressed the first sitting of the Committee and proceeded with the election of its Chairman. The representative of the Secretary-General presented the two reports and reviewed the considerations which had led the Governing Body to place the item of safety in the use of chemicals at work on the agenda of the Conference. He noted that Proposed Conclusions with a view to a Convention and a Recommendation in Report VI (2) were based on replies received to the questionnaire in Report VI (1). The Chairman thanked the Committee for his unanimous election and hoped to accomplish its tasks which have a lasting impact on the safety and health of millions of workers using chemicals at work and on industry, trade and agriculture. He expressed his confidence in a constructive spirit of co-operation.

7. The spokesman of the Employers' members stated that chemicals provided dramatic improvements to the quality of life. Hence, safety in the use of chemicals offered a challenge to governments, employers and workers. He underlined the strength of tripartism in ensuring the safety and health of workers for which the employers had the ultimate responsibility. The Employers' members considered that the Proposed Conclusions provided a sound framework for a Convention and a Recommendation on safety in the use of chemicals which should be supported by all groups. Account should be taken of the scope and application of the proposed instruments to avoid extension into impractical areas and to duplication of efforts and facilitate the task of the Committee.

8. The spokesman of the Workers' members agreed that the Office text of the Proposed Conclusions was a very useful first draft for a Convention supplemented by a Recommendation and noted that the proposed instruments aimed at minimising the enormous incidence of occupational injuries resulting

¹ The modifications were as follows:

- (a) 9 June: 160 members (69 Government members with 680 votes each; 40 Employers' members with 1,173 votes each; and 51 Workers' members with 920 votes each);
- (b) 12 June: 162 members (70 Government members with 52 votes each; 40 Employers' members with 91 votes each; and 52 Workers' members with 70 votes each);
- (c) 13 June: 160 members (70 Government members with 1,961 votes each; 37 Employers' members with 3,710 votes each; and 53 Workers' members with 2,590 votes each);
- (d) 14 June: 161 members (71 Government members with 1,961 votes each; 37 Employers' members with 3,763 votes each; and 53 Workers' members with 2,627 votes each);
- (e) 15 June: 151 members (71 Government members with 396 votes each; 36 Employers' members with 781 votes each; and 44 Workers' members with 636 votes each);
- (f) 16 June: 150 members (71 Government members with 1,540 votes each; 35 Employers' members with 3,124 votes each; and 44 Workers' members with 2,485 votes each);
- (g) 17 June: 149 members (71 Government members with 748 votes each; 34 Employers' members with 1,562 votes each; and 44 Workers' members with 1,207 votes each);
- (h) 20 June: 145 members (71 Government members with 1,353 votes each; 33 Employers' members with 2,911 votes each; and 41 Workers' members with 2,343 votes each);
- (i) 21 June: 143 members (71 Government members with 429 votes each; 33 Employers' members with 923 votes each; and 39 Workers' members with 781 votes each);
- (j) 22 June: 139 members (71 Government members with 1,155 votes each; 33 Employers' members with 2,485 votes each; and 35 Workers' members with 2,343 votes each);
- (k) 23 June: 136 members (71 Government members with 1,056 votes each; 33 Employers' members with 2,272 votes each; and 32 Workers' members with 2,343 votes each).

from unsafe and uncontrolled use of chemicals at work. They were also committed to the task of adopting a good Convention and Recommendation and more importantly to the task of ratifying and implementing the international instruments through strengthened tripartism.

9. The Government member of Spain, speaking on behalf of the Government members of member States of the European Communities (EC), stated that the complexity and magnitude of the safety and health problems associated with the use of chemicals required urgent action and a unified approach based on national and international experience. The Single European Act has given new impetus to the improvement of the working conditions and environment and to the promotion of harmonised action. As several EC Directives have already regulated the classification, labelling and packaging of hazardous substances for the protection of workers' health, the EC had to have a positive evaluation of the Proposed Conclusions in the Office text. The Office text was a satisfactory starting-point for international instruments.

10. Several Government members, particularly those members from Australia, China, Côte d'Ivoire, Cyprus, Japan, Mauritius and Zimbabwe agreed with the direction and thrust of the Proposed Conclusions which formed a satisfactory basis for a first discussion.

11. The Government member of Australia referred to the conclusions of the ILO Meeting of Experts on Harmful Substances in Work Establishments (May 1987) and stated that the new instruments should cover all branches of economic activity, all categories of workers and all chemical substances. However, he recognised the need for flexibility to ensure ratification of the Convention. Exceptions should apply only with regard to monitoring and surveillance of some hazardous chemicals.

12. The Government member of Hungary observed that the Office text covered all essential points. He mentioned some hazards in the use of chemicals, including both immediate and latent effects, and considered that the term "chemicals" required a precise definition.

13. The Government member of Turkey supported the adoption of a ratifiable Convention supplemented by a Recommendation that included fundamental safety and health provisions, ensured the co-operation of social partners and supported economic viability.

14. The Government member of Cyprus stated that the proposed instruments would act as a catalyst for development of national legislation aimed at ensuring safety in the use of numerous amounts and varieties of chemicals imported to the country. The fundamental principles of safety in the use of chemicals should be specified in a Convention. Technical details that would assist member States in the implementation of the principles should be specified in a Recommendation.

15. The Government member of Côte d'Ivoire expressed concern at the hazards to the health of workers, particularly in developing countries, caused by the proliferating use of chemicals, both in industry and agriculture. Ignorance about the health hazards,

inadequacy or lack of administrative infrastructure and regulatory measures to control import of hazardous substances affected the health of workers and the general public.

16. The Government member of Japan strongly supported ILO action aimed at the establishment of international instruments and expressed satisfaction that the Proposed Conclusions duly reflected the observations made by his Government. The response of his Government to the Questionnaire in Report VI (1) invited attention to several fundamental issues that needed clarification from a technical point of view. He recalled in particular that the international instruments should be flexible to enable member States to apply practical measures in accordance with national laws and regulations.

17. The Government member of the Islamic Republic of Iran urged that the new instruments should require the supplier of chemicals to provide information, including safety data sheets on safety in the use of chemicals, particularly to developing countries, and that the international companies should be required to uniformly comply with the provisions of the international instruments in all countries where they operate.

18. The Government member of Zimbabwe emphasised that the international community appreciated that chemicals were essential for survival, and that producers and consumers should have common guide-lines for safety in their use. International co-operation in chemical safety should be encouraged. International instruments in this field should be limited to basic principles while guide-lines with sufficient information were needed to assist framing national legislation.

19. The Government member of Gabon pointed out that inadequate training of workers and withholding information essential for safeguarding their health, often taking cover under confidentiality privileges, were factors that affected the health of workers as well as the public. Better management of chemicals, particularly in agriculture, was indispensable.

20. The Government member of China outlined the national priorities and programmes in safety and health and considered that the proposed instruments should provide for a uniform international system of labelling. Provision should exist also for the establishment of a national authority to control and monitor exposure of workers to chemicals.

21. The Workers' member of Sri Lanka expressed concern about the hazards of pesticides widely used in the plantations and in agriculture, ecological impact of chemicals, and the unrestricted import of chemicals to developing countries, some of which are banned in developed countries. Workers needed to be trained in safety in the use of chemicals.

22. The Government member of India sought clarification as to the reason for excluding provisions for major hazard control in the proposed instruments, while noting that this could be the subject of another instrument. He asked whether the term "chemicals" was meant to include natural fibres that may exhibit adverse health effects similar to asbestos.

23. The Government member of Tunisia stressed that the safety and health problems associated with

the transfer of technology to developing countries, the direct and indirect exposure of both workers and the public to chemicals used at work, and the impact of chemicals on the environment should be addressed at the international level. Industrial development should accompany safety and health information awareness among workers.

24. The Government member of Mauritius stated that the legal framework for safety and health, as done in his country with the ILO's support, was essential as a basis for the industrialisation process.

25. The representative of the Secretary-General, in reply to the comments and clarifications sought from the Office, reminded that the Committee was charged with the question of safety in the use of chemicals at work in a wide variety of industrial sectors. The Office had a separate programme for the other important area of major hazard control and some years of experience with a code of practice to be published in 1990 would give guidance to the ILO and the member States on future action. The results of the Meeting of Experts on Harmful Substances in Work Establishments (May 1987) guided the Governing Body in limiting the scope of the agenda for this Conference Committee; hence the question of natural fibres is excluded. Furthermore, he recalled that the Conference had adopted the Asbestos Convention only in 1986. Environmental aspects covered by the mandate of other United Nations agencies, although of topical interest, had also to be excluded from the scope of proposed instruments. While inter-agency collaboration in environmental protection continued to grow, the ILO instruments should best be kept within its mandate.

Examination of the Proposed Conclusions contained in Report VI (2)

FORM OF THE INTERNATIONAL INSTRUMENTS

Point 1¹

26. The Employers' members proposed to add the word "hazardous" before "chemicals" on the grounds that any expansion of the scope of the proposed instruments would weaken the impact and make it impracticable to enforce. The Workers' members stressed that the prime obligation of the proposed instruments was to evaluate the chemicals as hazardous or otherwise and opposed the amendment. The Government member of Austria supported this amendment as the existing European legislation applied to dangerous chemicals. The Government members of Australia and Hungary pointed out that classification of chemicals, in particular, applied to all chemicals because of the necessity to identify hazardous ones. They, along with the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe, therefore, supported the Office text. Consequently, the Employers' members withdrew the amendment.

27. The Office text was adopted without change.

Point 2

28. Point 2 was adopted without change.

Point 3

PREAMBLE

29. The Government members of Botswana, Brazil, Kenya, United States, Zambia and Zimbabwe proposed amendments to introduce in the preamble a reference to the Asbestos Convention and Recommendation, 1986, which was supported by the Employers' and Workers' members as well as the Government member of the Islamic Republic of Iran and was accepted unopposed.

30. Point 3, as amended, was adopted.

New Point (after Point 3)

31. The Workers' members submitted an amendment to refer, in the preamble, to the co-operation among various United Nations agencies and other appropriate organisations in the field of chemical safety and to note that measures aimed at the protection of workers' health would also enhance the protection of the general public and the environment. They considered that the proposed amendment would also respond to the wishes expressed in the Resolutions Committee of the current session of the International Labour Conference where five resolutions dealt with the linkage between the improvement of the working environment and its positive impact on the general environment. The Employers' members, while appreciating the intent of the amendment and noting that the proposed instruments were not meant to extend protection to the general public, expressed some reservation about including a general reference to "other appropriate organisations, in addition to any relevant instruments of these organisations" in the preamble without any specification. The Government member of Canada expressed a similar concern. The Workers' members agreed to withdraw the phrase opposed by the Employers' members and the proposed new point as subamended and adopted to read:

The preamble should also refer to the need for co-operation between ILO, UNEP, WHO, FAO, UNIDO and IPCS. The preamble should also note that the protection of workers from the harmful effects of chemicals also enhances the protection of the general public and the environment.

New Point (after Point 3)

32. The Government member of Brazil sought to introduce in the preamble a reference to the basic objectives of the instruments, namely to include "the establishment of measures to prevent accidents and health hazards arising out of the use of chemicals". The Employers' members felt that the proposed amendment would extend the scope of the instruments to cover the control of major accidents which might be the subject of a future Conference discussion, as indicated by the Office. In response to the Workers' members who sought a clarification from the mover of the amendment whether she intended to cover major accident hazards, the latter agreed to withdraw the word "accident" from the proposed text of the amendment to quell any ambiguity and yet retain the objectives of the proposed instruments in

¹ The numbering of the points reproduces that of the Proposed Conclusions in Report VI (2). It does not necessarily correspond in every case to the numbering of the Points in the Proposed Conclusions reproduced at the end of the Committee's report, which are based on the decisions of the Committee and, in some cases, of the Drafting Committee.

the preamble. The representative of the Secretary-General, in reply to a question by the Chairman, stated that he could not recall a single ILO safety and health Convention with the objectives specified in a preamble. The Government members of the United States and Canada supported the inclusion of objectives of the instruments in the preamble, and the former recalled that he had also proposed two amendments for the same purpose. After a lengthy discussion the Committee moved by general consensus to postpone to the next day the discussion of the amendment proposed by the Government member of Brazil together with those of the Government member of the United States and hoped that a compromise formula would be reached.

33. The Government member of the United States withdrew a further amendment which had the effect of the proposed instruments superseding the requirements of previous instruments with regard to labelling and training.

34. At its third sitting, the Committee reopened the debate on the amendment introduced by the Government member of Brazil, as subamended, to include the objectives of the instruments in the preamble. The Government member of the United States withdrew his amendment in favour of the subamendment tabled which was supported by the Employers' and Workers' members and referred to an informal working party composed of the Government members of Brazil, Canada and the United States, and one Employers' and one Workers' member.

35. The text produced by the informal working party and subsequently agreed reads as follows:

The preamble should also contain the basic objective which is to reduce the incidence of chemical-source illnesses and injuries at work by -

- (a) ensuring that all chemicals are evaluated to determine their hazards;
- (b) providing employers with a mechanism to obtain information about the chemicals in their workplaces from suppliers so that the employers can implement effective programmes to protect workers from chemical hazards;
- (c) providing workers with information, which they have a need and right to know, about the chemicals in their workplaces, as well as appropriate precautionary measures so that the workers can effectively participate in protective programmes; and
- (d) establishing principles for such protective programmes to ensure that chemicals are used safely.

Proposed Conclusions with a view to a Convention

I. SCOPE AND DEFINITIONS

Point 4

36. The Workers' members proposed an amendment to replace the words "branches of economic activity in which chemicals are used" by the words "activities in which workers may be exposed to chemicals in the course of work". The Government member of Côte d'Ivoire moved a similar amendment. The representative of the Secretary-General referred to the definition of the term "branches of economic activity" as given in the Occupational Safety and Health Convention, 1981. Based on this explanation, the Government member of Tunisia proposed to retain the Office text. The Workers' members agreed to retain the Office text as the term "use of chemicals" defined in Point 7 has not been

proposed to be deleted and also on the understanding that the amendments proposed to this Point 4 by the Employers' members were withdrawn. The Employers' members withdrew their amendments.

37. Point 4 was adopted without amendment.

Point 5

38. Several amendments were proposed to either delete Point 5 altogether or to amend its clauses. The representative of the Secretary-General explained that the Office text proposed only to exclude the marketing or the use of final products as listed in clauses (a) to (e) and not their manufacture because many countries had regulated separately for such products. The Workers' members as well as the Government members of Australia, Botswana, Canada, Kenya, USSR, Zambia and Zimbabwe who had proposed the deletion of Point 5 argued that Point 6 provided for exclusion of branches of economic activity, which could be further improved to provide the required flexibility to facilitate the ratification and implementation of these instruments once adopted. The Employers' members dissented on the grounds that it was superfluous to regulate for products covered by other statutes. The Government member of Spain, speaking on behalf of the Government members of member States of the EC, also favoured retaining Point 5. At this stage, the Workers' members, supported by the Employers' members, moved to proceed with Point 6 before deciding on Point 5. The motion was carried unopposed.

39. The Committee reverted to Point 5 after having dealt with Point 6. The Employers' members, at this stage, agreed to delete Point 5 as proposed originally by the Workers' members and some Government members.

40. Point 5 was deleted.

Point 6

41. The Employers' members and the Workers' members withdrew some of their proposed amendments to Point 6 that sought to replace the word "economic" in view of the explanation already provided to Point 4. The Workers' members submitted an amendment to ensure that the consultations between the organisations of employers and workers concerned with regard to exclusion of branches of economic activity be subject to an assessment of hazards involved and protective measures to be applied. The Employers' members agreed with the amendment after deleting the word "full" before the word "assessment" in the proposed text. The Government members of India, Tunisia and Zimbabwe, the latter speaking also on behalf of Botswana, Kenya and Zambia, expressed some concern about the implementation of the provisions of an instrument that imposed a responsibility of hazard assessment on either the competent authority or the small-scale employers, such as farmers. The amendment proposed by the Workers' members as subamended to accommodate the proposal of the Employers' members was adopted, it being noted that some drafting changes were necessary.

42. The Employers' members proposed an amendment to introduce in Point 6 a provision to safeguard against the disclosure of trade secrets, a matter gen-

erally recognised by national legislation. The Workers' members appreciated the intent of the proposal but preferred an unambiguous text. The Government member of Spain speaking on behalf of the Government members of member States of the EC opposed the amendment to avoid confusion. The Government members of Côte d'Ivoire and Malaysia also expressed strong opposition to the amendment as restricting access to information would defeat the purpose of the instruments. After a recess the Employers' members proposed a subamendment as a new clause to read:

the competent authority may make special provisions to protect genuine confidential business information so long as the health and safety of workers is not compromised thereby.

This subamendment supported by the Workers' members along with the Government members of Canada, Malaysia, the United States and Zimbabwe was adopted unopposed.

43. The Workers' members and the Government members of Hungary and the USSR proposed amendments to delete clause (a). These amendments were withdrawn in preference to an amendment proposed by the Government members of Botswana, Kenya, Zambia and Zimbabwe and the Government members of member States of the EC to replace the word "or" at the end of clause (a) by the word "and". The Government member of India, however, expressed some concern about the implications of such provisions on implementation. The amendment was adopted.

44. The Government member of Japan proposed an amendment to insert in clause (a), testing and research as an example of activities that might be excluded. While the Employers' members had no objection to including an example the Workers' members strongly opposed on the grounds that research workers were a group of workers at special risk from exposure to chemicals at work. The Government member of Spain speaking on behalf of the Government members of member States of the EC, the Government members of Cyprus and the USSR and the Government member of Finland speaking on behalf of the Government members of Finland, Norway and Sweden also opposed the amendment, which was withdrawn.

45. An amendment submitted by the Workers' members to delete the words "it is satisfied that" in clause (b) was adopted.

46. Point 6, as amended, was adopted.

Point 7

47. The representative of the International Council of Nurses congratulated the Office for placing the question of safety in the use of chemicals on the Conference agenda as it was a matter of great concern to the nursing profession. She observed that Point 7 as proposed in the Office text was too restrictive as it covered only transport and disposal within the enterprise. She also wished that the scope of the instruments with regard to information be extended.

48. After discussion, the Employers' members and the Workers' members withdrew two separate amendments that sought to clarify the text of clause (a). An amendment by the Employers' members to

place clause (d) before (a) was adopted without discussion. Chemicals should better be defined before use.

49. An amendment by the Government member of Hungary to delete the words "and use" in sub-clause (a) (ii) as it was repetitive was adopted.

50. Five amendments were introduced to sub-clause (a) (iv). Three amendments by: the Workers' members; the Government member of Argentina; and the Government members of the German Democratic Republic and the USSR proposed deleting the words "inside the enterprise". An amendment by the Government members of Botswana, Kenya, Zambia and Zimbabwe proposed replacing the sub-clause by the words "the handling of chemicals during transport" while another amendment by the Government member of Australia proposed to replace the words "within the enterprise" by the words "within the workplace". The Workers' members argued that legislating for the protection of the safety and health of transport workers engaged in the transport of hazardous chemicals was within the ILO's mandate and pointed out that the existing international and national instruments did not provide the required protection. There was a lengthy discussion during which the Employers' members tended to agree with the amendment of the Government member of Australia. The Government members of Botswana, Kenya, Zambia and Zimbabwe withdrew their amendment in favour of subamending the proposal of the Government member of Australia, which was also withdrawn subsequently. A proposal made by the Government member of the USSR to replace the term "use of chemicals" in clause (a) by the term "use of chemicals at work" was accepted by the Employers' and Workers' members as a condition for agreeing to delete the words "within the enterprise" in sub-clause (a) (iv). A subamendment was accordingly introduced and adopted.

51. The Government members of Botswana, Kenya, Zambia and Zimbabwe withdrew an amendment to sub-clause (a) (v) which was similar to the one introduced for sub-clause (a) (iv) on condition that the amendment submitted by the Workers' members, as well as by the Government members of Argentina and the USSR, to delete the words "within the enterprise" was adopted. This amendment was adopted without discussion. The Government member of the USSR proposed an amendment to introduce the word "and treatment" to the effect that the provisions should be extended beyond simple disposal of chemicals. The amendment was adopted, without discussion.

52. An amendment proposed by the Workers' members to introduce a new sub-clause after (a) (v) in the following terms: "the release of chemicals resulting from work activities" was adopted. A proposal by the Workers' members to introduce another new sub-clause after (a) (v) to cover "the maintenance, repair and cleaning of chemical equipment and containers" was adopted without discussion.

53. An amendment proposed by the Workers' members to replace the word "mean" by the word "include", to ensure that materials of variable composition are covered by the Convention, in clause (b) was referred to the Drafting Committee. An amend-

ment by the Government member of Hungary to delete the word "their" in clause (b) was adopted without discussion. The Workers' members proposed to insert the words "whether natural or synthetic" after the word "compounds" in clause (b) on the grounds that protection should be extended to workers also exposed to naturally occurring substances. The Employers' members agreed to the proposal on the understanding that the intention was not to extend the coverage to natural fibres. There was a discussion on the definition of the term "chemicals" which included fibres in some countries and posed problems. The Committee adopted the amendment as it improved the text. An amendment proposed by the Government member of Spain on behalf of Government members of member States of the EC to replace the word "preparations" by the words "their mixtures", in clause (b), was adopted. Consequently a further amendment by the Government members of member States of the EC to delete clause (c) that defined "preparations" was also adopted.

54. An amendment by the Workers' members to replace the word "mean" by the word "include" in clause (d) was referred to the Drafting Committee. The Workers' members proposed an amendment to replace the word "is" by the words "may constitute" in clause (d) which they considered to be wider in scope. The Employers' members and several Government members disagreed to this proposal on the grounds that the hazards of a chemical were determined by criteria, while some other Government members considered that the proposal improved the Office text. An agreed text of a subamendment was adopted to read:

the term "hazardous chemicals" should include any chemical which has been classified as hazardous in accordance with Point 9 or for which information exists to indicate that the chemical constitutes a physical or a health hazard.

The Employers' members withdrew an amendment to clause (d) as an agreed text had been adopted. An amendment introduced by the Government member of Hungary to insert the words "due to the effects caused by the chemical properties" in clause (d) was rejected. This was considered to weaken the already adopted subamendment.

55. An amendment by the Government member of Spain on behalf of the Government members of the member States of the EC to insert a new clause after (d) defining the term "branches of economic activity" was adopted without discussion.

56. Point 7, as amended, was adopted.

II. GENERAL PRINCIPLES

Point 8

57. The Workers' members introduced an amendment to insert a new paragraph with the same wording as in Article 4, paragraph 1, of the Occupational Safety and Health Convention, 1981. They believed that national level action should be introduced into the instruments. After discussion, the amendment as subamended to delete the word "national" before the word "policy" was adopted.

58. Point 8, as amended, was adopted.

III. PREVENTIVE AND PROTECTIVE MEASURES

Classification

59. The representative of the United Nations Environment Programme (UNEP) referred to the relevance of the work of the Committee to the ongoing activities of UNEP and, in particular, to the activities of the ILO/UNEP/WHO inter-agency International Programme on Chemical Safety (IPCS) and the International Register of Potentially Toxic Chemicals (IRPTC) of UNEP. He summarised the results of an IRPTC survey of classification systems in 98 countries and listed several criteria used in classification which also varied according to the purpose. He observed that efforts to further the harmonisation of feasible classification systems were needed.

60. The representative of the United Nations in Geneva recalled the development of the United Nations system for classification and labelling of dangerous goods in transport. He proposed that the Committee should take into consideration the already existing international instruments with regard to classification and labelling of dangerous goods during its deliberations on Points 9 and 10.

Point 9

61. The Government members of the German Democratic Republic and the USSR withdrew an amendment that proposed to insert a new paragraph to the effect that chemicals should be classified according to their hazards.

62. The Employers' members submitted an amendment to insert the words "applied or newly" after the words "should be" and replace the word "applied" by the word "extended" in paragraph (1) to take into account the existing criteria and systems for classification that are applied in several countries. The Workers' members withdrew their opposition to the proposal based on the discussion during which several governments supported the amendment. The amendment was adopted. Consequently the Government members of the German Democratic Republic and the USSR and the Government member of Argentina withdrew their amendments that proposed deleting the word "progressively". An amendment by the Government member of Argentina to add the word "specific" before the word "criteria" was adopted. She proposed another amendment to insert the word "all" before the word "chemicals". The Employers' members noted the need to analyse all chemicals to ascertain the hazardous properties but stressed that all chemicals were not hazardous. The amendment was adopted. A proposal by the Employers' members to take note of the existing systems of criteria was adopted. The Government member of the United States withdrew two amendments that sought to delete the words "according to the type and degree of hazards inherent in their use at work" and to insert a new sentence to give effect also to both acute and chronic health hazards in favour of an amendment proposed by the Government members of member States of the EC. The latter amendment proposed to replace the words "hazards inherent in their use at work" by the words "their intrinsic hazards". The amendment was adopted and the Employers' members withdrew an amendment that

proposed to delete the words that were replaced by the EC amendment that was adopted.

63. The Government member of Spain on behalf of the Government members of member States of the EC withdrew an amendment that sought to insert a new paragraph to the effect that criteria and classification of chemicals be based on those systems already in existence.

64. The Employers' members withdrew an amendment that proposed to introduce the words "or continue to be applied" after the words "established" in paragraph (2) on the understanding that this concept was implicit in the document. This was confirmed by the representative of the Secretary-General. The Workers' members proposed an amendment that sought to introduce the concept that best prevailing national or international standards should be applied in establishing criteria for classification. The Employers' members opposed the amendment on the grounds that a judgement on conflicting standards would be subjective and also that the ILO Constitution provided for the implementation of national legislation deemed to be more favourable to the workers concerned. Several Government members also opposed the amendment which was withdrawn. The Government member of Brazil submitted an amendment which essentially proposed to transfer Point 23 in the proposed Conclusions with a view to a Recommendation to paragraph (2). The Committee felt that criteria for classification was more appropriate to a Recommendation. The amendment was withdrawn.

65. The Government members of Australia and Canada submitted an amendment to introduce a new paragraph which would clarify that classification should be based on available information. The amendment was withdrawn after a discussion.

66. Point 9, as amended, was adopted.

Point 10

67. The Employers' members submitted a proposal, in agreement with the Workers' members, to introduce a complete different text replacing the whole Point 10 by subamending two separate amendments to paragraph (1) introduced by the two groups. The Employers' members explained the rationale for the proposal as it: established a labelling system for all hazardous chemicals; made a requirement for marking those chemicals not classified as hazardous; made possible the evaluation of chemicals to assess the properties as hazardous or otherwise; required a more stringent review of labelling systems; and ensured provision of information on the identity of products. The Workers' members strongly supported the joint proposal. The Chairman agreed to convene an informal tripartite group as proposed by the Employers' members and by several Government members to examine the subamendment introduced to Point 10. The text of the subamendment proposed by the informal group read:

10 (1) A hazardous chemical should be labelled so as to provide essential information regarding its identity, classification, the hazards it presents and the safety precautions to be observed.

10 (2) A chemical which is not a hazardous chemical should be marked so as to provide essential information concerning its identity and important properties.

10 (3) Requirements for labelling or marking chemicals, consistent with paragraphs 10 (1) and 10 (2) above, should be estab-

lished by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards.

68. The Government member of Ireland submitted a further subamendment to the proposed text: to delete the word "hazardous" and insert the words "which has been classified as hazardous" after the word "chemical" in paragraph (1); to replace the words "is not a hazardous chemical" by the words "has not been classified as hazardous" in paragraph (2); and to replace the words beginning with the words "provide essential information" to the end of the paragraph (2) by the words "indicate that it has been labelled with regard to national laws on classification and labelling of chemicals". He stressed that labelling of chemicals not classified as hazardous should be labelled according to national laws. There was a lengthy debate during which some Government members urged the Committee to adopt the text proposed by the informal tripartite group. The Employers' and Workers' members reiterated that the proposal was the best compromise formula, which might be further improved during the second discussion next year. The subamendment proposed by the tripartite informal group was adopted. The Workers' members pointed out that many workers had been killed by chemicals which had not been considered hazardous by their suppliers, and reminded the Committee that the Bhopal tragedy was caused when water, a chemical not normally considered hazardous, entered the wrong vessel. The Workers' members further stressed the need for independent reviews of a chemical's hazards to ensure that the supplier had properly evaluated it. Therefore, workers need to know at least the identity and all important properties of all chemicals used at work.

69. Point 10, as amended, was adopted.

Point 11

70. The Government members of Australia and Canada withdrew two amendments that sought to introduce detailed information about each hazardous chemical on safety data sheets in favour of an amendment by Workers' members, for which the Employers' and Workers' members had proposed a subamendment to replace the whole Point 11. The proposal was based primarily on the need for information on hazardous chemicals. Nevertheless, workers needed to receive written information, through their employers, on chemicals whose hazardous properties have not been established or recognised. Some Government members expressed their views on the subamendment. In particular, the Government member of Hungary stressed that the Committee should always be mindful of the definition of "chemicals" as already adopted in Point 7. The Employers' members noted that the subamendment reiterated their obligation to provide essential information to safeguard workers' health. The Chairman agreed to constitute a working party to examine this subamendment to Point 11 and invited representatives from governments who had submitted amendments to this Point to participate. Before adjournment, and at the request of the Chairman, the Workers' members tabled a subamendment to their amendment to Point 12, drafted jointly by the Employers' and Workers' members, to replace Point 12. The Working Party, which was enlarged to accommodate Government

members who had submitted amendments to Point 12, proposed texts for both Points 11 and 12 after their deliberations. The Government member of Canada suggested that difficulty might be encountered in legislating on non-hazardous chemicals since in that country chemicals are regulated under the Hazardous Products Act.

71. The text of the proposed subamendment for Point 11, submitted by the Working Party, read:

11 (1) For hazardous chemicals, chemical safety data sheets containing detailed essential information regarding the identity, classification, hazards, safety precautions and emergency procedures should be provided to employers.

11 (2) Add, at the end of paragraph (2) of the Office text, the words "and procedures".

11 (3) For chemicals which are not hazardous chemicals, information sheets containing the identity and important properties should be provided to employers through new or existing documentation.

The Employers' and Workers' members recalled that the explanations given by them before the Working Party was constituted were the reasons for agreeing to the proposed revised text that also included relevant proposals made by Government members. Employers' members further recalled that the proposed paragraph (3) responded to the concern for access to information on non-hazardous chemicals. A motion by the Government member of Spain on behalf of the Government members of member States of the EC to adjourn the sitting was withdrawn and replaced by a second motion to refer the decision on these points to the next sitting of the Committee.

72. The Committee resumed the examination of the proposed subamendment to Point 11 at its next sitting. The Government member of the Federal Republic of Germany, on behalf of the Government members of member States of the EC, proposed a subamendment to paragraph (3) of the text of the Working Party and sought to replace the words "which are not hazardous chemicals" by the words "not covered by 11 (1)" and insert the words "relevant occupational health and safety" after the word "properties". These proposals were considered necessary to overcome legal obstacles in implementation. The Employers' and Workers' members supported the subamendment. The Government member of Australia moved a further subamendment to a proposal by the Government member of the Federal Republic of Germany on behalf of the Government members of member States of the EC to replace the word "occupational" by the word "worker" to avoid introducing a new word, "occupational", to the instruments. Questions of procedure were raised as to whether such wording should be referred to a Drafting Committee and also the right to re-introduce a subamendment that had been withdrawn. This was provided for in the Standing Orders and the Employers' and Workers' members and Government members of member States of the EC agreed to substitute the word "occupational" by the word "worker".

73. Point 11, as subamended, was adopted.

Point 12

74. The Working Party proposed a text to replace Point 12. This was a revision to a subamendment proposed by the Workers' members. Opening this

debate the Workers' members stated that the subamendment proposed to separate the two general requirements placed upon the supplier in the Office text; namely to supply information on: chemicals classified as hazardous according to 10 (1) and 11 (1), and on non-hazardous chemicals by way of markings supplemented by information sheets. The text proposed by the Working Party to replace Point 12 read:

12 (1) A supplier of hazardous chemicals should be required to ensure that:

(a) such chemicals are labelled in accordance with 10 (1);

(b) employers are provided with data sheets in accordance with 11 (1).

12 (2) A supplier of chemicals which are not hazardous chemicals, should be required to ensure that:

(a) such chemicals are marked in accordance with 10 (2);

(b) employers are provided with information sheets in accordance with 11 (3).

12 (3) A supplier of chemicals which have not been classified in accordance with Point 9 should be required to identify the chemicals he supplies and assess their properties, based on a search of available information, in order to determine whether they are hazardous chemicals and to classify them in accordance with any system established by the competent authority under Point 9.

The Workers' members stressed that the term "supplier" included a manufacturer, importer or distributor as well as other parties in the chain through which chemicals reached employers and considered the words to be redundant. The spokesman of the Government members of member States of the EC submitted the following subamendments to the text proposed by the Working Party: replace the words "hazardous chemicals" in paragraph (2) by the words "covered by 12 (1)" and replace the words "are marked" in clause (2) (a) by the words "bear essential information". These subamendments were adopted. The Government member of Canada withdrew a subamendment to paragraph (3) that proposed rewording for the purpose of clarity as the Employers' and Workers' members preferred to retain the text proposed by the Working Party that had debated fully the issues before a consensus had been reached.

75. An amendment by the Government members of Australia and Canada to introduce a new paragraph to provide for periodic revision of labels and chemical safety data sheets was adopted unopposed.

76. There was a lengthy discussion on an amendment proposed by the Workers' members seeking to impose a duty on an exporter of chemicals who exported chemicals that are banned or restricted in the exporting country, to disclose to the importer the circumstances surrounding those events. The Employers' members strongly opposed the amendment and argued that this was a matter for other international agreements between governments and that Points 10, 11 and 12 fully covered the information requirements in the proposed instruments. The Government member of Spain, speaking on behalf of the Government members of member States of the EC, also opposed the amendment as other international instruments covered this aspect and supported consideration of the idea in a Recommendation. The Government member of Zimbabwe, also on behalf of Botswana, Kenya and Malawi, felt that Point 12 covered the duties of exporters in this regard. The Government members of Brazil, Côte d'Ivoire, India, Islamic Republic of Iran, Lebanon and Turkey supported the amendment as they considered that such

information was necessary for developing countries to provide improved protection to users of hazardous chemicals. A subamendment proposed by Workers' members to restrict the requirement of information only to safety and health aspects of hazardous chemicals was rejected by the Employers' members. A proposal by the Government member of Sweden and that of Zimbabwe, the latter also on behalf of Botswana, Kenya, Malawi and Zambia, to transfer the substance of the amendment for consideration in the proposed Conclusions with a view to a Recommendation was opposed by the Government members of Brazil, Burundi, Côte d'Ivoire, Gabon and Lebanon. The Workers' members also felt strongly that the amendment should be retained in a Convention. The Employers' members reiterated their strong opposition and they moved that the amendment be transferred to a Point in the proposed Conclusions with a view to a Recommendation where it could be discussed and subamended at that time. In the light of the strong opposition of the Employers' members against any Convention that contained this Point, the Workers' members stated that they would reluctantly agree with the voting instead of losing any reference to it in either the Convention or the Recommendation. The motion was voted and carried with 243,389 votes in favour, 39,839 against with 6,204 abstentions.

77. Point 12, as amended, was adopted.

New Point (after Point 12)

78. The Workers' members submitted an amendment to introduce a parallel responsibility on employers to co-operate as Point 17 imposed a duty on workers to co-operate with employers in the following terms: "Employers should co-operate as closely as possible with workers and workers' organisations in discharging their duties with respect to safety in the use of chemicals." The Employers' members proposed subamendments that sought to: replace the word "organisations" with "and their representatives within the undertaking" to reflect ILO terminology and insert the words "at work" after the word "chemicals". The Government member of Ireland, on behalf of the Government members of member States of the EC, submitted another subamendment to: insert the words ", in discharging their duties" after the word "Employers" and replace the words "and workers' organisations" by the words "or workers' representatives". The Workers' members agreed to the first part of the subamendment but disagreed to replace the word "and" by "or" before "workers organisations". After some discussion the amendment, adopted as subamended, read:

Employers, in discharging their duties, should co-operate as closely as possible with workers or their representatives in the undertaking in discharging their duties with respect to safety in the use of chemicals at work.

New Point (after Point 12)

79. The Workers' members proposed another amendment as a new point to the effect that "Employers should be required to ensure that all chemicals in the workplace are labelled and that safety data sheets are available to workers and workers' organisations." The Workers' members explained that they needed to subamend their amendment which they

had submitted before Points 10, 11 and 12 were adopted. The amendment, as subamended, was adopted and it read:

Employers should be required to ensure that all chemicals used at work are labelled or marked in accordance with Point 10 and that safety data sheets or information sheets prepared in accordance with Point 11 are available to workers and their representatives.

Point 13

80. The Government member of Côte d'Ivoire withdrew an amendment that proposed to make suppliers, as well as employers, responsible for relabelling because a majority of the Committee members viewed that the amendment was redundant. Employers' members proposed an amendment to introduce wording to the effect that relabelling should also apply only to hazardous chemicals when transferred from labelled containers to unlabelled ones as the focus of the proposed ILO instruments was on hazardous chemicals. The Workers' members opposed on the grounds that the Committee had already adopted Points to enable identification of non-hazardous chemicals by marking. The Chairman disallowed other proposals to amend the whole Point 13 which were not subamendments to the amendment tabled. He then proceeded to call for a vote on the amendment at which point the Employers' members withdrew their amendment. In reply to questions on procedure, the Chairman ruled that the Standing Orders had been followed. An amendment proposed by the Employers' members to replace the words "such other containers . . . in order to" by the words "the containers are identified in a manner which will", because such wording better suited practical work situations, was adopted unopposed. Workers' members proposed an amendment to extend relabelling to equipment. After discussion, the amendment was adopted on the understanding that the term "equipment" meant process equipment in a chemical plant. An amendment by the Government member of Côte d'Ivoire to extend the information supplied and to cover action to be taken in case of accident was subamended in the wording of Point 11 (1) to read "safety precautions and emergency procedures" was adopted.

81. Point 13, as subamended, was adopted.

New Point (after Point 13)

82. An amendment by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe to introduce a new Point to the effect that empty containers of hazardous chemicals should be disposed of in a safe manner was adopted. The Workers' members remarked that inclusion of the term "in accordance with national law and practice" in the amendment may be irrelevant as such provisions did not exist in many countries.

Point 14

83. The Government member of the United States introduced an amendment to replace the Office text by new wording that she believed would enable employers to rely on the information provided by the supplier. The text, as proposed, read:

Employers receiving hazardous chemicals that have not been labelled as required, and for which chemical safety data sheets have not been provided, must obtain such information from the suppli-

er as soon as possible, and should not use the chemical until such information is obtained.

The Employers' members and Government members of member States of the EC preferred the Office text. The Workers' members supported the amendment as they considered it improved the Office text. A subamendment to delete the word "hazardous" in the subamendment was accepted as the Points already adopted required information to be supplied on all chemicals; only the extent and type of information supplied varied according to the nature of the hazards of chemicals. The Workers' members considered that the new wording guaranteed that information was made available to the employers at the appropriate time to ensure workers' protection. The Employers' members agreed with the concept and a proposal to subamend the amendment by inserting the words "or from other reasonably available sources" after the word "supplier" that sought not to restrict the employers' access to valid information from elsewhere or through his own research was adopted. Further subamendments proposed to insert: the words "under Point 11" after the word "required" in the second line; the words "under Point 12" after the word "provided" in the third line; the words "or information sheets" after the words "data sheets" in the second line; and the words "or marked" after the word "labelled" in the first line were adopted. The finally adopted subamended version to replace Point 14 in the Office text read:

Employers receiving chemicals that have not been labelled or marked as required under Point 10, and for which chemical safety data sheets or information sheets have not been provided under Point 11, must obtain such information from the supplier or other reasonably available sources as soon as possible, and should not use the chemical until such information is obtained.

84. The spokesman for the Government members of member States of the EC proposed an amendment in two parts as a new paragraph to Point 14. The first part that sought to require the employer to use non-dangerous chemicals as far as this was possible was withdrawn as this concept was addressed in Point 15. The second part of the amendment sought to ensure that whenever dangerous chemicals were used the employers should be required to use only those correctly labelled and classified. The Employers' members opposed introducing the words "dangerous" and "correctly" in the text and reiterated that the principle of operational control belonged to Point 15. However, the Employers' members agreed to discuss the amendment on the understanding that the matter be referred to the Drafting Committee to decide the order of Points. The Chairman decided to refer the matter to the Drafting Committee. Government members of member States of the EC accepted subamendments proposed by the Employers' members to their amendment: to delete the word "correctly"; and to replace the word "dangerous" by "hazardous". Further subamendments were proposed by the Government member of Lebanon to the effect that chemicals are labelled according to Point 10 and then classified according to Point 9. The Employers' members noted that Point 9 addressed a different concept but did not oppose the subamendments. The amendment, as subamended and adopted, read:

Where hazardous chemicals are used the employers should ensure that only the chemicals which are classified in accordance with Point 9 and labelled in accordance with Point 10 are used and that the necessary precautions are taken when they are used.

85. The Workers' member submitted an amendment to introduce a new paragraph to Point 14 to the effect that employers maintain a register of chemicals used in the workplace cross-referenced to the safety data sheets. The Employers' members proposed a subamendment to limit the register to hazardous chemicals and insert the word "chemical" before the words "safety data sheets". A further subamendment by the Government member of Australia that sought to make the register accessible to all workers was also accepted. The Workers' members proposed that the scope of chemicals be limited to exclude "articles". The Employers' members proposed that this could be done by the Committee Drafting Committee when considering Point 7, and this was accepted. The amendment, as subamended, was adopted.

86. Point 14, as amended, was adopted.

Point 15

87. The Employers' members proposed an amendment to introduce the term "as far as is reasonably practicable" after the words "to protect workers" and stated that this language was not uncommon in ILO standards. The Workers' members disagreed but were willing to consider wording to the effect that employers took appropriate and reasonable practicable measures to protect workers. The Government members of Australia, the Islamic Republic of Iran, Hungary, Lebanon and Government members of the member States of the EC preferred the Office text. The amendment was withdrawn. An amendment by the Government member of the United Kingdom on behalf of the Government members of member States of the EC to replace the word "hazard" by the word "risk" was adopted unopposed. As the measures listed in the clauses in Point 15 were not all inclusive, an amendment proposed by the Employers' members to replace the word "including" with the words "such as" was also adopted unopposed.

88. The Employers' members proposed to replace clause 1 (a) by the term "the identification and use of viable, alternative chemicals which would clearly reduce the hazard". The Workers' members preferred retaining the Office text and this view was shared by the Government members of Cyprus, Hungary, Lebanon and Turkey. The Employers' members argued that the risk was related to the manner of use of a chemical and the least hazardous chemical might present a higher level of risk under the varying circumstances of its use. The Government member of Zimbabwe, also on behalf of Botswana, Kenya, Malawi and Zambia, counter-argued that the subject under discussion was the type of chemicals used and not the manner to which they are used. The Government member of Australia proposed to subamend clause (1) (a) by deleting the words "of the least hazardous" and inserting the words "that minimise the risk" at the end of the clause. This subamendment was adopted.

89. The Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe submitted an amendment to insert the words "at no cost to the worker" after the word "provision" in clause (1) (e) as personal protective equipment should be supplied by the employer. The Employers' members preferred such wording to be placed in a Recommendation; an

unlimited supply of protective clothing and equipment might leave room for abuse. The Workers' members and the Government members of member States of the EC and Cyprus supported the amendment which was adopted. The Government member of Cyprus introduced an amendment to the effect that personal protective equipment should be maintained and proposed deleting the word "use" in clause (1) (e). The Government members of Gabon, Swaziland and Zimbabwe, the latter also on behalf of Botswana, Kenya, Malawi and Zambia, and the Government members of member States of the EC viewed that both the use and maintenance of equipment were equally important. The Committee adopted the subamendment to retain the word "use" and insert the words "proper maintenance" after the word "use" in clause (1) (e).

90. The Employers' members withdrew an amendment that proposed deleting the words "where recourse to the above measures is not practicable" in favour of an amendment submitted by the Workers' members to replace the words "is not practicable" by the words "does not suffice to eliminate the hazard" if the latter group agreed to subamend their amendment to replace the word "hazard" by the word "risk". The amendment as subamended was adopted.

91. An amendment proposed by the Government members of Australia and Canada to replace clause (1) (b) by the term "provide first-aid facilities" and introduce it in paragraph (2) was subamended by the Employers' members by deleting the word "facilities". They considered that scope of providing "facilities" was too broad. The amendment as subamended was adopted.

92. The Workers' members submitted an amendment that sought to introduce an additional obligation on the employer to provide treatment for injuries and illness caused by chemicals at work where this treatment was not provided through other means. They argued that there was a need to provide treatment to an injured worker by the employer, particularly in instances where the workplace was very remote from a hospital or treatment facility. The Employers' members strongly opposed the amendment as the treatment and hospital care came within the purview of social security and compensation schemes. The Government members of member States of the EC, Brazil, Hungary and Swaziland also opposed the amendment which was withdrawn.

93. An amendment by the Government members of Australia and Canada to insert the words "provision of" at the beginning of clause (g) and transfer it to paragraph (2) was subamended to replace the words "provision of" by the word "provide" and adopted.

94. The Government member of Spain on behalf of the Government members of member States of the EC introduced a new clause to paragraph (1) which was subamended to read "the adoption of adequate occupational hygiene measures" and adopted although the Employers' members believed that the previous clauses, already adopted, provided for such measures.

95. The Government member of the United States proposed an amendment to renumber paragraph (2)

as a new Point after Point 15 with a title "Information and Training" and replace clause (b) by two separate clauses because of the importance she attached to information and training of workers. The proposed amendment sought to expand the Office text on instructions about both how to obtain information and use them in safe practice. The Workers' members supported the amendment which they proposed to subamend to the effect that training of workers should be on a continuing basis. The subamended text as adopted read:

instruct the workers regarding how to obtain and use the information provided on labels and chemical safety data sheets; and on a continuing basis, train the workers regarding the practices and procedures to be followed to use the chemicals safely.

The title was to be determined by the Drafting Committee.

96. The Workers' members withdrew an amendment that sought to extend the provision of training to subcontract workers in paragraph (2), clause (b), after the Employers' members stressed that subcontractors were also employers to whom the provisions of the paragraph applied.

97. An amendment by the Government members of member States of the EC proposed a new clause after paragraph (2) to introduce an obligation on the employers to minimise exposure to chemicals to a level necessary for the protection of workers' health. The Employers' members opposed the amendment and pointed out that the question of exposure was dealt with elsewhere in the instrument. The Workers' members and some Government members supported the amendment and observed that order of points be referred to a drafting committee. The Employers' members proposed a subamendment to limit the scope of the provision to hazardous chemicals which was accepted. The amendment as subamended was adopted.

98. Point 15, as subamended, was adopted.

Point 16

99. The Government members of Australia and Canada proposed to replace the term "generally recognised exposure limits" in clause (a) to refer specifically to the established limits that were recognised and applied according to national or international standards. The amendment was adopted.

100. An amendment by the Government members of Australia and Canada to insert the words "and record" after the word "monitor" in clause (b) was adopted. The Government member of Argentina withdrew an amendment that proposed to delete the words "when this is necessary" in clause (b). An amendment by the Government member of Cyprus to replace the words "this is necessary" by the words "required by the competent authority" was opposed by some Government members and was withdrawn. The Government member of Argentina withdrew an amendment that proposed to insert words to the effect that records of monitoring be kept and made accessible to workers in favour of subamending an amendment proposed by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe. They sought to introduce a new Point after Point 16 to ensure that records of monitoring be kept for a prescribed period. This was subamended to in-

roduce the similar wording in the amendment withdrawn by the Government of Argentina, adopted and referred to the Drafting Committee.

101. The Workers' members proposed an amendment to introduce a provision for medical surveillance of workers exposed to chemical hazards as a new clause to Point 16. After a discussion, and an explanation by the Representative of the Secretary-General that the Office refrained from reproducing text, in already existing ILO Conventions for greater flexibility in ratification, the amendment was withdrawn.

102. Point 16, as amended, was adopted.

New Point (after Point 16)

103. The Government member of Argentina submitted an amendment to propose a new Point to the effect that monitoring of exposure be the responsibility of the labour inspection services and for the establishment of safety and health committees to control the application of the provisions in Point 16. The amendment was withdrawn after a discussion during which some Government members opposed it.

Point 17

104. The Government member of Spain, on behalf of the Government members of member States of the EC, withdrew an amendment to Point 17 that proposed to include the concept of agreed-upon procedures and practices for co-operation between employers and workers, as this was opposed by the majority. The Committee agreed to refer to the Drafting Committee: firstly, an amendment proposed by the Workers' members that sought to introduce the concept of joint responsibility of all parties to co-operate in matters of safety and health; secondly, an amendment by the Government member of Côte d'Ivoire to revise the French language text of Point 17; and thirdly, an amendment by the Employers' members to transfer Point 18, as a paragraph, to Point 17.

105. Noting that the Drafting Committee would examine the question of transferring Point 18 to Point 17, the Employers' members submitted an amendment whereby they sought to impose an obligation on workers to take "necessary" steps to minimise risk to himself, his fellow workers and the employer. The Employers' members explained that a worker who removed himself from work in the face of serious danger should take "reasonable" steps such as shutting down a plant. The Workers' members argued that if workers had such an obligation, they should also have a right and proposed inserting wording to this effect. The Workers' members also argued that the language of the proposed amendment was extremely biased and might convey a legal obligation for a worker to shut down a machine or a process where the machine or process seemed to create a risk even where the employer disagreed. The Government member of Australia proposed to subamend the amendment proposed by the Employers' members by substituting the words "has an obligation to" by the word "should" and replacing the word "necessary" by the word "reasonable". This subamendment was accepted and the text, as adopted, read:

A worker should take all reasonable steps to minimise risk from the use of chemicals as it affects himself, other workers and his employer.

106. Point 17, as amended, was adopted.

New Point (after Point 17)

107. The Workers' members introduced an amendment that sought to empower the competent authority, at the national level, to prohibit or restrict the manufacture, import or use of certain chemicals or require advance notice before such chemicals were used. The Employers' members stressed that this was implicit. The Government members of Hungary and Zimbabwe, the latter also on behalf of Botswana, Kenya, Malawi and Zambia, observed that "manufacture or import" were already covered and proposed deleting such words in the amendment as well as to limit the provision to hazardous chemicals. The proposed new Point, subamended and adopted after some discussion, read as follows:

The competent authority should have the power to prohibit or restrict the use of certain hazardous chemicals, or to require advance notice and authorisation before such chemicals are used.

It was decided that the title, as well as the order of Points in Conclusions, should be determined by the Drafting Committee.

Point 18

108. There was a lengthy discussion on an amendment proposed by the Government member of Turkey to insert the words "he has reasonable justification to believe" after the word "when" as the workers might not be able to determine an "imminent danger" with respect to hazardous chemicals. Some Government members noted that it would be difficult to transpose such provisions into national law and in reply to the Chairman as to why the same text as in the Safety and Health Convention was not proposed by the Office, the representative of the Secretary-General explained that some flexibility in the wording would facilitate ratification. The Workers' members withdrew their amendment for other similar wording to the amendment under discussion, at which stage the Committee deferred its decision on this amendment and proceeded to examine two other amendments to Point 18, by the Government members of the German Democratic Republic and the USSR and also by the Workers' members, which sought to delete the word "imminent". They pointed out that chemical exposures would have latent effects. The Government member of Hungary proposed a subamendment to retain the word "imminent" and replace the word "danger" by "risk" on the understanding that with respect to chronic health hazards the risk could be imminent even though the disease might not develop for many years. This subamendment was accepted.

109. The Workers' members submitted an amendment to introduce wording to the effect that a worker should have a right not to use the chemicals where adequate information had not been provided to him and also a right to remove himself without fear of disciplinary action when there was an imminent danger. The Employers' members strongly opposed the amendment as these were new concepts. The provision of adequate information has been dealt with fully in the Points already adopted. They had also acceded

to the right of a worker to remove himself from danger. The Workers' members cited examples of accidents caused in instances where workers were denied information and agreed to retain the text as they considered that denial of information was reasonable justification to believe that a worker was at risk. The Government members of Hungary, Turkey, Zimbabwe, the latter also on behalf of Botswana, Kenya, Malawi and Zambia, and the Government members of member States of the EC also opposed the amendment which was withdrawn in support of reverting to discussion of the amendment proposed by the Government member of Turkey. This amendment as subamended to retain the word "imminent" and replace the word "danger" by "risk" was adopted.

110. A proposal by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe to add the words "and the duty to inform his supervisor immediately" at the end of Point 18 was adopted after some discussion.

111. Point 18, as amended, was adopted.

Point 19

112. An amendment by the Workers' members to insert the words "and their representatives" after the word "Workers" was adopted.

113. A proposal by the Employers' members to insert after the words "hazardous chemicals" in clause (a) the words "consistent with the protection of genuine confidential business information" was adopted together with an amendment by the Workers' members to delete the word "hazardous". The word "composition" was replaced by the word "identity" by a further subamendment to the Workers' amendment and referred to the Drafting Committee to decide on a text similar to that in Point 6 to include wording to the effect that worker safety and health was not compromised.

114. Two amendments submitted by the Government members of Australia and Canada to introduce new clauses "education and training" and "labels and chemicals data sheets" were adopted noting that the latter amendment be examined by the Drafting Committee to determine if it was repetitive. Another amendment by the Workers' members that sought to introduce the workers' right to receive other information required by the Convention, while safeguarding the confidentiality of medical records was also adopted.

115. Point 19, as amended, was adopted.

TITLES OF SECTIONS

116. Several amendments that proposed to change the titles of the various sections of the Proposed Conclusions with a view to a Convention were referred to the Drafting Committee.

Proposed Conclusions with a view to a Recommendation

I. GENERAL PROVISIONS

Point 20

117. Point 20 was adopted without change.

Point 21

118. Point 21 was adopted without change.

Point 22

119. The Workers' members withdrew an amendment to replace the Office text in favour of an amendment proposed by the Government members of the German Democratic Republic and the USSR. The amendment, subamended to replace the word "persons" by the word "workers", was adopted after a discussion during which there was consensus that "specified chemicals" referred to hazardous ones. The text as adopted read:

The competent authority should specify categories of workers, which are not allowed to use specified chemicals or to use these only under conditions as prescribed in accordance with national laws and regulations.

120. Point 22, as amended, was adopted.

Point 23

121. An amendment proposed by the spokesman of the Government members of member States of the EC, to insert the words "including both acute and chronic health effects, in all target organs" in clause (a) was adopted after the Workers' members withdrew a similar amendment. A proposal by the Government member of the United States that sought to specify the listing in clause (b) as chemical or physical characteristics was subamended and adopted to read as "chemical or physical characteristics" at the beginning of the clause and to insert "dangerously reactive" before "properties". An amendment by the Workers' members to introduce synergistic effects of chemicals in clause (b) was adopted to be included in Point 27.

122. Point 23, as amended, was adopted.

Point 24

123. There was a lengthy discussion on paragraph (1) to which many amendments had been moved. The Employers' and Workers' members stressed the importance of maintaining a national inventory of chemicals; a question to which 68 out of 70 Governments had replied in the affirmative. The Government members of Australia and Canada, the United States, and the Government members of member States of the EC expressed concern that establishing a national inventory would not be feasible and proposed subamendments to the effect that the supplier or the employer should be responsible for compiling a list of chemicals used at the workplace. The Government members of Botswana, China, Malawi, Kenya, Lebanon, Turkey, Zambia and Zimbabwe stated that a national list should be maintained. Several amendments were proposed to the wording of the Office text to accommodate the dichotomy of views. These included replacing the words "national inventory" by the words "consolidated list" as proposed by the Workers' members and the Government member of India and inserting terms to the effect that the responsibility for the list rested with the competent authority "as far as is reasonably practicable" as proposed by the Employers' members. Other amendments qualified the word "chemicals" by inserting the words "elements and compounds". After a lengthy discussion, the Employers' sub-

amendment to paragraph (1), as subamended, was adopted.

124. Several amendments to paragraph (2) were also either withdrawn or rejected. Two amendments proposed by the Employers' members to replace the words "inventory" by the word "list" in the second and third lines were adopted as subamended to replace the word "national" by the word "consolidated". An amendment submitted by the Workers' members to insert the words "prior to manufacture or import" after the word "authority" was subamended by them to replace the word "import" by the words "or use at work" and adopted. They agreed that the competent authority required such information to ensure implementation of the provisions in the instruments. The Employers' members proposed to include the words "consistent with the protection of genuine confidential business information" at the end of paragraph (2). They considered that the provision was consistent with standard practice and was important. It was subamended by the Workers' members to insert the words "in a manner" at the beginning of the amendment to clarify that the obligation was not meant to restrict the requirement to transmit information. The amendment, as subamended, was adopted.

Point 25

125. An amendment proposed by the Employers' members to insert the word "hazardous" before "chemicals" in the first line in paragraph (1) was adopted. A proposal by the Government member of Australia to replace the word "employer" by the words "persons handling or using chemicals" in paragraph (1) was also adopted. An amendment by Employers' members to replace the word "ordering" by "receiving" in paragraph (1) on the grounds that ordering meant the act of buying was adopted.

126. A proposal by the Employers' members to insert the words "in consistence with existing national or international systems" in paragraph (2) was adopted.

127. The Workers' members proposed an amendment to replace subclause (ii) to expand its coverage to names of hazardous and other major ingredients in accordance with internationally recognised nomenclature as they considered the name of a chemical was not informative enough to enable reference being made to literature on toxicology. The Employers' members argued that the purpose of a label was to allow identification of the products and referred to their amendments that proposed inserting the word "common" before the word "name" and the words "or material identities" after it. During a lengthy discussion the Government member of Côte d'Ivoire supported the amendment by the Workers' members as he believed that chemicals needed to be specified. The Government members of member States of the EC and the Government member of Cyprus proposed to subamend deleting reference to other major ingredients. The Government member of Canada stated that a label should alert the reader. A clutter of words in a label would defeat this purpose. He also noted that a list of ingredients was necessary, which should be found in the chemical safety data sheet. The Employers' members and the Government member of Australia and the United States shared this

view. The Workers' members counter-argued that even small containers of pharmaceutical products listed the main ingredients and maintained that workers needed to have a list of ingredients in the label as workers might not, always, have access to chemical safety data sheets. When the discussion resumed at the next session, the Workers' members proposed a subamendment to replace the word "name" by the word "identity" in sub-clause (ii) which was adopted.

128. An amendment by the Workers' members to insert the words "involved with the use" in subclause (v), which they thought was required to bring the text in line with proposed Conclusions with a view to a Convention, was adopted.

129. A proposal by the Workers' members to extend the provision in subclause (vi) to include first aid was supported by the Employers' members on the understanding that detailed medical procedures were not intended in the label.

130. An amendment proposed by the Government member of Brazil to introduce the word "batch" as a new subclause to Point 25 (2) (a) was adopted as it was considered to be a useful reference in instances, such as, when a batch had to be recalled. The Workers' members proposed a new subclause in the words "the statement that a data sheet giving additional information is available from the employer or supplier" was subamended by deleting the words "or supplier" and adopted as the Employers' members also felt that the worker should obtain such data from the employer.

131. The Government member of Spain, on behalf of the Government members of member States of the EC, withdrew an amendment they had proposed to clause (b) to delete the word "durability" as it was opposed by the Workers' members.

132. An amendment proposed by the Government members of member States of the EC to include a new clause to Point 25 (2) in the wording that labels should be readily understood by the workers was adopted. The Government member of Brazil proposed an amendment to introduce, as a new clause, a provision whereby the size of the words of warning on the label were written in equal proportion to the name of a chemical. The amendment, supported by the Government members of Côte d'Ivoire and opposed by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe, Australia, Canada and Switzerland on the grounds that it was redundant, was withdrawn. An amendment by the Workers' members to introduce a new paragraph to the effect that the label for a chemical not deemed hazardous need contain only some criteria as listed in clause (a) was adopted.

133. Point 25, as amended, was adopted.

Point 26

134. An amendment by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe to ensure effective means of recognition of a container of hazardous chemicals that, for practical reasons, could not be labelled was adopted.

135. The Workers' members proposed to introduce a new paragraph to Point 26 to ensure that the hazards resulting from the use of a chemical should in all

cases be indicated by appropriate wording or symbol on every container. Alternative wording proposed to the amendment was accepted and was adopted, as subamended.

136. Point 26, as amended, was adopted.

New Point (after Point 26)

137. The Government member of Spain, on behalf of the Government members of member States of the EC, proposed an amendment to introduce a new Point to the effect that publicity material on hazardous chemicals should also address their hazards as they considered that such information tended to be omitted during advertising. The Employers' members considered that such provisions should be a matter for commercial laws of a country. After a discussion, the amendment as subamended and adopted read: "Publicity material concerning hazardous chemicals intended for use at work should call attention to their hazards."

Point 27

138. The Committee decided to refer to the Drafting Committee a proposal by the Government members of the German Democratic Republic and the USSR that sought to replace the words "classified as hazardous" by the word "established".

139. The Government member of Spain, on behalf of the Government members of member States of the EC, proposed an amendment to replace the words "in particular on" by the words "such as". The Employers' members supported the amendment as it gave more flexibility while the Workers' members opposed it as it gave a possibility for a choice and exclusion of some of the criteria listed. The amendment, subamended and proposed by the Government member of Australia to replace the words in the Office text by the words "including if applicable" was adopted.

140. There was a lengthy discussion on an amendment proposed by the Workers' members to replace clause (a) by new wording to include the names of ingredients in descending order of concentration according to internationally agreed nomenclature. The Employers' members expressed concern over safeguarding genuine confidential business information and preferred an amendment proposed by the Government members of Australia and Canada to clause (a) which took care of their concern. The Government members of member States of the EC suggested limiting information to the hazardous components as proposed in their amendment. The Workers' members accepted to subamend their amendment to include reference to protection of genuine confidential business information in wording to the effect that workers' health was not compromised. The Workers' members presented a subamended text prepared by an informal working party composed of Government members of the United States and Canada, and Workers' and Employers' members that reflected the results of the discussion and suggested modifying clause (a) and inserting a new paragraph concerning confidential information. Some views were expressed concerning the length of this text and some ambiguity in wording but was adopted noting the possibility to

revise it during the second discussion. The text of the new paragraph, as adopted, read:

Where the names of concentrations of the ingredients under (1) (a) constitute genuine confidential business information, they may be omitted from the chemical safety data sheet. In such cases, the information should be disclosed on request and in writing to the competent authority and to concerned employers, workers and their representatives who agree to use the information only for the protection of worker health and safety and not to otherwise disclose it.

141. An amendment by the Workers' members to add a new clause in Point 27 to insert the words "the trade name" was subamended by the Employers' members to read as "the trade or common name" was adopted as clause (a). The placing of the previously adopted text to clause (a) was to be decided by the Drafting Committee.

142. An amendment proposed by the Employers' members to qualify the word "physical" by inserting the word "likely" was subamended by the Workers' members to replace the word "likely" by the word "potential" and adopted. A proposal by the Government member of Brazil to insert the words "and exposure symptoms" at the end of clause (b) was subamended by the Workers' members to read "signs of exposure", adopted and referred to the Drafting Committee for including it in clause (k).

143. An amendment proposed by the Employers' members to add the word "likely" before the word "routes" in clause (c) was subamended by the Workers' members to replace the word "likely" by the word "potential" and adopted.

144. A proposal by the Government members of Australia and Canada to delete clause (a) was adopted as it was considered that Point 34 covered this aspect.

145. An amendment was proposed by the Government member of Brazil to include measures for storage and treatment of waste in clause (f). There was general support for the amendment. The Government members of Australia and Canada expressed concern that a supplier of chemicals would not be able to anticipate the methods of disposal after use. The Government members of Australia and Canada and the Employers' members replied that they had qualified Point 27 by the words "if applicable". Some Government members thought that the amendment was redundant because the definition of the term "use of chemicals" covered this subject. Others expressed a contrary view. A subamendment proposed by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe to include the word "disposal" was adopted.

146. Employers' members subamended their original proposal to delete clause (g) by retaining the words "work practices" as they considered that the supplier might have information on work practices but not on engineering controls. The Workers' members opposed on the grounds that many chemical safety data sheets contained information on engineering control measures. The amendment was withdrawn as Point 27 was qualified by the words "if applicable".

147. An amendment by the Government member of Brazil to insert the words "and fire" at the end of clause (i) was adopted.

148. A proposal by the Workers' members to include a new clause to read "the name, address and the phone number of the supplier or manufacturer" was adopted.

149. The Workers' members withdrew their amendment in favour of an amendment proposed by the Government member of the United States that had general support. Seconded by the Government members of Australia, the Islamic Republic of Iran, Liberia and Sweden the amendment proposed to introduce a new clause. This amendment was adopted and read: "Physical and chemical characteristics, such as flashpoint, odour threshold, and vapour pressure."

150. An amendment proposed by the Workers' members to Point 23 and deferred for discussion as a new clause of Point 27 to include the words "the possibility of synergism with other chemicals commonly used at work" was adopted.

151. An amendment by the Workers' members to include a new clause as "reactivity hazards" was adopted with some reservation by the Employers' members that the illustrations listed would be exhaustive, although the subject was important.

152. A further amendment by the Workers' members to introduce a new clause requiring information being made available to health personnel on medical treatment was subamended by the Employers' members to substitute the words "health personnel" by the words "medical professionals" and adopted.

153. A proposal by the Government member of Brazil to include a new clause in the words "methods of environmental monitoring" resulted in a discussion as to the terminology in occupational hygiene practice. In reply to subamendments proposed to reword the amendment as "methods of sampling and analysis" she maintained that her concern was monitoring exposure in the working environment. A subamendment proposed by the Employers' members to read "potential methods of monitoring workplace exposure" was adopted.

154. An amendment by the Government member of the United States to propose including the date of the preparation of the chemical safety data sheets noting that these were periodically updated was adopted; it ensured that the most recent information was used.

155. The Workers' members proposed an amendment to introduce a new clause to enable the competent authority to require additional information was adopted.

156. An amendment by the Workers' members to include a new paragraph that addressed information requirement concerning chemicals not deemed to be hazardous was subamended and adopted to correspond to the language of the text already adopted.

157. Point 27, as amended, was adopted.

New Point (before Point 28)

158. The Workers' members proposed to include a new Point that sought to require the member States to seek to ensure that carcinogenic, mutagenic, teratogenic, neurotoxic and other hazardous chemicals or processes were replaced with less hazardous ones.

The Employers' members opposed on the grounds that the proposal implied replacing processes, as well. They argued that the provisions were already covered in Point 15 as employers' obligations and in Point 29 as obligations of the competent authority. The Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe, the Government members of member States of the EC and Australia also opposed the amendment, which was withdrawn.

Point 28

159. The Employers' members withdrew an amendment that proposed to introduce the concept of "as far as is reasonably practicable" in operational control measures to be taken by the employers, because of strong opposition from several Government members and the Workers' members.

160. The Government member of Spain, on behalf of the Government members of member States of the EC, withdrew an amendment that proposed to replace the word "criteria" by the word "guide-lines" which they considered gave a greater flexibility; but the Workers' members opposed as they thought the guide-lines were voluntary information.

161. There was a lengthy discussion on a proposal by the Workers' members to introduce a paragraph that sought to impose a duty on a multinational employer or an employer that had establishments in countries other than his own to provide an equivalent level of protection with respect to use of chemicals at work in all establishments, without discrimination. The Employers' members opposed the wording in the amendment and proposed to either subamend the amendment to include reference to the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy or use the wording in paragraph 39 of the Asbestos Recommendation. The Government member of Spain, on behalf of the Government members of member States of the EC, submitted as a subamendment the text of Paragraph 39 of the Asbestos Recommendation, replacing the word "asbestos" by "hazardous chemicals". The Workers' members suggested to use the wording in the Occupational Health Services Convention. The divided opinion in the Committee was resolved after lengthy discussion and the text as in paragraph 39 of the Asbestos Convention was suitably amended and adopted as a subamendment to the Workers' amendment.

162. Point 28, as amended, was adopted.

Point 29

163. A proposal by the Employers' members to insert after the word "covering" the words "items such as" was subamended to replace the words "items such as" by the words "including, if applicable" and adopted.

164. The Government member of Spain, on behalf of the Government members of member States of the EC, proposed to replace the words "for safety" by the words "which require employers to take all appropriate safety measures" was subamended by the Employers' members to insert the words "and workers" after the words "employers". The Workers' members argued that such wording posed issues of dereliction of duty imposed by the employer vis-à-vis

that by the competent authority. After a debate on the division of responsibilities and related issues, the amendment was withdrawn.

165. An amendment by the Workers' members to insert the words "acute or chronic diseases due to" after the word "risk" in clause (a) was adopted.

166. A proposal by the Government member of Brazil to insert the words "and eyes" after the word "skin" in clause (b) was adopted.

167. An amendment by the Workers' members to add the words "or unintended chemical reactions" in clause (c) was subamended to read as "chemical reactivity" and adopted.

168. The workers' members withdrew an amendment to replace the word "taken" by the word "including" in clause (d). The Employers' members withdrew an amendment in favour of an amendment proposed by the Government member of the United States that sought to replace the words "in the following order of preference" by the words "such as". Different views were expressed as to the feasibility and advantages of maintaining an order of preference and it was decided to delete the words "in the following order of preference" and refer the matter to the Drafting Committee.

169. A proposal by the Employers' members to delete subclause (ii) and move it to Point 30 was adopted.

170. An amendment by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe to insert the words "provision and maintenance" before the word "use" in subclause (vi) for consistency with Point 15 was adopted. A proposal by the Government member of Brazil to insert the word "suitable" after the word "of" in clause (vi) was also adopted. An amendment by the Workers' members to the effect that the use of personal protective equipment and clothing was conditional upon the inadequacy of other methods of protection was subamended to be consistent with the wording of Point 15 and adopted.

171. The Government members of the German Democratic Republic and the USSR withdrew an amendment that sought to introduce a new subclause with the wording "the requirements to the behaviour of workers" as it was considered to be already covered in the proposed instruments.

172. Point 29, as amended, was adopted.

Point 30

173. An amendment proposed by the Government members of Australia and Canada to delete the word "hazardous" in Point 30 supported by the Workers' members was subamended after much discussion to retain the word "hazardous" and replace the word "covering" by the words "including, if applicable".

174. A proposal by the Workers' members to insert the words "and relabelling" after the word "labelling" in subclause (f) was adopted.

175. An amendment by the Workers' members to insert the words "and unintended chemical reactions" in subclause (g) was subamended to read: "and chemical reactivity" and adopted. A proposal

by the Government members of the German Democratic Republic and the USSR to include wording to cover contamination of soil and water was withdrawn after some discussion.

176. The spokesman of the Government members of member States of the EC proposed to include a new clause to read: "emergency procedures"; it was adopted.

177. A proposal by the Government member of Nigeria to include a new clause dealing with possible physical and chemical changes was adopted. He considered that one had to guard against properties such as photo-sensitivity.

178. Point 30, as amended, was adopted.

New Point (after Point 30)

179. The Government member of Brazil withdrew an amendment that proposed to introduce a requirement on the competent authority for the preparation of posters on hazardous chemicals; it was generally considered more fitting in a code of practice.

Point 31

180. A proposal by the Employers' members that sought to establish a consistency between the instruments and the existing international transport regulations was withdrawn in favour of an amendment proposed by the Government member of the United States which was subamended and adopted. An amendment by the Government members of Australia and Canada to delete the words "inside the enterprise" and a similar amendment by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe to replace those words with "at work" resulted in a lengthy debate. A subamendment proposed by the Government members of Australia and Canada to cover the safety of workers involved in the transport of hazardous chemicals was adopted.

181. An amendment proposed by the Government members of member States of the EC, to insert the words "including pipelines" in clause (b), was adopted.

182. The Workers' members withdrew an amendment that proposed to insert the words "and equipment" after the word "vehicle"; and the words "or handling" after the word "transport" in clause (c) as the Employers' members felt that the language was more suited to a code of practice.

183. Point 31, as amended, was adopted.

Point 32

184. A proposal by the Government member of the United States to introduce in paragraph (1) the wording to ensure consistency with existing national and international regulations with respect to disposal of hazardous chemicals was subamended and adopted. An amendment proposed by the Workers' members to replace the word "disposing" by the words "the disposal and treatment of" in paragraph (1) was adopted. An amendment by the Government members of member States of the EC, to insert the word "hazardous" after the word "and" in the second line, was referred to the Drafting Committee. Two proposals by the Government member of the USSR

to delete the words "at workplaces" in the third line of paragraph (1) and to replace the word "these" by the word "their" were adopted.

185. An amendment by the Employers' members to delete clause (b) in paragraph (2) was adopted.

186. A proposal by the Workers' members to insert the words "construction, nature, integrity and protection" after the word "identification" in clause (d) was adopted with a remark by the Employers' members that the list might again be extensive.

187. An amendment proposed by the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe to insert the words "provision, maintenance and" after the word "use" in clause (g) was adopted.

188. An amendment proposed by the Workers' members to introduce a new clause to read: "the method of disposal or treatment" was adopted.

189. Point 32, as amended, was adopted.

New Point (after Point 32)

190. The Workers' members proposed to introduce a new Point to give effect to the wishes expressed by the representative of the UNEP; consistency and harmonisation between these instruments and those established for the protection of the public and the environment. The Government members of member States of the EC and Sweden were not in favour of the amendment, while the Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe, and the Government members of the Islamic Republic of Iran and Turkey supported it. The amendment, as subamended by the Government member of Australia, and adopted read:

- (1) The criteria established by the competent authority for the use of chemicals at work should be as consistent as possible with any criteria established for the protection of the general public and the environment.
- (2) The criteria established by the competent authority under this Convention and Recommendation should be harmonised with the criteria established under any other instruments in force intended to protect the general public and the environment.

Point 33

191. The Government member of Spain, on behalf of the Government members of member States of the EC, proposed to insert the words ", in accordance with national law and practice" after the word "employer" in paragraph (1) as they considered it would facilitate implementation. After a discussion, the amendment, as subamended by the Workers' members to include the words "through methods" at the beginning of the proposed text, was accepted and the amendment, as subamended, was adopted.

192. A proposal by the Government members of member States of the EC, to replace clause (a) by the words "minimise exposure to such chemicals to a level necessary for the protection of the health of workers" was adopted.

193. A proposal by the Employers' members to insert the words ", as is necessary" after the word "record" in clause (b) was adopted as the Office text could be interpreted to require continuous monitoring.

194. The Employers' members proposed to amend clause (c) to qualify monitoring of exposure of workers where necessary for protection of their health or to ensure adequate control mechanisms. It was accepted. An amendment proposed by the Government member of the United States to transfer clause (c) to Point 34 was subamended to include the word "hazardous" before "chemicals" and adopted.

195. An amendment proposed by the Government members of member States of the EC, to replace the word "and" by the word "or" in paragraph (2) was rejected after a discussion.

196. The Workers' members withdrew an amendment that sought to delete the words "in accordance with national law and practice" in paragraph (2) as it was generally opposed.

197. Point 33, as amended, was adopted.

Point 34

198. An amendment by the Government member of Switzerland that sought to introduce an accepted system in countries not to limit the surveillance of workers' health only to employers was adopted with a slight modification. The Government members of member States of the EC withdrew an amendment that proposed a guarantee by employers to arrange for health surveillance; it was generally opposed. Their proposal to qualify the term "surveillance" by "medical" was accepted.

199. A proposal by the Employers' members to insert the word "hazardous" before the word "chemical" in clause (b) was adopted. The Workers' members withdrew an amendment that proposed to delete the words "in accordance with national law and practice" and stated that they would revert to the issue at the second discussion.

200. An amendment proposed by the Workers' members to introduce a new paragraph that sought to minimise exposure of workers who had demonstrated early signs of deviation from health norms was adopted to read:

Where the results of medical tests or investigations reveal clinical or pre-clinical effects, measures should be taken to prevent or reduce exposure of the workers concerned, and prevent further deterioration of their health.

201. An amendment by the Workers' members to introduce a new paragraph to read:

The results of medical examinations should be used to determine health status with respect to exposure to chemicals, and should not be used to discriminate against the worker.

was adopted.

202. A proposal by the Workers' members to introduce a new paragraph to the effect that: workers had access to their own medical records; workers and their representatives had access to results of studies; confidentiality of medical records was maintained; and results of medical examinations were explained to the workers was adopted as subamended and read:

Workers should have access to their own medical records either personally or through their physicians.

Workers and their representatives should have access to the results of studies prepared from medical records where individual workers cannot be identified.

The confidentiality of individual medical records should be respected in accord with generally accepted principles of medical ethics.

The results of medical examinations should be clearly explained to the workers concerned.

203. Point 34, as subamended, was adopted.

Point 35

204. Recalling that some governments had already established first aid and emergency procedures, the Government members of Australia and Canada proposed to introduce wording to take this fact into consideration. The amendment, as subamended, was adopted. An amendment proposed by the Workers' members that sought to provide for subsequent medical treatment where necessary was referred to the Drafting Committee for decision as the Committee had had a full discussion on the subject under Point 15 (1) (f). A proposal by the Employers' members to insert the word "hazardous" before the word "chemicals" was adopted.

205. The Committee reverted to re-examine an amendment introduced by the Workers' members to Point 12 that proposed a duty on an exporter of chemicals who exported banned or restricted chemicals to divulge information on the circumstances that determined such ban or restriction. Another lengthy debate continued. A consensus was not reached on a generally accepted subamendment proposed by the Employers' members as the Workers' members insisted on deleting the word "severely" that qualified the restriction. The Committee proceeded to vote on the subamendment. There were 124,066 votes in favour of retaining the word "severely"; 114,378 votes against with 2,706 abstentions. The text as finally adopted read:

When hazardous chemicals are banned or severely restricted by law or regulations with respect to use at work in an exporting country, this fact and the reason for it should be communicated by the exporting country or the exporter to the importer and the importing country.

206. Point 35, as amended, was adopted.

Point 36

207. An amendment by the Workers' members to replace the word "or" by the word "and", to ensure that workers as well as their representatives, co-operate with the employers, was adopted. Employers' members and Government members of member States of the EC withdrew their proposed amendments as an agreed text had been adopted.

208. Point 36, as amended, was adopted.

Point 37

209. The Workers' members introduced an amendment to qualify the text with the words "within the limits of their responsibilities", explaining that similar wording was contained in the Convention on the Use of Asbestos. Workers had limited powers and opportunities to ensure safety at work. The Employers' members opposed an overriding statement as proposed. They stated that workers had a general responsibility to bring safety problems to the attention of their employer. Government members of member States of the EC preferred their amendment proposing that workers should take care of their own

safety and health and that of other persons affected by acts or omissions at work, which was supported by the Employers' and Workers' members, and adopted.

210. Point 37, as amended, was adopted.

Point 38

211. Government members of member States of the EC proposed to replace the word "and" by the word "or" as they thought that large enterprises would benefit if information was channelled through the workers' representative. They pointed out that similar wording was adopted in Point 33. The Workers' members opposed the amendment on the grounds that both workers and their representatives should be entitled to receive information collectively or separately. The amendment was withdrawn.

212. The Workers' members introduced an amendment to replace Point 38 with two new clauses which sought to stipulate the information which they considered was necessary to the worker. The Employers' members opposed the amendment and preferred the Office text. They maintained that the issue of information needs had already been addressed and that the new concept of investigation by the workers and their representatives could also not be supported. The Workers' members argued that precise wording was retained to ensure that information would not be withheld on the grounds of confidentiality. There followed lengthy discussion during which the Employers' members, supported by the Government members of member States of the EC, Cyprus and Malaysia, stated their preference for the Office text. In reply to a point raised by the Government member of Austria that the labour inspectorate was responsible for investigations, the Workers' members stated that the small size of the inspectorate in many developing countries necessitated the participation of workers and their representatives in conducting surveys to identify unsafe situations and effect control measures. The Government members of Burundi and Côte d'Ivoire shared this view. After a lengthy discussion, the Committee adopted Point 38 of the Office text as subamended to: insert the words "chemical safety data sheets, information sheets and other" after the word "obtain"; replace the word "themselves" by the word "workers" and the word "hazards" by the word "risks"; and retain the words from the beginning of Point 38 up to the word "obtain" as the leading phrase, was adopted as clause (a). The subamendment adopted as clause (b) read: "request and participate in an investigation by the competent authority of potential risks resulting from the use of chemicals at work".

213. A proposal by the Government members of member States of the EC to introduce a binding obligation on the employers to guarantee safe working conditions was subamended to replace the word "guarantee" by the word "provide" and adopted. The Employers' members remarked about the irrelevancy of reinstating such wording.

214. An amendment by the Workers' members that proposed to introduce wording to the effect that workers and their representatives maintained the secrecy of genuinely confidential business information

released to them by the employer was subamended and adopted to read:

Where the information requested includes genuinely confidential business information, the employer may require the worker or workers' representative to limit its use to the evaluation and control of potential hazards arising from the use of chemicals at work, and to take reasonable steps to ensure that this information is not disclosed to potential competitors.

215. A proposal by the Workers' members to introduce a provision enabling workers to have access to information regarding procedures relating to safety in the use of hazardous chemicals from the home country of multinational enterprises was adopted.

216. Point 38, as amended, was adopted.

Point 39

217. An amendment by the Workers' members to insert the words "and, where necessary retraining" after the word "training" in clause (c) was adopted.

218. Point 39, as amended, was adopted.

New Point (after Point 39)

219. The Workers' members proposed an amendment to introduce a new point that sought to: ensure the worker's right to refuse work in case of imminent danger; provide for improved protection in case of pregnancy, chemical sensitisation or other medical conditions; and the right to treatment and compensation for work injuries from the use of chemicals at work. The Committee agreed to accept the wording already approved concerning the right to refuse work. The Employers' members stated that alternative work should be offered, if available, to those pregnant who could perform the job, and that in case of chemical sensitisation, which might well be of a permanent or recurrent nature, the worker should meet the qualifications for the new position. They also remarked that the medical treatment and workers' compensation fell within the purview of the competent authority. The amendment, as subamended and adopted, read:

Workers should have the right -

- (a) to remove himself from danger resulting from the use of chemicals when he has reasonable justification to believe there is an imminent and serious risk to his safety and health and the duty to inform his supervisor immediately;
- (b) in the case of pregnancy, to alternate work where available not involving the use of chemicals hazardous to reproductive health;
- (c) in the case of chemical sensitisation, or medical conditions placing a worker at increased risk of harm from a hazardous chemical, to alternate work not involving that chemical, if available and if the worker meets the qualification for the position;
- (d) to adequate medical treatment and compensation for injuries and diseases resulting from the use of chemicals at work.

RESOLUTION

220. The Government member of India moved that the Committee should adopt a resolution to the effect that the ILO takes a lead role to commence the task of harmonising national and regional criteria and classification systems established for the use of chemicals at work. He stated that cognisance should be taken of the existing United Nations classification system for transport of dangerous goods and the ILO

should co-operate with UNEP and the WHO within the International Programme on Chemical Safety (IPCS), and with other international organisations in this task. The Government member of Malaysia supported the adoption of the resolution. It was also supported by the Government members of Brazil, Canada, Côte d'Ivoire, Turkey and the USSR. The Workers' members supported ILO action to harmonise existing systems of classification and labelling in co-operation with other organisations. The Employers' members agreed to the ILO embarking upon practicable measures with regard to harmonisation of existing classification and labelling systems. However, they were mindful of the ILO's priorities, namely to provide technical advisory services, mainly to developing countries. The Government members of Botswana, Kenya, Malawi, Zambia and Zimbabwe and the Government member of the United States as well as the Employers' members stated that the matter should be examined further and suggested considering it during the second discussion. Government members of member States of the EC and Gabon agreed with the principle of harmonisation and supported the views expressed by the Government member of the United States and several others. Finally, the Committee felt that the proposer of the idea should submit a draft resolution for consideration at its next sitting. The Chairman agreed and requested the Office to distribute the text of a draft resolution proposed by the Government member of India to the members of the Committee in the three languages before the next sitting.

Adoption of the Report, Proposed Conclusions and Resolutions

221. At its sixteenth session, the Committee adopted its report, subject to some changes requested by various members.

222. The Employers' members introduced an amendment jointly prepared with the Workers' members and the Government member of Canada that proposed to insert the words "but should not mean articles" in clause 6(a) of the Conclusions approved by the Committee Drafting Committee to limit the scope of the application of the instruments as the existing definition was deemed too broad. On a point of order raised by the Government members of the member States of the EC that the time for submitting amendments had expired the Chairman recalled that the amendment was receivable according to Article 67 of the Standing Orders, as it was a matter referred to the Committee Drafting Committee as shown in paragraph 85 of the report. The Government member of Austria moved to seek legal advice before proceeding. The Employers' Vice-Chairman explained that the amendment was being tabled on legal advice given during the sitting of the Committee Drafting Committee. The Reporter confirmed that the legal adviser had requested that the amendment be submitted to the Committee for its adoption.

223. The Government member of the Committee Drafting Committee stated that she had objected to introducing an amendment to change the definition in the Committee Drafting Committee and opposed discussing it in the Committee as well. She proposed to postpone the discussion until the next year. The

Government member of Hungary recalled that Workers' members had agreed to submit to the Committee Drafting Committee a definition of the term "articles" and to exclude "articles such as bricks" from the scope of the instruments that would otherwise have to be labelled. The Workers' members reiterated the need to define "articles" and introduce wording to exclude such articles from the scope of the instruments, even through the wording might be imperfect. At this stage the Chairman ruled to proceed with the discussion of the amendment and the Government members of the member States of the EC moved to postpone the consideration of the question which was put to vote. There were 25,806 votes in favour of the postponement with 17,952 votes against and with 133,728 abstentions. The motion was defeated as the quorum for the sitting, which was 89,971, was not attained.

224. Workers' members and Employers' members who spoke in favour of their amendment earnestly requested the Committee to understand the absolute necessity to include the wording to exclude the "articles" from the scope of the instruments for reasons already discussed and reminded that an improved text could be introduced the next year. A subamendment by the Government member of Hungary to add the words "and organisms" as well as another subamendment by the Employers' members to replace the word "mean" by the word "include" were adopted and the amended text to be inserted at the end of clause (a) in Point 6 read: "but should not include articles or organisms".

225. The Workers' members proposed an amendment prepared jointly with the Employers' members and the Government member of Canada to introduce a definition of the term "article" as a new clause (e) in Point 6 of the Proposed Conclusions. The Government members of the member States of the EC proposed a subamendment to delete a part of the amendment which was opposed by the Employers' and Workers' members and the text, as adopted, read:

The term "article" should mean an object which is formed to a specific shape or design during its manufacture or which exists in its natural shape, whose use in that form is dependent in whole or in part on its shape or design; and which, under normal or reasonable foreseeable conditions of use, will not release or otherwise cause a worker to be exposed to a hazardous chemical.

226. At the same sitting, the Committee adopted the proposed Conclusions as presented at the end of the Report with the following modifications: a linguistic revision to reconcile the French and English texts; insert clauses (d), (e) and (f) of Point 20 as paragraph (2) of Point 19 and introducing the words "Employers should" at the beginning of that paragraph; reword the title "Medical exposure" as "Medical surveillance"; and insert the amendments adopted to Point 6, clauses (a) and (e).

227. The Committee unanimously adopted a resolution to place on the agenda of the next Ordinary Session of the Conference an item entitled "Safety in the Use of Chemicals at Work".

228. The Chairman referred to the discussion at the fourteenth session during which he had requested the Office to distribute the text of a draft resolution proposed by the Government member of India in ac-

cordance with article 63 (5) of the Standing Orders. The Committee proceeded with the discussion of this draft resolution "concerning harmonisation of systems of classification and labelling in the use of hazardous chemicals at work" that was introduced by the Government member of India. He emphasised the urgent need for establishing an internationally compatible system of classification of chemicals which could save the cost of creating individual national systems, particularly in developing countries. Such an international system would be of great advantage for all workers in the world. The Employers' members supported the rationale stated in the proposed draft, but preferred to take a decision in 1990 after reviewing existing systems and planning likely timetables for harmonising them. The Workers' members supported the proposed draft, agreeing that such a review would be the first step of the harmonising work.

229. The Government members of member States of the EC proposed an amendment which defined three tasks of the Office in initiating its work with a view to harmonising national and regional criteria and classification systems: to assess the size of the task, to prepare a report on the result of this assessment and to establish co-operation with other international bodies in order to ensure a system of harmonised criteria and classification which would protect workers using chemicals. The amendment also proposed to refer, in the preamble, to the value of classification systems for the general public, marketing and the use of chemicals at work. The Government members of the United States, Gabon and Côte d'Ivoire supported the amendment as they considered that preliminary studies were needed before laying out a valid approach.

230. The Government member of the USSR supported the views expressed in the draft resolution and the EC amendment and suggested a subamendment to make references in more detail to existing systems of classification and to the ongoing co-operation between the ILO, UNEP and the WHO through the IPCS. The Government member of Hungary pointed out the importance of assessing the scope of the envisaged task. The Employers' and Workers' members opposed this proposal by the USSR, which was rejected, and the Committee proceeded to discuss the EC amendment. The Government member of Canada supported it. A subamendment proposed by the Employers' members and further modified by the Workers' members included the co-operation with governments and employers' and workers' organisations. To the question by the Government member of Australia as to whether the ILO could accommodate such a resolution in its budget, the Representative of the Secretary-General replied that a resolution would not change the budget but would set priorities for the Office work. The representative of the EC stressed the need to assess the size of the task first. The Workers' and Employers' members supported the amendment which was adopted.

231. The draft resolution proposed by the Government member of India, as amended, was adopted.

232. The Government members of the member States of the EC emphasised the need to be mindful of the fact that international standards should be flex-

ible enough to be ratified by most countries. An Employers' member further stated the necessity to classify chemicals to determine which ones were hazardous; thereafter the provisions of the instruments should be applied only to hazardous chemicals. The Committee needed to be careful of the impact and not jeopardise ratification, and avoid the trap of widening the subject so that the objective of protection of workers was lost.

233. The Employers' Vice-chairman noted that they had started with a good text from the Office. The most dramatic change was the extension of regulatory requirements to chemicals that have not been classified as hazardous. The Employers' Group continued to believe that the proposed instruments should be limited to hazardous chemicals, although it appeared from the discussion that most Governments supported the Workers' all-inclusive view. They had agreed to a compromise, but during the next year, what had been done to the scope of the documents should be carefully considered. Their second major concern was the overlap between these documents and existing international regulations. They referred to the lengthy discussion over the information on banned or severely restricted chemicals, and the view expressed by some governments that they would not meet their obligations under existing UN regulations and wanted not shift that to the employer, as well as the discussion on transportation issues, emphasised that during the interim year they should familiarise themselves with existing international contracts. Finally, there were redundancies in the draft. Next June they would have to eliminate unnecessary repetition. Attempts to gain further concessions from the Employers or shift additional burdens would be resisted. He concluded by pointing to the positive contribution that chemicals and pharmaceuticals had made to many countries, and stressed that they were all partners in the common objective of protecting worker safety and health, which needed tripartite co-operation.

234. The Workers' Vice-chairman recalled that all chemicals can be hazardous under certain conditions. They wanted more information on non-hazardous chemicals and thought this was a good compromise that they would strenuously defend. With regard to international instruments, they agreed with the Employers that they must be consistent. However, this instrument was intended to protect workers and was deliberated and approved through a tripartite body. They would seek to eliminate redundancies and arrive at instruments that were able to be ratified by all countries. The record number of amendments was not an indication that the Office text had been bad, or that they had great political differences, but rather that everyone had been concerned about the text and wanted it perfect. They felt a sense of achievement which was tempered by the knowledge of the hard work in the intervening year. They were dedicated to seeing the Convention ratified and put into practice in order to protect the health of workers.

235. The Chairman thanked the three groups for their contributions. He noted that the fact that the two Vice-chairmen came from the same country had been a benefit for the Committee because it had been easy for them to understand each other and the examples they gave. He was optimistic that the instru-

ments envisaged would be ratified and would last for a long time. He hoped that the delegates would not lose their enthusiasm as it would be needed next year, when they would concentrate on those areas which had been pinpointed.

236. The present report, the Proposed Conclusions, the resolution to place on the agenda of the next Ordinary Session of the Conference an item entitled "Safety in the Use of Chemicals at Work" and the resolution concerning "Harmonisation of Systems of Classification and Labelling for the Use of Chemicals at Work" are submitted for consideration.

Geneva, 23 June 1989,

(Signed) Dr. R.O. ADEWOYE
Chairman

J. W. McLELLAN
Reporter.

Proposed conclusions

FORM OF THE INTERNATIONAL INSTRUMENTS

1. The International Labour Conference should adopt two international instruments concerning safety in the use of chemicals at work.
2. The instruments should take the form of a Convention supplemented by a Recommendation.

PREAMBLE

3. (1) The instruments should contain a preamble referring to relevant ILO instruments including the Benzene Convention and Recommendation, 1971; the Occupational Cancer Convention and Recommendation, 1974; the Working Environment (Air Pollution, Noise and Vibration) Convention and Recommendation, 1977; the Occupational Safety and Health Convention and Recommendation, 1981; the Occupational Health Services Convention and Recommendation, 1985; the Asbestos Convention and Recommendation, 1986 and the list of occupational diseases, as amended in 1980, appended to the Employment Injury Benefits Convention, 1964.

(2) The preamble should also refer to the need for co-operation within IPCS between ILO, UNEP and WHO, as well as FAO and UNIDO. The preamble should also note that the protection of workers from the harmful effects of chemicals also enhances the protection of the general public and the environment.

(3) The preamble should also spell out the basic objective which is to reduce the incidence of chemically induced illnesses and injuries at work by -

- (a) ensuring that all chemicals are evaluated to determine their hazards;
- (b) providing employers with a mechanism to obtain from suppliers information about the chemicals used at work so that they can implement effective programmes to protect workers from chemical hazards;
- (c) providing workers with information, which they have a need and right to know, about the chemicals at their workplaces, and about appropriate

- preventive measures so that they can effectively participate in protective programmes; and
- (d) establishing principles for such protective programmes to ensure that chemicals are used safely.

Conclusions proposed with a view to a Convention

I. SCOPE AND DEFINITIONS

4. The Convention should apply to all branches of economic activity in which chemicals are used.

5. The Convention should provide that, after consultation with the most representative organisations of employers and workers concerned, and on the basis of an assessment of the hazards involved and the protective measures to be applied, the competent authority may –

- (a) exclude particular branches of economic activity, undertakings or products from the application of the Convention, or certain provisions thereof, when –

- (i) special problems of a substantial nature arise; and
- (ii) the overall protection afforded is not inferior to that which would result from the full application of the provisions of the Convention;

- (b) make special provisions to protect genuine confidential business information, so long as the health and safety of workers is not compromised thereby.

6. For the purpose of the Convention –

- (a) the term “chemicals” should mean chemical elements, and compounds and mixtures thereof, whether natural or synthetic but should not mean articles and organisms;
- (b) the term “hazardous chemical” should include any chemical which has been classified as hazardous in accordance with Point 9 or for which information exists to indicate that the chemical constitutes a physical or health hazard;
- (c) the term “use of chemicals at work” should include –
 - (i) the production of chemicals;
 - (ii) the handling of chemicals;
 - (iii) the storage of chemicals;
 - (iv) the transport of chemicals;
 - (v) the disposal and treatment of chemicals;
 - (vi) the release of chemicals resulting from work activities;
 - (vii) the maintenance, repair and cleaning of chemical equipment and containers.
- (d) the term “branches of economic activity” should mean all branches in which workers are employed, including the public service;
- (e) the term “article” should mean an object which is formed to a specific shape or design during its manufacture or which exists in its natural shape; whose use in that form is dependent in whole or in part on its shape or design; and which, under normal or reasonably foreseeable conditions of use, will not release or otherwise cause a worker to be exposed to a hazardous chemical.

II. GENERAL PRINCIPLES

7. The most representative organisations of employers and workers concerned should be consulted on the measures to be taken to give effect to the provisions of the Convention.

8. In the light of national conditions and practice and in consultation with the most representative organisations of employers and workers, each Member should formulate, implement, and periodically review a coherent policy on safety in the use of chemicals at work.

III. PREVENTIVE AND PROTECTIVE MEASURES

Classification

9. (1) There should be applied or introduced and progressively extended specific criteria and systems appropriate for the classification of all chemicals according to the type and degree of their intrinsic hazards.

(2) Criteria and systems for such classification should be established by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards.

Labelling

10. (1) A hazardous chemical should be labelled so as to provide essential information regarding its identity, its classification, the hazards it presents and the safety precautions to be observed.

(2) A chemical not covered by Point 10 (1) should be marked so as to provide essential information concerning its identity and important properties relevant to worker safety and health.

(3) Requirements for labelling or marking chemicals pursuant to Points 10 (1) and 10 (2) above should be established by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards.

Chemical safety data and information sheets

11. (1) For hazardous chemicals, chemical safety data sheets containing detailed essential information regarding their identity, classification, hazards, safety precautions and emergency procedures should be provided to employers.

(2) Criteria for the preparation of chemical safety data sheets should be established by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards and procedures.

(3) For chemicals not covered by Point 11 (1), information sheets containing their identity and important properties relevant to worker safety and health should be provided to employers through new or existing documentation.

Responsibility of suppliers

12. (1) A supplier of chemicals which have not been classified in accordance with Point 9 should be required to identify the chemicals he supplies and assess their properties on the basis of a search of avail-

able information, in order to determine whether they are hazardous chemicals and to classify them in accordance with any system established pursuant to Point 9.

(2) A supplier of hazardous chemicals should be required to ensure that –

- (a) such chemicals are labelled in accordance with Point 10 (1);
- (b) employers are provided with chemical safety data sheets in accordance with Point 11 (1);

(3) A supplier of hazardous chemicals should be required to revise labels and chemical safety data sheets when new information becomes available and provide revised labels and chemical safety data sheets to the employer for subsequent shipments.

(4) A supplier of chemicals which are not covered by Point 12 (1) should be required to ensure that –

- (a) such chemicals bear essential information in accordance with Point 10 (2);
- (b) employers are provided with information sheets in accordance with Point 11 (3).

Responsibility of employers

13. Employers, in discharging their duties, should co-operate as closely as possible with workers or their representatives with respect to safety in the use of chemicals at work.

14. (1) Employers should be required to ensure that all chemicals used at work are labelled or marked as required by Point 10 and that chemical safety data sheets or information sheets have been prepared as required by Point 11 and are made available to workers and their representatives.

(2) Employers should be required to ensure that when chemicals are transferred from labelled containers into other containers or equipment, the contents are identified in a manner which will make known to workers the hazards which are associated with their use, the methods of using them safely and emergency procedures.

Disposal of empty containers

15. Empty containers of hazardous chemicals should be handled or disposed of in a safe manner, in accordance with national law and practice.

Identification

16. Employers receiving chemicals that have not been labelled or marked as required under Point 10, and for which chemical safety data sheets or information sheets have not been provided as required under Point 11, should obtain the relevant information from the supplier or from other reasonably available sources as soon as possible, and should not use the chemical until such information is obtained.

17. Where hazardous chemicals are used employers should ensure that only chemicals which are classified in accordance with Point 9 and labelled in accordance with Point 10 are used and that the necessary precautions are taken when they are used.

18. Employers should be required to maintain a register of hazardous chemicals used at the workplace, cross-referenced to the appropriate chemical safety data sheets. This register should be accessible to all workers.

Operational control

19. (1) Employers should be required to protect workers against risks arising from the use of chemicals by appropriate means, such as –

- (a) the choice of chemicals that minimise the risk;
- (b) the choice of safe technology;
- (c) the adoption of safe working systems and practices;
- (d) the use of engineering control measures;
- (e) the adoption of adequate occupational hygiene measures;
- (f) where recourse to the above measures does not suffice to eliminate the risk, the provision and proper maintenance of personal protective equipment and clothing at no cost to the worker, and the implementation of measures to ensure their use;

(2) Employers should –

- (a) limit exposure to hazardous chemicals to a level necessary for the protection of the health of workers;
- (b) provide first aid;
- (c) make arrangements to deal with emergencies.

Information and training

20. Employers should –

- (a) inform the workers of the hazards associated with exposure to chemicals used at the workplace;
- (b) instruct the workers how to obtain and use the information provided on labels and chemical safety data sheets;
- (c) train the workers on a continuing basis in the practices and procedures to be followed in order to use chemicals safely.

Monitoring of exposure

21. Employers should –

- (a) ensure that workers are not exposed to chemicals to an extent which exceeds exposure limits established by the competent authority, or by a body approved or recognised by the competent authority, in accordance with national or international standards;
- (b) monitor and record the exposure of workers to hazardous chemicals when this is necessary to safeguard their safety and health;
- (c) ensure that the records of the monitoring of the working environment and of the exposure of workers using hazardous chemicals are kept for a period prescribed by the competent authority and are accessible to the workers.

IV. DUTIES OF WORKERS

22. Workers should co-operate as closely as possible with their employers in the discharge of their duties and comply with all procedures and practices relating to safety in the use of chemicals at work.

23. Workers should take all reasonable steps to minimise risk to themselves, other workers and their employers from the use of chemicals at work.

V. RIGHTS OF WORKERS

24. A worker should have the right to remove himself from danger resulting from the use of chemicals when he has reasonable justification to believe there is an imminent and serious risk to his safety and health, and should have the duty to inform his supervisor immediately.

25. Workers and their representatives should have the right to information on –

- (a) the identity of chemicals used at work consistent with the protection of genuine confidential business information so long as the safety and health of workers are not compromised by such protection;
- (b) the hazardous properties of such chemicals;
- (c) precautionary measures;
- (d) education and training;
- (e) labels and chemical safety data sheets;
- (f) any other information required to be kept by the Convention consistent with the protection of genuine confidential business information so long as the safety and health of workers are not compromised by such protection.

VI. ACTION AT THE NATIONAL LEVEL

26. The competent authority should have the power to prohibit or restrict the use of certain hazardous chemicals, or to require advance notification and authorisation before such chemicals are used.

Proposed Conclusions with a view to a Recommendation

I. GENERAL PROVISIONS

27. The provisions of the proposed Recommendation should be applied in conjunction with those of the proposed Convention.

28. The most representative organisations of employers and workers concerned should be consulted on the measures to be taken to give effect to the provisions of the Recommendation.

29. The competent authority should specify categories of workers, who are not allowed to use specified chemicals or to use these only under conditions prescribed in accordance with national laws and regulations.

II. PREVENTIVE AND PROTECTIVE MEASURES

Classification

30. The criteria for the classification of chemicals established pursuant to Point 9 (2) should be based upon the characteristics of chemicals such as –

- (a) toxic properties including both acute and chronic health effects, in all target organs;
- (b) chemical or physical characteristics, including flammable, explosive, oxidising and dangerously reactive properties;

- (c) corrosive and irritant properties;
- (d) carcinogenic effects;
- (e) allergenic and sensitising effects;
- (f) teratogenic and mutagenic effects;
- (g) effects on the reproductive system.

31. (1) As far as is reasonably practicable, the competent authority should compile and periodically update a consolidated list of the chemical elements and compounds used at work, stating their classification.

(2) The manufacturer or importer of chemicals not yet included in the consolidated list should be required to transmit to the competent authority, prior to use at work, and in a manner consistent with the protection of genuine confidential business information, such information as is necessary for the maintenance of the list.

(3) Employers should keep records as required under these instruments for a period of time determined by the competent authority.

Labelling and marking

32. (1) The requirements for the labelling of hazardous chemicals established pursuant to Point 10 (3) should be such as to enable persons handling or using chemicals to recognise and distinguish between them both when receiving and when using them, so that they may be used safely.

(2) The labelling requirements should, in conformity with existing national or international systems, cover –

(a) the information to be contained in the label such as –

- (i) trade names;
- (ii) identity of the chemical;
- (iii) name, address and telephone number of the supplier;
- (iv) danger symbols;
- (v) nature of the special risks associated with their use;
- (vi) safety advice including first aid;
- (vii) identification of the batch;
- (viii) the statement that a data sheet giving additional information is available from the employer;

(b) the legibility, durability and size of the label;

(c) the uniformity of labels, including colours.

(3) The labelling should be easily understandable by workers.

(4) In the case of chemicals not covered by Point 32 (1), the marking need contain only items 32 (2) (a) (i) to (iii).

33. (1) Where it is impracticable to label a chemical in view of the size of the container or the nature of the package, provision should be made for other effective means of recognition such as tagging or accompanying documents. However, all containers should indicate the hazards of the chemical through appropriate wording or symbols.

(2) Publicity material concerning hazardous chemicals intended for use at work should call attention to their hazards.

34. (1) The criteria for the preparation of chemical safety data sheets for chemicals classified as hazardous pursuant to Point 11 (2) should ensure that they contain essential information including, if applicable—

- (a) the trade or common name of the chemical;
- (b) the names and concentrations of its ingredients in a way that clearly identifies them for the purpose of conducting a hazard evaluation;
- (c) potential physical and health hazards as well as signs and symptoms of exposure;
- (d) potential routes of entry into the body;
- (e) exposure limits;
- (f) generally applicable precautions for safe use including storage, treatment and disposal of wastes;
- (g) engineering controls and work practices;
- (h) personal protective equipment and clothing;
- (i) procedures for dealing with spills, leaks and fire;
- (j) emergency measures;
- (k) first-aid procedures;
- (l) sources of additional information.
- (m) the name, address, and telephone number of the supplier or manufacturer;
- (n) physical and chemical characteristics, such as flashpoint, odour threshold, and vapour pressure;
- (o) the possibility of synergism with other chemicals commonly used at work;
- (p) reactivity hazards;
- (q) information to medical personnel on medical treatment;
- (r) possible methods of monitoring workplace exposure;
- (s) the date of preparation of the chemical safety data sheet;
- (t) other information as decided by the competent authority.

(2) In the case of chemicals not covered by Point 32 (1), the information sheets should contain —

- (a) the trade or common name of the chemical;
- (b) the names of the ingredients in a way that clearly identifies them for the purpose of conducting a hazard evaluation;
- (c) the properties important to worker safety and health;
- (d) the name, address and telephone number of the supplier or manufacturer.

(3) Where the names or concentrations of the ingredients referred to in (1) (b) or (2) (b) above constitute genuine confidential business information, they may be omitted from the chemical safety data sheet or information sheet. In such cases, the information should be disclosed on request and in writing to the competent authority and to concerned employers, workers and their representatives who agree to use the information only for the protection of worker health and safety and not otherwise to disclose it.

35. (1) Measures should be taken by employers to protect workers against hazards arising from the use of chemicals, based upon the criteria established pursuant to Points 36 to 39 below.

(2) In accordance with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body of the International Labour Office, a national or multinational enterprise with more than one establishment should be required to provide safety measures relating to the prevention and control of, and protection against, health hazards due to occupational exposure to hazardous chemicals, without discrimination, to the workers in all its establishments regardless of the place or country in which they are situated.

36. The competent authority should ensure that criteria are established for safety in the production, handling and use of hazardous chemicals, including provisions covering, if applicable —

- (a) the risk of acute or chronic diseases due to entry into the body by inhalation, skin absorption or ingestion;
- (b) the risk of injury from skin or eye contact;
- (c) the risk of injury from fire explosion and chemical reactivity;
- (d) the precautionary measures to be taken through—
 - (i) the choice chemicals that minimise the risk;
 - (ii) the choice of safe technology and safe installations;
 - (iii) the adoption of safe work systems and practices;
 - (iv) the use of engineering control measures;
 - (v) the provision, maintenance and use of suitable personal protective equipment and clothing where the above measures are not sufficient to eliminate the risk;
 - (vi) the use of signs and notices.

37. The competent authority should ensure that criteria are established for safety in the storage of hazardous chemicals, including provisions covering, if applicable —

- (a) the compatibility of stored chemicals;
- (b) the properties and quantity of chemicals to be stored;
- (c) the security and siting of and access to storage;
- (d) the construction, nature and integrity of storage containers;
- (e) loading and unloading of storage containers;
- (f) labelling and relabelling requirements;
- (g) precautions against accidental release, fire explosion and chemical reactivity;
- (h) temperature, humidity and ventilation;
- (i) precautions and procedures in case of spillage;
- (j) emergency procedures;
- (k) possible physical and chemical changes.

38. The competent authority should ensure that criteria consistent with national or international transport are established for the safety of workers involved in the transport of hazardous chemicals, including provisions covering, if applicable —

- (a) the properties and quantity of chemicals to be transported;
- (b) the nature, integrity and protection of containers used in transport, including pipelines;
- (c) the specifications of the vehicle used in transport;
- (d) the routes to be taken;
- (e) the training and qualifications of transport workers;
- (f) labelling requirements;
- (g) loading and unloading;
- (h) procedures in case of spillage.

39. (1) The competent authority should ensure that criteria consistent with national or international regulations regarding hazardous waste disposal are established for procedures to be followed in the disposal and treatment of hazardous chemicals and hazardous waste products with a view to ensuring the safety of workers at their workplaces.

(2) These criteria should include provisions covering, if applicable –

- (a) the method of identification of waste products;
- (b) the handling of contaminated containers;
- (c) the identification, construction, nature, integrity and protection of waste containers;
- (d) the effects on the working environment;
- (e) the demarcation of disposal areas;
- (f) the provision, maintenance and use of personal protective equipment and clothing;
- (g) the method of disposal or treatment.

40. (1) The criteria established pursuant to the provisions of the Convention and Recommendation for the use of chemicals at work should be as consistent as possible with any criteria established for the protection of the general public and the environment.

(2) The criteria established pursuant to the provisions of the Convention and Recommendation should be harmonised with the criteria established under any other instruments in force intended to protect the general public and the environment.

Monitoring of exposure

41. (1) Where workers are exposed to hazardous chemicals, the employer should be required, through methods in accordance with national law and practice, to –

- (a) limit exposure to such chemicals to a level necessary for the protection of the health of workers;
- (b) measure and record, as necessary, the concentration of airborne chemicals at the workplace.

(2) Workers and their representatives should have access to these records in accordance with national law and practice.

Medical surveillance

42. (1) The employer, or the institution competent under national law and practice, should be required to arrange such medical surveillance of workers as is necessary –

- (a) for the assessment of the health of workers in relation to hazards caused by exposure to chemicals;

- (b) for the diagnosis of work-related diseases and injuries caused by exposure to hazardous chemicals, in accordance with national law and practice.

(2) Where the results of medical tests or investigations reveal clinical or preclinical effects, measures should be taken to prevent or reduce exposure of the workers concerned, and prevent further deterioration of their health.

(3) The results of medical examinations should be used to determine health status with respect to exposure to chemicals, and should not be used to discriminate against the worker.

(4) Workers should have access to their own medical records, either personally or through their own physicians.

(5) Workers and their representatives should have access to the results of studies prepared from medical records, where individual workers cannot be identified.

(6) The confidentiality of individual medical records should be respected in accordance with generally accepted principles of medical ethics.

(7) The results of medical examinations should be clearly explained to the workers concerned.

First aid and emergencies

43. In accordance with any requirements laid down by the competent authority, employers should be required to maintain procedures, including first-aid arrangements, to deal with emergencies and accidents resulting from the use of hazardous chemicals at work and to ensure that workers are trained in these procedures.

Information

44. When hazardous chemicals are banned or severely restricted by law or regulations with respect to use at work in an exporting country, this fact and the reason for it should be communicated by the exporting country or the exporter to the importer and the importing country.

III. CO-OPERATION

45. (1) Employers, workers and their representatives should co-operate as closely as possible in the application of measures prescribed pursuant to the Recommendation.

(2) The term “workers’ representatives” should mean persons who are recognised as such by national law or practice, in conformity with the Workers’ Representatives Convention, 1971.

46. Workers should be required to –

- (a) take care as far as possible of their own safety and health and of other persons affected by their acts or omissions at work in accordance with their training and instructions given by their employer;
- (b) use properly all devices provided for their protection or the protection of others;
- (c) report forthwith to their immediate supervisor any situation which they believe could present a risk, and which they cannot properly deal with themselves.

IV. RIGHTS OF WORKERS

47. (1) Workers and their representatives should have the right to –

- (a) obtain chemical safety data sheets, information sheets and other information from the employer so as to enable them to take adequate precautions, in co-operation with their employer, to protect workers against risks from the use of hazardous chemicals at work;
- (b) request and participate in an investigation by the competent authority of potential risks resulting from the use of chemicals at work.

(2) These provisions should not release the employer from the obligation to provide safe working conditions for the workers.

(3) Where the information requested includes genuine confidential business information, the employer may require the worker or workers' representative to limit its use to the evaluation and control of potential hazards arising from the use of chemicals at work, and to take reasonable steps to ensure that this information is not disclosed to potential competitors.

(4) In the case of multinational enterprises, workers should have available upon request the information regarding procedures related to safety in the use of hazardous chemicals in the home country.

48. (1) A worker should have the right –

- (a) to remove himself from danger resulting from the use of chemicals when he has reasonable justification to believe there is an imminent and serious risk to his safety and health, and should have the duty to inform his supervisor immediately;
- (b) in the case of chemical sensitisation, or medical conditions placing a worker at increased risk of harm from a hazardous chemical, to alternative work not involving that chemical, if available and if the worker meets the qualifications for the position;
- (c) to adequate medical treatment and compensation for injuries and diseases resulting from the use of chemicals at work.

(2) A woman worker should have the right, in case of pregnancy, to alternative work not involving the use of chemicals hazardous to reproductive health, where available.

49. Workers should receive –

- (a) information on the classification and labelling of chemicals and on chemical safety data sheets in forms and languages which they easily understand;
- (b) information on the hazards which may arise from the use of chemicals in the course of their work;
- (c) training and, where necessary, retraining in the methods which are available for the prevention and control of, and for protection against, such hazards.

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Safety in the Use of Chemicals at Work"

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the sixth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning safety in the use of chemicals at work;

Decides that an item entitled "Safety in the Use of Chemicals at Work" shall be included in the agenda of its next ordinary session for a second discussion with a view to the adoption of a Convention and a Recommendation.

Resolution concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work

The General Conference of the International Labour Organisation,

Considering the importance of chemicals in industry, agriculture and services;

Recognising the common concern for avoiding risks associated with the use of chemicals at work;

Stressing the need to provide information to the user about hazardous properties of chemicals;

Recognising the value of the existing system of classification and labelling for transport of dangerous goods by road, rail, ship and air and also of several national and regional classification systems for the protection of the general public, marketing and use of chemicals at work;

Noting the existence of an International Register of Potentially Toxic Chemicals – IRPTC – established by the United Nations Environment Programme – UNEP;

Bearing in mind the cost of establishing individual national classification and labelling systems for the use of chemicals at work;

Considering the large volume of trade of chemicals between countries and regions;

Expressing concern about the varying systems for classification and labelling for the use of chemicals at work and for the transport of dangerous goods;

Noting that many governments in their replies to the questionnaire of the ILO on Safety in the Use of Chemicals at Work in connection with the envisaged adoption of international instruments by the International Labour Conference have stressed the need for international harmonisation of systems for classification and labelling as incorporated in Report VI (2) to the International Labour Conference's 76th Session 1989;

Invites the Governing Body of the International Labour Office to request the Director-General –

1. to assess the size of the task of harmonising national and regional criteria and classification systems established for the use of chemicals at work, consistent with the United Nations classification system for transport of dangerous goods, in co-operation with UNEP and WHO within the International Programme on Chemical Safety (IPCS), with other relevant international organisations, and with government, employers' and workers' organisations;
2. to prepare a report on the result of this assessment and present this report as soon as possible;
3. to establish co-operation with other international bodies to ensure a system of harmonised national and regional criteria and classifications which protect workers using chemicals.

CONTENTS

	Page
<i>Sixth Item on the Agenda: Safety in the Use of Chemicals at Work:</i>	
Report of the Committee on Safety in the Use of Chemicals at Work	1
Proposed Conclusions	22
Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Safety in the Use of Chemicals at Work"	28
Resolution concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work	28



Provisional Record

Seventy-sixth Session, Geneva, 1989

Thirty-first sitting

Friday, 23 June 1989, 10.15 a.m.

President: Mr. Nkomo

TWELFTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The PRESIDENT – The first item on our agenda is the twelfth report of the Selection Committee. I give the floor to Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the report.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the twelfth report of the Selection Committee which is to be found in *Provisional Record* No. 4K.

The report deals solely with changes in the composition of committees.

I commend the report to the Conference for adoption.

The PRESIDENT – The discussion of the report is now open. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT – We shall now resume our discussion of the reports of the Governing Body and the Director-General.

Original – Russian: Mr. FOMICHA (*Government delegate, Byelorussian SSR*) – Mr. President, first of all, I would like to congratulate you and wish you and your deputies every success in your work, on your election to your high and responsible offices at the 76th Session of the International Labour Conference. We also congratulate the Director-General, Mr. Hansenne, and wish him every success in the responsible duties he took on in March of this year.

The current 76th Session of the International Labour Conference is taking place in the year of the 70th anniversary of the foundation of the ILO and the 20th anniversary of the adoption of the ILO's World Employment Programme, a fact which undoubtedly should introduce new elements into the ILO's activities and be marked by displays of good will in the interests of achieving real results promoting the social progress of member countries.

In appraising positively the Director-General's Report, entitled *Recovery and employment*, presented for our consideration, I would express the view that it

constitutes quite a wide-ranging study of employment problems. It is realistic, reflecting up to a point existing trends in the social and economic development of the world community, as well as the factors which influence them.

The noticeable positive trends in the general political climate – particularly as a result of the reduction in military and political confrontation – the new political thinking, new major initiatives and new approaches to resolving the problems of international co-operation in various fields add up to the creation of an atmosphere in which the ILO's activities can be more responsive to the requirements of today's greater understanding of the world.

As the world increasingly becomes a single interlinked and interdependent entity, new opportunities are emerging for attaining the goals and realising the principles enshrined in the ILO Constitution, thus contributing to the reaffirmation in international relations of the primacy of common human values. The scientific and technological revolution has turned many problems into global problems, which in the field of labour and social development, among others, require broader co-operation between all the bodies represented in the ILO. In this context, the role of governments, trade unions and the management boards of enterprises is increasingly drawing up and implementing integrated measures on economic growth and employment, safety and labour protection techniques, environmental protection and maintaining the quality of life. In this regard, I would like to stress that in his message to the ILO on the occasion of its 70th anniversary, the Chairman of the Council of Ministers of the USSR, Mr. Ryzhkov, particularly noted the ILO's admirable responsiveness to the social and economic changes caused in part by the development of scientific and technological progress. On this basis, the ILO's activities might correspond more closely with modern requirements.

An important aspect of the process of putting into practice the principles of the new political thinking is the problem of transition from the armaments economy to the disarmament economy or, as the phrase goes, the problem of conversion of military production. Speaking at the United Nations, Mr. Gorbachev said that the Soviet Union was ready to prepare and submit its internal plan for conversion and in the course of 1989 would draw up experimental plans for turning two or three defence enterprises over to peaceful production; it would then publish its experiences with regard to transferring specialists from military industry and the use of equipment, buildings and facilities in civil production. As you know, during this Conference the Soviet delegation has trans-

mitted the relevant documents on this issue to the ILO.

In this regard, I would also like to refer to the conclusion of the United Nations experts that conversion of military production, in spite of its complexity is not so out of the way. In the economy of any country there is a continual process of structural readjustment, where the production of outdated products is replaced by the output of new ones. Similar renewal takes place in military fields. So conversion does not present insuperable economic or social obstacles. At the same time there is a need to direct some of this conversion of military production towards nature protection.

In our opinion, the International Labour Organisation could make a worthy contribution to the study of this question. The implementation of the principle of "disarmament for development" could be practically expressed in a new employment strategy incorporating new approaches to the conversion of the military industry.

Particularly topical in the light of the economic and social situation in the world is the desirability of the ILO's active participation in drawing up relevant aspects of an international development strategy for the 1990s. In such a strategy due weight should be given to the questions of employment, conversion of military production, the environment, health protection for workers, the elimination of poverty and the social protection of the most vulnerable sectors of the population.

The world is now at a stage of industrial development where the tasks of environmental protection have become as important and decisive as economic development as a whole. The ILO's work on questions of environmental protection which are related to labour and living conditions must be intensified. Greater attention must be paid to the consequences of new technologies and more account taken of the relationship between industry and the environment. Environmental aspects of the ILO's activities should be part and parcel of its major programmes.

In the interests of further expanding co-operation within the ILO on matters of social security and scientific and technological progress, in our opinion the Organisation might to some extent step up its efforts in exchanging national experiences as regards employment, trade union participation in management, social and economic development at every level and the preparation and implementation of measures for structural adjustment in the economy and in the vocational training and retraining of workers in cases where new and advanced technology is introduced.

In referring to the importance of sharing national experience in these fields, I would like to point out that in the Byelorussian SSR the restructuring and acceleration of social and economic development requires from the workers and economic specialists in charge a high degree of competence, creative initiative, modern economic thinking, a mastery of new economic methods, skills in full economic cost accounting and the democratisation of all aspects of the life of society.

The process of scientific and technological progress and the radical restructuring of the management of the economy means that the continual training and retraining of workers becomes one of the most important factors in achieving the efficiency of associations, enterprises and organisations, institu-

tions and all labour collectives. This entails the need for new approaches to the training, retraining and skill enhancement of personnel and the creation of an integral system of continual vocational and economic training.

The intensive development of the Republic's economy also involves a considerable release and distribution of labour resources. Thus, looking forward to the year 2000, the Economic Institute of the Academy of Sciences of the Byelorussian SSR forecasts that the overall release of production workers in industry alone will amount to 150,000 people in the Republic in 1991-99. An analysis of the results of such a release and placement of staff, together with a new payment structure and an improvement in management organisation, has shown that this process is basically following a normal course. Eventually, however, it will undoubtedly require additional efforts from bodies responsible for labour and social matters to ensure the effective use of labour resources.

In the year of the 70th anniversary of the ILO's foundation, I would like to express the wish that, together with the useful work which the Organisation undertakes in preparing international standards on social and labour matters, the ILO will mark the occasion by fresh approaches in the cause of achieving real results for the continuation and enrichment of dialogue and co-operation leading to social progress, which is a most important aspect of the work of our Organisation.

Original - Spanish: Mr. MEDINA GALVEZ (Workers' delegate, Chile) - Mr. President, on behalf of the Chilean workers I would like to express my very best wishes for your successful handling of the business of this Conference. I would also like to express our gratitude to Mr. Francis Blanchard and his staff for the considerable efforts they put into their accurate Report on the present situation of the world of labour.

I don't have enough time to comment on each of the important topics and conclusions contained in the Report.

I should, however, like to dwell on just a few aspects of the Report, especially on the question of labour policy, and the concern over wage differentials, permanent or temporary unemployment, the reassignment of the workforce and the need to build a social network to meet the needs of workers.

I should like to recall the words of a prominent statesman, Sir Winston Churchill, who said that there is no finer investment than putting milk in babies. We the Chilean workers are fully in agreement with this principle. In Chile, we try to help young people become truly productive by ensuring that their parents have the requisite economic resources to feed their children properly. This is how we are preparing the future of man, enabling him to live and work in good physical and mental conditions.

Our turbulent world is marked by terrorism, inflation, unemployment and the clashes between governments, political parties and workers which have led many countries to borrow more than they are able to repay; it is marked by a population explosion, the increasing automation and mechanisation of work and the ensuing greater unemployment. Even though wages are readjusted periodically, consumerism is increasing its stranglehold on the world population.

This is why the Director-General is correct in saying in his Report that only the participation of all workers can ensure their adequate protection.

Workers must insist on the ratification of Conventions Nos. 87, 144 and 151, and on the compliance of their respective governments, resorting to the ILO's supervisory machinery when the provisions of these Conventions are violated. Unfortunately, such violations occur all too frequently. The Director-General also calls upon us to reflect on the question of vocational training which is so important. He refers to the work being undertaken in Chile in this respect. We, the workers, agree with the aims pursued and urge all governments to give serious thought to these matters, and to provide for fair minimum pay in accordance with ILO Conventions Nos. 26 and 131.

We want to see all workers receiving a faire income so that they can buy food for their children, enjoy leisure time, education, and good health. This would also contribute towards a better world in labour relations.

As far as our country, Chile, is concerned we would point out that the political Constitution of 1980, which was approved by the majority of the people in a free, democratic and secret ballot, embodies a great many of the ILO's principles. For example, it guarantees the right of peaceful assembly without prior permission provided no arms are carried (article 13); the right to present petitions to the authorities about any matters of private or public interest (article 14); the right to work and the protection of workers: all persons are entitled to choose their work freely and to receive fair payment (article 16); collective bargaining is an acquired right of the worker; the setting up of trade unions is also covered – in article 19 of our Constitution, which provides that workers are free to establish and join trade unions in the cases and manner stipulated by law. This constitutional provision is very close to Article 2 of ILO Convention No. 87. The political Constitution of 1980 also deals with pensions and retirement protection. This is why we, the Chilean workers, have unreservedly supported the decision taken by the Government of Chile when (on 29 April 1989) it ratified the International Covenant on Civil and Political Rights, adopted by the United Nations General Assembly in resolution 2200 of December 1966. This Covenant is important for the workers of Chile since its articles 6, 7, 8, 9, 12, 14, 21, 22, 24 and 28 reflect our major aspirations with regard to liberty, to the right as workers and parents to protect our children; the right not to be discriminated against, the right for consideration of the family and the right to associate, as set out in article 22 of this Covenant.

We would also like to stress that in our country, on 27 May 1989, the Official Gazette published the International Covenant on Economic, Social and Cultural Rights, which was also adopted by the United Nations General Assembly in December 1966. It is important that our Government ratified this Covenant because it affords real protection to the Chilean workers and thus to trade unions. Article 7 of this instrument advocates remuneration which ensures a fair minimum wage for all workers for work of equal value, decent living conditions, occupational safety and health and opportunities for based solely on length of service and ability.

Article 8 of the Covenant proclaims the right to establish and join trade unions, the right to form

international organisations, the right to strike, the right to submit petitions to employers. Chile thus has thus given proof of genuine concern for the rights of all Chileans and this gives us good reason to be fairly optimistic.

I would also like to say that Chile is now recognised by people who were against us and who used to criticise us. I can state this at this rostrum, because Mr. Enzo Frizo, on the occasion of a trade union congress in Seville, Spain, in October 1988, stated that Spain and virtually all Latin American countries had lived through a long night of cruel dictatorship, in which human rights – and trade union rights – were barbarously trampled upon and that, although freedom was at last dawning in Chile, other Latin American countries still had to endure regimes which did not respect basic human rights.

In another part of this statement Mr. Frizo spoke of freedom to bargain collectively, to fight once and for all for the rights proclaimed in the Universal Declaration of Human Rights, to create trade unions which are strong, efficient and capable of ensuring social justice, thus transforming theoretical democracy into genuine democracy.

Whilst we fully support these principles, we will never be able to accept trade unions being in the service of political parties, as occurs in our country. For, unfortunately, the message of this international trade union leader is unheeded by the workers' central organisations.

I would like to mention once again what Mr Frizo said at the Seville congress: what is important is that the labour movement opposes war because war is virtually always due to a conflict of interests between the rich and the poor; as they say in Central America: "the rich provide the weapons and the poor provide the dead". Now, what message can there be for the workers of the world unless we refer back to resolution 152, adopted on 26 June 1988, which states on the subject of the independence of the trade union movement that "it is therefore essential for each country to maintain the freedom and independence of the trade union movement, so that the latter can fulfil its economic and social mission, irrespective of political changes".

Point V of the same resolution, states that "when trade unions decide, in pursuance of the laws and customs of their countries and in line with the wishes of their members, to establish relations with a political party or to carry out political action in accordance with the Constitution, in pursuit of economic or social aims, these relations or these actions should not run counter to the economic and social objectives of the trade union movement, irrespective of whatever political changes take place in the country".

This is why, when the political parties together with the so-called workers' central organisations call for protest action and strikes they usually trigger off conflicts which in the end again result in deaths. This is why, in Chile, we are very much concerned with what might happen on 14 December 1989, when there will be the elections for the President, the Chamber of Deputies and the Senate. In Chile the spring will be over and we are very much afraid that with the new economic and social crisis lack of supplies will occur again, that there will be deaths again, that there will be political clashes, that we shall again see the dark clouds embodied by those whose leadership yesterday failed miserably, those who when asked for

bread gave bullets, who when asked for work demanded party membership.

In conclusion, I should like to pay tribute to the 70 years of the ILO, which has afforded its protection to the working class all over the world. I urge my country Chile, to ratify Conventions Nos. 87, 98, 144 and 151. I also urge all Governments, especially my own, to apply the Conventions they have ratified – such as the Hours of Work (Industry) Convention, 1919 (No. 1). This is the position of the Chilean Workers' delegation. Like the ILO, we seek respect for these democratic principles. We ask only that social justice should prevail in Chile. This is why we are urging the present Government to promulgate an act on employment security before 14 December 1989, covering all workers without exception, for we do not know what will happen after the elections.

Mr. BOATENG (*Deputy Secretary for Mobilisation and Social Welfare, Ghana*) – Mr. President, let me begin my statement like the other speakers before me by conveying to you the most sincere congratulations of my delegation on your election to the presidency of the current session of the International Labour Conference. We are convinced that under your able guidance our work will be carried out in such a fashion as to yield the best possible results. My heartiest congratulations also go to your Vice-Presidents on their election.

Mr. President, your election is a fitting tribute not only to your beautiful country, Zimbabwe, and Africa in general, but also to your personal contribution to the independence struggle of your country, and your role in its labour movement. The able manner in which you chaired the special Tripartite Conference on Action Against Apartheid in Harare in 1988, the Conference Committee on Apartheid in the same year; the African Regional Conference in November/December 1988 and the Commonwealth Labour Ministers' Meeting in the first week of this month, makes us all believe that with you in the Chair we are in very capable hands indeed.

In every sphere of human endeavour, there come moments which invoke sentiments, emotions and despair but which at the same time serve to rouse all the fighting and conquering energies of a determined people.

Today as we come face to face with the retirement of Mr. Francis Blanchard, for many years the Director-General of the International Labour Organisation, we recall the invaluable service this dedicated, selfless and uniquely resourceful thinker and leader has rendered to the World Labour Movement during his tenure of office. We take this opportunity to pay a special tribute to him in acknowledgement of his contributions.

Although I was not personally present at the Meeting of the African Labour Commission held in Bujumbura, Burundi, in March this year, I have it on the account of the Ghana delegation to that Meeting that Mr. Hansenne, as Director-General, confirmed our belief that he is indeed a worthy successor of Mr. Blanchard. His appointment, therefore, is welcome and we assure him of our fullest co-operation during his tenure of office.

I now turn to the Reports of the Governing Body and the Director-General. When we look at the world economic scene today, what strikes us hard in

the face is the fact that it has become symptomatic of the present world economic order, in which the position of the developing countries is growing worse and worse by the day, for reasons among which is the limitation of exports to agricultural and mineral raw materials which are vulnerable to fluctuating prices dictated by the consumer markets, and this in turn determines the developing countries' export revenue and influences the extent of their indebtedness to other countries.

The present international system for the exchange of goods therefore condemns developing countries to be suppliers of raw materials, who have to live with constantly falling commodity prices and, at the same time, contend with ever increasing prices of finished and semi-finished goods from the industrialised countries. As the Director-General's Report points out, for as long as the international economic order remains as it currently is, so long will the economies of the developing countries continue to stagnate, our debt burdens rise, and unemployment and underemployment plague us.

It is hoped that the industrialised nations of the world realise that unless they heed the advice contained both in the Director-General's Report and the conclusions of the ILO's High-Level Meeting on Employment and Structural Adjustment, and make a decisive effort with a view to rectifying the existing trade inequalities, they will be condemning the majority of their fellow human beings to perpetual squalor and human degradation.

I urge this Conference therefore to direct a strong appeal to the developed countries to take such steps as are necessary to reorganise the existing economic order and, thereby, to correct the disparity between them and the developing countries.

This appeal has become imperative now, given the fact that, by 1992, Europe will have a single market, an event which would have its own ramifications on the economic relationships between the industrialised countries of the West and the developing countries, particularly Africa.

The forthcoming changes could have been advantageous to Africa but looking at the way the industrialised market-economy countries relate to developing countries on the issues of commodity prices, debt burden and dumping, it would seem that much more effort would be needed from organisations like the ILO to ensure that the industrialised countries appreciate their obligations for a fair and systematic development of the Third World in such areas as the eradication of disease, hunger and illiteracy.

In other words, we should stress the mutuality of our dependence, without which the industrialised countries would have no access to the basic raw materials to sustain their development. The Director-General's Report, *Recovery and employment*, does indeed portray a vivid picture of the situation in developing countries when it states that "Developing countries in general emerged from the crisis with deteriorated infrastructure, transport facilities, communications, etc. whereas the changes in the international economy require increased capacity to be able to raise productivity." Productivity will still elude the developing world as long as adverse terms of trade, infrastructural decay, food crisis and the debt burden persist.

With a 2.6 per cent population growth rate without a commensurate relative growth rate of the economy,

Ghana – like many other developing countries – will continue to suffer from unemployment, underemployment and a drift of the rural population to the urban areas. Measures aimed at maximising job opportunities would be the only hope of saving the region from the throes of unemployment. This should be a matter of concern, particularly so when the region has a fast growing population.

The need for a high quality labour force at all levels of productivity is essential for effective utilisation of manpower in our economies. Education and training therefore need to be restructured to meet the needs of the labour market.

With the slow growth rate of the economies, the employment creation potential of the formal sector has been dwindling, thus making it largely impossible for the unemployed and newcomers to the labour market to secure productive employment in that sector, and they continue to consume the goods and services produced and provided by the comparatively few employed persons. The result is widespread poverty.

My delegation endorses the direct employment creation programmes outlined in the Director-General's Report, and hopes that they would enrich our planning activities. We would wish, however, to state that in developing countries whose economies subsist, in the main, on agriculture, avenues open in that economic sector should be tapped and promoted to the full by improving the efficiency of the production of cash crops, food crops and livestock. The traditional agricultural sector, which has remained the largest employer of labour in our various economies, needs to be encouraged. A boost in agricultural production should lead to the establishment of agro-based industries. This would undoubtedly provide job opportunities and also create new occupations and professions.

The result of technological change should be such that automation need not result in retrenchments. As much as possible, labour-intensive techniques should go alongside capital-intensive techniques. In other words, there should be an effective mix of labour and capital in production.

The role of the informal sector as a potential labour-generating area has to be articulated. The industrial development policies which Ghana has pursued since independence have been accompanied by the development of small-scale, labour-intensive enterprises which have spread rapidly through the economy, both in urban and rural areas. The informal sector has expanded to the extent of absorbing a satisfactory number of potential jobseekers and has contributed to the development of skills through traditional or non-formal apprenticeships.

We acknowledge the fact that no economy, however well endowed, be it in an industrialised or a developing country, can operate in isolation. It is in this respect that Ghana is using this forum – and the opportunity it offers – to express our deepest appreciation for the various forms of technical assistance received from the ILO, other international organisations, as well as donor organisations and countries. It is our cherished hope that Ghana and other countries in the vulnerable regions can continue to count on the ILO for additional technical programmes. Such programmes go a long way to supplement and complement member States' efforts at development and thus propel the wheel of development.

Part II of the Director-General's Report, which focuses on the activities of the ILO in the past year, 1988, gives a catalogue of programmes undertaken by the Organisation. It articulates the inalienable rights of mankind to social justice, human rights protection, freedom of association, and equality of opportunity and treatment of men and women workers.

In considering matters arising from this part of the Report my delegation would like to commend the ILO for the able and efficient manner in which it has followed and monitored developments in South Africa and Namibia.

The situation in that part of Africa continues to be of concern to the Government of Ghana for, notwithstanding the outcry from the international community, the South African regime, through its policy of apartheid, continues to deny the Black majority – particularly the Black workers of that country – their political, social, economic, legal and human rights.

South Africa thus remains the only society where one's race determines where one could live, work, die and be buried. This situation is no longer acceptable and the Government of Ghana once again calls on the international community to step up the pressure on the racist regime, with a view to getting it to dismantle that obnoxious system.

The events of the past few months have amply demonstrated that the Pretoria regime is vulnerable to international pressure. It was international pressure and the intensification of activities to advance the cause of national liberation that compelled the Pretoria regime to negotiate, and then sign the agreement for the independence of Namibia. History may indeed repeat itself, in South Africa as well.

As regards Namibia, my delegation would like to believe that in spite of the initial set-back, the peace process is back on course. The Government of Ghana is following with keen interest events currently unfolding in that country. Here again it is our hope that the international community will co-operate fully to ensure the full implementation of all the relevant United Nations resolutions on Namibia. My delegation would also like to pay a special tribute to the courageous people of Angola for their selfless sacrifices and invaluable contribution to the struggle for the liberation of Namibia.

The Report of the Director-General also reminds us of the serious challenges posed to the Organisation and indeed to all mankind by the threats to the environment. We are pleased to learn that matters relating to the environment will now be given priority attention by the Organisation. We in Ghana are particularly disturbed by the current practice whereby certain individuals and organisations arrange the dumping of toxic and industrial wastes on our continent. What is not good enough for the countries that produce these wastes cannot be good for the countries of Africa either. In this connection we welcome the ILO's efforts in promoting international action against the international movement of industrial and toxic wastes. My delegation would like to urge the countries that produce such dangerous toxic and industrial wastes to ban their exportation to those countries, particularly, in Africa, which do not have the technical capability for their environmentally sound disposal.

In conclusion, Ghana, like many other African countries, has chosen the difficult path of economic recovery and structural adjustment, which calls for

self-sacrifice and strenuous efforts on the part of the people and the Government. So far, we have been making steady and remarkable progress. However, our hopes, aspirations and sacrifices would be a wasted effort if the ILO and other international donor organisations and countries do not help either to change or to modify the present inequitable world economic order, which completely ignores the principles of social justice.

I wish the Conference every success in its deliberations and to thank you for your attention.

Ms. DOLE (*Secretary of Labor, United States*) – It is a great honour to represent the United States of America at this, the 76th Session of the International Labour Conference. Both President Bush and I look forward to working with the ILO in our mutual quest for peace and justice.

On behalf of my country, I would like to congratulate Mr. Nkomo on his election as President of this Conference. Mr. Nkomo has served his country, his region, and the ILO with distinction and ability, and I am pleased that we can call on his wisdom and strength to assist us in our important tasks.

Our congratulations are also extended to Mr. Hansenne on his election as Director-General. Mr. Hansenne has demonstrated commitment to the principles of the ILO. Upon taking office, he dedicated himself to fighting unemployment and implementing international standards to protect workers' rights, and clearly Mr. Hansenne understands the importance of encouraging dialogue to resolve international labour problems because without dialogue, "nothing durable could be built in the field of labour relations" – without dialogue there would be no ILO. Standing firmly on these principles, Mr. Hansenne will help to guide the ILO into the twenty-first century, and we look forward to working with him in the coming years.

On behalf of the United States, I would also like to express our respect and admiration for former Director-General Blanchard. Mr. Blanchard has served in the finest traditions of the ILO and his accomplishments will be long remembered.

This year marks the 70th anniversary of the founding of the ILO. It also marks the 20th anniversary of its receipt of the Nobel Peace Prize. In accepting the Nobel Prize, David Morse, then Director-General of the ILO, said that the Prize was "a tribute to the common man throughout the world, to his stake in peace, and his contribution to peace."

The world has turned over many times in the last seven decades, but one principle has endured: common men and women throughout the world continue to work for peace, economic freedom, human rights and social justice.

Peace is a result not only of international negotiations and security agreements, it also depends upon social and economic justice: jobs for those who want them; food and housing for those who need them; the granting of life, liberty, and the pursuit of happiness to all people everywhere. The most important contribution the ILO can make to the next century is to continue to assist working men and women across the globe.

From Europe to the Far East, from Africa to the Americas, ordinary men and women give their time, their efforts, and yes, their lives, as they struggle to

bring basic human rights to their homelands. There is no doubting, that, as we enter the final decade of this century, the world is being swept by powerful forces for democratic change, fueled by mass-movements of common men and women who are demanding a voice in their own economic and political future.

Their dreams are not new – indeed, they find expression in the words of the ILO's Philadelphia Declaration as the right of each individual "to pursue both... material well-being and... spiritual development in conditions of freedom and dignity, of economic security and equal opportunity."

For the past 70 years, the ILO has distinguished itself by promoting the human rights of workers and the welfare of all sectors of society. The ILO's direct intervention on behalf of workers and employers condemned unjustly to prison or death has saved many lives, and the ILO's supervisory machinery has provided a means to focus public attention on the conditions of oppressed or victimised people worldwide. Application of ILO labour standards has brought freedom, improved working conditions, and prosperity to countless workers throughout the world.

The ILO must continue to promote and protect human rights and the rights of workers in every corner of the globe. The strength of the ILO, however, lies not just in the legal obligations undertaken by its Members. More fundamentally, its strength derives from its moral force among governments, workers and employers. But, this moral force in turn depends upon the ILO's strict adherence to its founding principles, and to its continued impartial role in supervising the application of its international standards. Respect for such due process is fundamental, because it is nothing more than – or less than – a respect for law. Without such respect, the ILO will lose its integrity and purpose.

Human rights ensure the freedom to work. But it is a strong economy that allows men and women to flourish.

The remarkable strength for the American economy this past decade is well known. But the United States continues to battle with a troubling national deficit. The threat of the deficit, if left unchecked, could undermine the United States economy. We are taking steps and making headway toward getting our fiscal house in order. Our economy has expanded for 78 consecutive months. During this period, we have created nearly 20 million new jobs – two-and-a-half times the number of jobs created by the next six largest industrial countries combined, and our rate of unemployment is half that of many other industrialised countries. While reducing unemployment to a 15-year low, we have also substantially reduced inflation and interest rates. Additionally, we have seen, in industry after industry, that management and workers are forging a new relationship based on co-operation, rather than confrontation.

Why has the American economy been so successful in creating jobs? I believe that flexibility – labour and capital market flexibility – has been a major factor. We have avoided erecting rigid barriers that would prevent the flow of resources between industries and across regions. We have sought to deregulate industries, wherever possible. We have lowered the barriers of entry into markets, stimulating competition and lowering prices. We have promoted entrepreneurship, innovation and technological change.

We strengthened the role of the private sector and state and local governments in the development and implementation of labour market and economic development programmes. We have encouraged labour management co-operative efforts to increase productivity and we are now assisting workers to ensure that work and family are complementary and not conflicting goals.

I would emphasise that, while the United States has experienced much growth, we have also preserved fundamental and well-established principles regarding the rights of trade unions and the integrity of the collective bargaining system.

Despite our record of economic growth and job creation, many problem areas still confront us. In that sense, the Director-General's message in his Report, *Recovery and employment*, – that "growth is not enough" – applies to the United States, as well as other countries.

Growth has never been our only goal. Domestically, I have initiated a policy of "growth-plus." It means pursuing continued economic growth, *plus* adopting policies to help those lacking adequate education and training to gain the skills and motivation necessary for employment.

Our goal is to target the most vulnerable groups in our society who have not fared as well as others during our economic expansion – minorities, immigrants, the disadvantaged and disabled. We are also focusing our attention on the needs of women, who will comprise three out of every five new entrants into the American workforce between now and the year 2000.

Like the ILO's tripartite approach, we are using the broadest possible base of partners – government, management, and labour – to train our workforce for the challenges and jobs of tomorrow. We must offer more than just training though for a job; we must also offer basic skills training, literacy, remedial education, and counselling. How else will we ensure that our workers not only have jobs, but the independence, self-respect and skills necessary for a lifetime of productive work?

Let me stress that I recognise the vast differences between national economies, national demographic situations and national traditions and customs. And I am not suggesting that the American experience is necessarily or directly transferable to countries in different stages of development. Nevertheless, I firmly believe that some fundamental elements of our experience are universal. Foremost among these are the need to invest in the labour force and the obligation to promote the welfare of individual workers.

And the Director-General's Report reaffirms that the ILO must play a role in investing in the world's workforce. While we may differ in our response to some of the individual proposals advanced in the report, I hope that supporters of this Organisation would agree that the ILO's pioneering work in human rights and basic labour standards must be integrated more fully with the ILO's activities to promote social and economic development – especially for the millions of people living with the daily consequences of increased poverty.

During the past decade, per capita income growth in many LDCs has been negative. And, as we are painfully aware, a heavy burden of external debt has accumulated. While economic growth has slowed, population growth has continued to dramatically out-

pace the ability of these countries to absorb new entrants into the workforce.

Despite several years of structural adjustment programmes, the situation of the most disadvantaged groups has worsened in a number of countries. Cut-backs in education and training resulting from austerity measures have contributed to both the declining skill base of the workforce and to diminishing productivity. In addition, the accompanying social unrest threatens the stability of reform-minded governments.

Through activities stemming from the conclusions of its 1987 High-Level Meeting on Employment and Structural Adjustment, and the ongoing work of the Governing Body's tripartite Employment Committee, the ILO has sought to encourage developing countries to pursue simultaneous policies of structural adjustment, revival of growth and greater social and economic liberty and justice. My Government welcomes these ILO efforts to ensure that the labour and social aspects of structural adjustment processes and policies are fully taken into account.

More generally, the Report of the Director-General, and indeed much the ILO's work during the past decade, suggest to me that a "global growth-plus" strategy is needed to respond to the tremendously complex structural adjustment and development issues that we face individually and collectively.

A global growth-plus strategy includes three main components: investing in growth; investing in the future of workers; and investing in the protection of workers.

As the Director-General's Report emphasises, growth is a necessary condition for improving the welfare of individual workers. This policy area has been studied and analysed in such detail that there now seems to be broad agreement on the kinds of measures needed.

Here, I would include policies to stabilise and liberalise economies; to strengthen the effectiveness of public administration, the private sector and the role of markets; to provide access to financial support and capital flows; to encourage agreement on a collaborative debt strategy, such as was recently proposed by United States Secretary of the Treasury, Nicholas Brady; to strengthen open multilateral trade and financial systems; and to implement sound monetary, fiscal and structural policies in industrialised and developing countries.

Let me be clear that a growth-plus strategy is not a substitute for corrective adjustments either to macroeconomic policies, such as monetary and fiscal reform, or to microeconomic policies aimed at improving resource allocation. It is a necessary complement, intended to introduce approaches to adjustment and stabilisation that are compatible with both economic growth and social justice. I hope that, in this area, we can all agree that the ILO's response must be directed at the social and labour aspects of these measures.

Greater growth requires not only increasing the number of jobs, but also investing in human resources by providing realistic training and retraining policies and programmes linked to employment needs. Here, the ILO unquestionably has a significant role to play. In particular, there is an urgent need for co-operation between labour and management in the implementation of literacy programmes, basic skills and job training, tied to realistic employ-

ment opportunities and targeted to the poorest and most vulnerable segments of society.

The ILO, through its labour standards and tripartite structure, possesses a unique capability to protect and promote the human rights, as well as the social welfare, of workers and employers. I firmly believe that protection of such fundamental rights is compatible with, and indeed, essential to, development. Worker rights are inseparable from social justice; therefore, they must go hand-in-hand with stable economic growth. The ILO must continue to advance this linkage.

The Report of the Director-General has brought into focus just how difficult the task will be to provide simultaneously growth and social justice.

While the task will be difficult, the rewards of success will be enormous. As the great American diplomat, Ralph Bunche, said in his Nobel Peace Prize lecture of 1950, "If peace is to be secure, long-suffering and long-forgotten people of the world – the underprivileged and the undernourished – must begin to realise without delay the promise of a new day and a new life."

Economic policy alone cannot provide that new day and new life. We also need fundamental commitments – at the national and international levels – to improving and protecting the workforce.

Just as investment in the workforce has become a primary goal of the United States "growth-plus" programmes, so I believe that the ILO must continue to play a lead role in demonstrating that investing in the workforce is a critical component of a global growth strategy. To support the ILO in its critical role of ensuring a continuing concern for the welfare of working men and women, I am pleased to announce my Department is funding three new ILO projects. One will examine the use of new and innovation training technologies for disadvantaged youth. Another will analyse the potential for developing the ILO's Turin Centre as a focal point for the identification and distribution of learning materials. The third, in which I have a particularly strong personal interest, provides for an international analysis of drug and alcohol abuse prevention and assistance programmes at the workplace. This grant is especially important because, sadly enough, drug abuse has become one of the critical issues of our times. I believe the ILO is in a unique position to co-ordinate and assist workers, employers, and governments in the battle against drug abuse. Thus, I plan to host, in Washington, DC, an international symposium of 30 top policy-makers and practitioners from governments, labour and management to discuss the results of this study, articulate a strategy to disseminate widely its findings, and advise the ILO on how best it can promote national and international action on this new workplace problem.

Beneath the foundation stone of the former ILO headquarters here in Geneva lies a document on which is written: "If you desire peace, cultivate justice." In cultivating justice – in working for economic growth, education, human rights, and liberty for common men and women – we can advance the cause of peace.

History bestows no greater title than that of "peacemaker." A generation has passed since the ILO was deservedly honoured with that title. By continuing to invest in growth and in workers – by releasing the energies, imaginations, and dreams of citizens across the globe – the ILO can ensure that the title of

"peacemaker" will continue alongside its name for generations and centuries to come.

Original – Arabic: Mr. ISSA (*Workers' delegate, Syrian Arab Republic*) – I am pleased to convey to you Mr. President, the good wishes of the trade union movement in the Syrian Arab Republic. I have much admiration for your trade union role in the struggle against the policy of apartheid and I congratulate you on the confidence that the Conference has shown in you in appointing you to the presidency. I reiterate the confidence of our workers and trade unions that you will successfully conclude the work of this Conference in such a way as to respond to the aspirations of workers and trade unions world-wide and to carry out the objectives of the ILO, which is celebrating its 70th anniversary this year. We wish the Organisation every success in fulfilling its mission.

The International Labour Conference is an important event held each year reflecting the spirit of co-operation and democracy in international relations. It represents an opportunity to take stock of questions concerning labour and workers, and to monitor resolutions already adopted or adopt new ones which are the outcome of our debates.

We have always participated actively in the Conference, for we consider it to be an essential tool to put an end to arbitrary relations and relations of exploitation which still afflict many countries and to which millions of workers are victim, suffering from inhuman policies practised by regimes opposed to workers and to their legitimate rights, or from a policy of plunder of the people's resources pursued by multinational corporations.

Our trade union movement today is undergoing dramatic restructuring in its procedures and working methods, based on our technical experience over 51 years of a history rich in success and struggle, and on its privileged position in our State and society, thanks to the complete confidence placed in it by our Party and its Secretary-General, militant Comrade Hafez El-Assad, to develop and implement economic, social and cultural programmes, linked to the lives of our people and of our working class, and aimed at consolidating progress and socialism in society. The resolutions and the orientations of our trade union congresses, notably those of our 21st General Congress and of the Conference on National Creativity and Self-Sufficiency, as well as the directions taken by our Party and our progressive National Front, constitute a framework of action for the struggle of our working class and our trade union movement in all spheres.

Our main objective is to diversify our trade union movement and to extend the services it provides to workers, to pursue the struggle for reconstruction and liberation and to strengthen the position of our country in the face of imperialist Zionist plots and schemes, in accordance with the radical changes which have taken place on the international trade union scene, and while preserving our national identity and our relations of struggle in common with other progressive trade unions in the world.

At the stage in our struggle, we are able to mobilise the abilities of our trade unionists, both men and women, in order to create and move forward, while winning the respect of the masses.

In spite of our optimism over the successes we have secured, we are still very concerned by our nation's combat against the persistent Israeli aggression which has lasted for 41 years. The obstinacy and arrogance of the Zionist expansionists constitute without a doubt the major obstacle hampering a just and honourable solution to the Arab-Zionist conflict based on respect for the Charter of the international community, total and unconditional withdrawal of the Israeli occupation forces from all the occupied Arab territories, and recognition of the right of the Palestinian people to return to its native land, to determine its own future and to establish a democratic independent State.

I have familiarised myself with the Report of the Director-General on recovery and employment, and with its appendices. The Report also deals with the poverty which marks numerous regions of the world, and declares that the situation will deteriorate further if a solution is not found to the debt problem. I share the view of the Director-General about the need to place greater importance on the social aspects of structural adjustment policies and to the ultimate aim of development, the welfare of the people.

I have also read the report of the Director-General on the situation of Arab workers in Palestine and the other occupied Arab territories, in accordance with the resolution passed by the Conference in 1974 condemning the Zionist occupying authorities for their policy of racial discrimination against the Arab workers and peoples, and the violation of their trade union rights and freedom.

In confirmation of this, the fact-finding mission sent by the Director-General of the ILO includes in its report of 1989 a large number of violations of the rights of the Arab trade union movement in the occupied Arab territories. In particular, it notes the closure of the offices of the General Confederation of Arab Workers in Nablus on 25 August 1988 for a two-year period, as well as the closure of other union headquarters. Furthermore, it confirms the difficulty of carrying out legitimate trade union activities on account of the police measures to which trade unionists are subject and concludes that the exercise of freedom of association has been affected by the Israeli occupation. In its report, the mission also stresses the multiple aspects of racial discrimination as between Arab and Israeli workers, especially the disparity in wages for the same work, the impossibility for Arab workers to obtain qualified employment or supervisory or management posts on a footing of equality with Israelis, no to mention the fact that they are also exposed to imprisonment, expulsion and exile. Moreover, the police and the army of the occupation authorities have subjected the people met by the Director-General's mission to stringent interrogation, which constitutes an attack on the principles of freedom of association and the right of freedom of speech (see paragraph 8 of the Report). I should also mention the serious negative effects of the continuing state of occupation in the sphere of work, labour relations and economic and social life in Palestine, in Golan and the other occupied Arab territories which have had dramatic consequences (see paragraph 14 of the Report). The mission then refers to the International Labour Conference resolution of 1980 in which it expressed its concern as to the establishment of Israeli settlements in the Arab territories and demanded that existing settlements should be abolished

and new ones halted. But the Israeli occupation authorities have gone on to set up new settlements, at the same time expanding existing ones; this constitutes serious discrimination as between two kinds of worker in these territories.

All these human rights violations, which are characterised by racism, are carried out against Arab citizens on the dubious pretext that national security requires these measures. Yes, all these inhuman acts perpetrated against an unarmed people, which are characterised by extremist racism and unlimited discrimination, make life for Arab citizens in Palestine, the Golan Heights and other Arab territories occupied by Israel into something akin to living in a gigantic prison, over which hangs an atmosphere of terrorism such as the world has never seen before.

Nobody doubts that such terrorist practices aim at eliminating the Palestinian Arab people: there is never a day when there are not a number more to add to the list of dead and wounded, victims of the Israeli occupying forces; nor does a day pass without further butchery against Palestinian villagers, the destruction of their houses and the expulsion of a number of Palestinians from their homeland.

The details we have given you about these crimes and these violations of the rights of Arab workers and inhabitants of Palestine and the Golan Heights is not just random and ephemeral. These are facts, reported by the western news media and backed up by the reports of the Director-General as well as by United Nations documents, such as the report of the ad hoc commission of inquiry into human rights violations of the Israeli forces in the occupied Arab territories, the United Nations Secretary-General's Report No. A/43/806 dated 21 November 1988, the reports of the Executive Secretary of the International Centre for Trade Union Rights, of Amnesty International and of other international organisations.

As you know, if you have been following the news about the Arab territories of Palestine occupied by Israel, the level of tension has increased rapidly in recent times, accompanied by assorted techniques of violence and terrorism used by the Israeli forces of occupation against Arab citizens. The latest invention of the Israeli boffins to "refine" the art of terrorism is to oblige Arab workers and inhabitants to wear badges so as to differentiate them from Israeli workers.

These criminal acts taken as a whole can be taken as fully documented historical evidence, which condemns the Israeli authorities, and this evidence is by no means less substantial than that used against Nazi leaders at the Nuremberg tribunal at the end of the Second World War.

Guided by common destiny, suffering and objectives, the "intifadah" has spread right across the occupied Arab territories, starting in the West Bank, the Gaza Strip and the Golan Heights, passing through the territories occupied before the 1967 aggression, and finally reaching occupied South Lebanon. Viewing the realities of the Arab-Zionist conflict objectively, one can grasp and understand the Syrian position of resistance against imperialist designs, a position based on the Arab nation's inalienable right to freedom, to life and to controlling its moral and material destiny, just like other nations and peoples, and its right to justice, recognised by all human laws and confirmed by charters of the interna-

tional community and its different organisations and institutions, of which the ILO forms part, and of which the ILO is the most important for us – the working class and the trade union movement.

When one has a real understanding of the position of our country, one can understand the national and sectoral significance of the unswerving support that Syria gives to the Palestinian people for the liberation of its occupied territories, the restoration of its legitimate rights on return and to self-determination, and the support Syria gives to the heroic struggle of the Lebanese progressive national movement against the Zionist-isolationist plan to partition the Lebanon and to divide into separate provinces on religious lines, which will only serve the racist Zionist enemy's aims and its expansionist dreams.

On behalf of the working class and the trade union movement of the revolutionary Syrian Arab Republic, I reaffirm the support of the Syrian workers and trade unions and their commitment to the national and progressive attitude adopted by our guiding fighter, Hafez El-Assad, General Secretary of the Ba'athist Arab Socialist Renaissance Party and President of the Republic. This strong and unswerving attitude gains the solidarity and support of those who defend freedom, peace and justice in the world, and its credibility has been clearly demonstrated by events, in spite of the many dangers and challenges facing our Arab country and the world. Our Syrian Arab people in the Golan Heights are fighting with unwavering courage, constantly affirming their allegiance to their mother country and refusing the occupation, the annexation and the imposition of Israeli authority over their lands.

The revolt of our Palestinian Arab people, "the war of the stones", has confirmed and confirms again the miscalculation of power made by the Zionist entity, and confirms that resistance against the occupation opens the way towards liberation, and that the policies of annexation, of new settlements, of the iron hand, maiming, barbarous torture, assassination, burying people alive and total destruction of property constitute war crimes from which the Zionist occupiers will only reap ills, disillusion and ruin.

We are confident in the future, as the Arab President Hafez El-Assad has said, and look forward to it with optimism. And optimism for a bright future for our Arab people is linked with peace; and effective peace, as advocated by President El-Assad, means a just peace; and a just peace will not come about as long as aggression persists and is renewed.

In this context, on the basis of the solidarity and unity of the struggle of peoples, I condemn, on behalf of our working class and our trade union movement, the racial discrimination practised by the White minority in South Africa against the native people, and I urge honourable members of the Conference to support the native people of South Africa in their fight to liberate themselves and enjoy the wealth of their country, which is exploited by this White minority.

Please excuse me if I have spoken too long, but there are so many subjects that have to be dealt with. I affirm to you, in the name of our working class and our trade union movement, that we are prepared to co-operate and take every opportunity to achieve more progress through this important Conference in order to ensure the well-being of our workers and peoples, achieve peace and disarmament, combat

poverty, unemployment and debt, put a stop to the merchants of war and establish a new international economic system founded on justice and equality. In conclusion, I salute you and wish you and the Conference all possible success.

Mr. ENGELBERTS (*representative of Public Services International*) – I should like to add my congratulations on your election as President of the 76th Session of the Conference and I also wish to congratulate Mr. Michel Hansenne on his election as Director-General of the ILO and to pay respects to the retiring Director-General, Mr. Francis Blanchard.

It is also my pleasure to convey good wishes to Mr. Heribert Maier, our colleague from the international trade union movement who has just been appointed Deputy Director-General of the ILO.

I am speaking on behalf of the common front of public service unions, namely, the Postal, Telegraph and Telephone International, the International Federation of Free Teachers' Unions, the World Confederation of Teachers, the International Federation of Employees in Public Service and my own organisation, the Public Services International (PSI).

Collectively, we represent more than 25 million workers in all areas of public service. As the common front, and also as individual organisations, we take an active part in ILO affairs. For many years we have been stressing the importance of a vigorous and effective public service as a vital ingredient to supporting the aims of the ILO, including improvement of living and working conditions and promotion of full employment, provision for and satisfaction of the basic needs of the community and protection of the poor. These are vital ingredients to long-term stability and progress in the struggle for development with economic and social justice.

We are deeply concerned that the international standards which have been constructed so carefully to protect the interest of workers are now increasingly being blatantly disregarded – especially in the case of public service workers.

Some governments are deliberately seeking to undermine trade union rights in the public service sector by refusing the rights of freedom of association and collective bargaining to the workers they employ. This discrimination takes on many forms such as the banning by the British Government of General Communications Headquarters (GCHQ) workers from belonging to a trade union and the sacking of those who dared to stand up for their legitimate democratic rights.

The events in Fiji, apart from the political overtones, have had severe repercussions on trade union rights of public service workers. All public service employees in Fiji are now in the category of "essential services", a device which is increasingly being used by some governments to deny full trade union rights in the public service. This act is also contrary to the interpretation of essential services laid down by the ILO.

The Committee on Freedom of Association has in its last report reached conclusions on complaints against Indonesia and the Netherlands.

The complaint against Indonesia includes the allegation that there is ban on the right to organise in trade unions for all public servants, teachers and em-

ployees of government-owned or controlled corporations. They are also denied the right to collective bargaining and the Committee has criticised very strongly these restrictions imposed on public employees, and has referred the case to the Committee of Experts on the Application of Conventions and Recommendations.

In the Netherlands the unions had alleged that conditions of employment in the national insurance and subsidised sectors denied the established principle that social partners should be able to negotiate freely. The Government has wide powers to intervene in the collective bargaining process and to declare inoperative collective agreements which have been concluded. The Committee's findings considered that these were restrictive measures and the Government should therefore amend legislation to allow workers and employers in national insurance and the subsidised sector to negotiate freely and to conclude agreements in accordance with the principle of freedom of association.

I could mention many other countries, like Turkey and Chile, because there are many more cases of acute discrimination – some of which go unrecorded in regimes which have totalitarian powers. We have documented evidence, such as that quoted in the latest ICFTU annual survey of violations of trade union rights, which shows a frightening increase in the murder and torture of trade unionists. And there are other tragedies known to have occurred, for instance in China, where workers and students, in the thousands, have been murderously attacked for declaring their right to democratic freedoms which are enshrined in the high principles of this Organisation. On occasions, these principles are quoted by the aggressors with what can only be described as hypocrisy.

But what happens when we raise our voice and protest at these violations of human and trade union rights? We are often accused of threatening to call for international action in support of our oppressed brothers and sisters and told not to interfere in internal matters. If we cannot speak on behalf of those who cannot be heard, and denounce atrocities against workers and trade unionists the world over in this forum of the International Labour Organisation, where can we do it? And if we don't, who else will?

Let me at this stage say that we are giving full support to the Amnesty International world-wide campaign against the death penalty and we are asking all our affiliates to give their support by urging their governments to stop executions and strike the death penalty from their laws.

The Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia was somewhat disappointing in that the recommendations have not been fully supported by member States. We hope that this year more positive action will be taken to remove the criminal and disgusting yoke from our Black brothers and sisters.

For our part, we in PSI have declared our policy on South Africa, which includes a comprehensive campaign by affiliates to pressurise their governments to take action to ban all investments, to impose rigorous sanctions on trade, to place an embargo on air links and to call for a United Nations conference to obtain clear commitments on an effective oil embargo.

The President's address was inspiring and dwelt strongly on the ILO's past record on this its 70th anniversary. But it also contained the message that efforts should be made to attempt to do even better in the future. I endorse this view. To look back with appreciation, but to look forward with anticipation and firm resolve.

The Director-General points to this in the preface to his report where he says: "Within the ILO's tripartite system, we must see to it that the mandate of institutions sometimes condescendingly referred to as 'social' institutions, is placed on an equal footing with that of economic, financial, monetary and commercial institutions. Now, more than ever, we must reaffirm the essential link between the economic and social spheres." The manipulation of the social affairs of those countries who have to rely on loans from the International Monetary Fund and similar institutions is scandalous. The imposition of cuts in wages and in staffing levels – particularly in the public service – and the lowering of social, health and education standards places the debt burden not on the shoulders of the government but on the backs of the workers and the community.

To turn again to the Report of the Director-General, it refers to the fall in the wages of public employees, which in most cases is the largest ever recorded. He goes on to say that the reduction in public expenditure on education, health, housing and nutrition lowers the quality of available human resources, especially among your people. We totally share that view.

There must be a determined effort to restrain the onslaught against public services and a realisation that this is an attack against the whole structure and future of economic prosperity and social justice and equality.

The public sector still encompasses some of the largest areas of industrial activity, despite attempts to privatise most of the profitable ones. The introduction of privatisation brings previously accountable public services into the free market, where medical, educational and a whole range of social services are then limited to what the individual can afford to pay.

We appreciate the Governing Body's decision to support the proposals of the Industrial Activities Committee to restructure some of the industrial activities, and welcome the decision that the Joint Committee on the Public Service, a meeting for postal and telecommunication services, a meeting for medical and health services and a meeting for teachers will now be regarded as standing committees, each of which should meet at least once every five years. This will go some way to produce formative plans for some groups of public service workers. However, in order to do this, it is necessary to have the support and backing of an internal structure within the ILO.

The report from the last session of the Joint Committee on the Public Service in November 1988, dealing with the effect given to the conclusions and resolutions adopted by the Committee at previous sessions, lists a whole range of activities still to be undertaken.

These are related to the conclusions concerning the situation of women in the public service, the conclusions concerning the effects of structural and technological progress in employment in the public service, the regional ILO seminars on the conditions of

work and life of nursing personnel, studies on the conditions of work of teachers and a general survey by the Committee of Experts on the Application of Conventions and Recommendations concerning trade union rights of public employees.

There are other outstanding matters relating to decisions and conclusions from the Joint Committee for Postal and Telecommunication Services, the meeting on teachers, the meeting on health and medical services, the meeting on electricity gas and water services and the meeting on the settlement of disputes in the public service. Surely it is now time that the necessary arrangements were made in the Office to give proper and adequate attention to these items.

Finally let me reassert our belief in the work and high principles of the ILO and our high regard for the officials of the Organisation. We have been proud to be associated with the activities related to those workers we represent and hope that there will be more opportunities to do this in the future programme of the ILO.

Original – Spanish: Mr. SELA (*Workers' delegate, Israel*) – Mr. President, may I congratulate you on your election and on the way in which you are guiding our deliberations at this 76th Session of the International Labour Conference.

We are meeting 70 years after the foundation of the International Labour Organisation. As has been pointed out by the Director-General in his Report, the pioneers who established our Organisation in 1919 would feel deeply satisfied at the positive evolution of this specialised agency.

From the debate on the paramount issues pertaining to the world of labour, we have now reached the preparation of resolutions of a far-reaching nature.

Today, we find ourselves discussing the safety in the use of chemicals at work, the limitations which have been placed on night work and the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107).

At this Conference, as has been the case year after year, we shall also seek for more effective means of putting an end to the odious regime of apartheid in South Africa and its consequences in Namibia.

We view with concern that in spite of all our efforts, there persists still, in widespread regions of our planet, endemic and extreme poverty which constitutes an affront to all mankind.

We also note the continuing unjust North-South relationship which we are attempting to reverse by changing the role of the South, so that it is no longer the almost exclusive supplier of raw materials and markets for the manufactured goods of the developed world.

We are witness to the havoc which the debt repayment situation is causing in the developing countries, undermining further the already precarious living conditions of their peoples.

One hundred years on from the glorious first of May, we still see violations of the most elemental rights of the working class.

We view with horror the accelerated imbalance of the world's ecosystem, caused by the heedless exploitations of nature and the unbridled use and waste of substances which impair life and the environment.

We should do everything in our power to formulate and implement instruments likely to curtail these pernicious processes which are an affront to the basic

principles guiding the work of our international agency.

There is no shortage of people who have either vested interests, a narrow mind or deep-rooted sense of intolerance – or perhaps all three characteristics – who try to hamper our work in this field, harming the spirit of consensus and diverting down narrow paths the principles of universality of our Organisation.

Our unbending desire for progress, the reaffirmation of the basic fundamental principles of the ILO and our total rejection of the pressure of political blackmail, will be the proper response to those who attempt to besmirch the universal principles which motivate us.

The General Workers' Confederation of Israel, the Histadrut, has had to meet testing challenges in recent years in pressing home its claims.

We have had years of adjustments to the national economy to try and escape from the inflationary spiral. The drastic measures imposed in this regard have given rise to a major reduction in the purchasing power of salaries and wages.

Thanks to successful tripartite bargaining and sensible collective agreements at national or sectoral level, we have managed to mitigate the effects of the initial wage reduction and managed to recover in full the value of labour remuneration in a relatively short period of time. This demonstrates that tripartism, when properly understood, can entail clearly expressed wage claims without these claims involving inflationary surges.

The economic stabilisation plan brought with it very grave consequences for the productive apparatus and caused a worrying increase in unemployment.

By taking a firm stand in defence of our union members, we succeeded in avoiding a considerable increase in lay-offs; but in spite of this, statistics indicate worrying levels of this scourge – around 8 per cent of the economically active population.

We have not confined ourselves to purely wage-claim action. In the trade-union-run sector of the economy, affiliated to the Histadrut, superhuman efforts have been made to guarantee jobs. This sector of the national economy, owned by the workers themselves and equivalent to 25 per cent of GDP, has also suffered – like the private sector – from the repercussions of the draconian economic stabilisation plan. High interest rates and severe constraints on all aspects of investment have given rise to grave anomalies in the national productive apparatus.

This has compelled us to undertake a broad and far-reaching recovery programme to restore profitability rates with a view to stimulating productivity and employment. We are now in the throes of this process.

The adverse reality of economic adjustment has also dealt a blow to the budgets of our programmes for social security, cultural and educational activities, vocational and ideological training, community work, among others.

Only the tenacity and perseverance of a working class with a deep social awareness and high organisational flair has enabled us to maintain the level of quality of services to our members and, in many aspects, even to improve them substantially.

Only a democratic and pluralistic organisation like the Histadrut, where Arabs and Jews live side by side in harmony with the secular and the religious, agricultural workers and urban proletarians, the self-em-

ployed, the unpaid and co-operative workers, could successfully combat these monumental challenges.

May I make reference to the lengthy conflict which has set us against our Arab neighbours for some decades now. The controversies and disputes which divide us will not be resolved either by violence or by sterile confrontation. Our conflicts will only be solved through sincere and direct dialogue. The prolonged tragedy from which our people suffer has not found and will not find the solution in war and bloodshed.

The Israeli labour movement has always held high the flag of peaceful coexistence on the basis of reciprocal respect for the right to national existence of the States in the region behind sure and recognised boundaries.

The Israeli labour movement was the first to accept the United Nations resolution on the partition of Palestine under British mandate into two States.

This decision was ignored and transgressed by the countries of the Arab League who in 1948 invaded the nascent Israeli State and occupied for 20 years and even annexed a large part of the territories which the United Nations had designed for the creation of an Arab State.

The long years of constant armed aggression, the decades of ostracism which were imposed on Israel by its neighbours saw just one glimmer of light: the historic peace agreement with the largest and most populous nation on the Arab world, the Arab Republic of Egypt.

Only Anwar Sadat's great courage and his outstanding political stature were able to break down the barriers of irrational hatred and deep-rooted resentment which appeared to obstruct indefinitely any peaceful alternative. Sadat paid with his life for the sealing of a peace treaty which put an end to so much futile bloodshed.

I could list a long litany of Arab martyrs for peace and understanding in our region: Issam Sartawi, King Abdullah himself (the predecessor of King Hussein of Jordan) and hundreds of Palestinian Arabs summarily executed for having ventured to indicate publicly their desire for dialogue.

Too much blood has already been spilt in the Middle East. The time has come to turn over a new leaf in the relations between peoples in the region. In recent months, an alternative for co-operative dialogue has opened up. The Government of my country has prepared a plan for free elections in the territories so that representatives of the Palestinian people may be democratically elected to negotiate with Israel.

The PRESIDENT – I give the floor to Mr. Abu Khormah, Workers' delegate, Jordan, on a point of order.

Original – Arabic: ABU KHORMAH (*Workers' delegate, Jordan*) I apologise for having interrupted the speaker, but I have done so because he has gone beyond the acceptable limit of our debate, namely the reports of the Director-General and the Governing Body. The speaker, unfortunately, has gone beyond the limit and has even made false statements which are refuted by United Nations resolutions. I challenge the speaker to say whether the Arabs refused peace. It is not the Arabs who are refusing peace. Would he at least give us the boundaries of

the Israeli State if he is sincere in what he is saying? The speaker has gone beyond the limit of our debate; he has referred to names of Arab personalities and Arab countries in a tissue of lies which we cannot accept.

The PRESIDENT – I have sat here and heard previous speakers mention names in the course of their interventions without attacking or insulting anyone. I therefore rule that the speaker is not out of order.

Will you continue, Sir.

Original – Spanish: Mr. SELA – As I was saying before I was interrupted, The Government of my country has prepared a plan for free elections in the territories with a view to enabling representatives of the Palestinian people to be elected democratically to negotiate with Israel.

This is only a first step. It may not altogether satisfy those of us who advocate more far-reaching programmes. The Israeli labour movement has established and has been promoting for some time the formula of "land for peace". We understand that this is a step in the right direction and conducive to a positive move towards fruitful dialogue.

We address from this podium an appeal to all Member States to give constructive support to this peace initiative.

We urge our Arab neighbours not to cause the failure of this alternative. Let us not play into the hands of the extremists or the maximalists whose only *raison d'être* lies in perpetuating terror and violence.

Let us give peace a chance.

The PRESIDENT – I wish once more to appeal to delegates not to engage in unnecessary delays in the conduct of our business. Certainly, I did make the point clear right from the very first day that we would not accept any insults against a country or the head of State of a country. Since the Director-General's Report makes reference to occupied areas, occupied lands and Palestinian areas, the delegates are free to discuss that issue while remaining totally within the prescribed perimeters. I must say that various delegations have been making mention of countries; in the case of the delegate who has just taken the floor, his country has been mentioned and I have accepted it as genuine criticism in the course of the debate of the report.

May I now, therefore, request delegates not to interrupt the debate unnecessarily or delay our proceedings. I will, however, give favourable consideration to any genuine points of order raised.

Original – Spanish: Mr. CHAVES GONZALES (*Minister for Labour and Social Security, Spain*) – Mr. President, to begin with I would like congratulate you on your election and on the skill with which you have been conducting the proceeding of this Conference.

Also, I would like to express the congratulations of my country and also our willingness to co-operate with the new Director-General of the ILO, Mr. Hansenne. I am sure that under his leadership the International Labour Organisation will be successful in achieving its aims.

On behalf of my Government, I would also like to refer with special gratitude to the outstanding merits

of the man who, for 15 years, was at the helm of our Organisation – Mr. Francis Blanchard. Even in particularly difficult times he was always able to maintain the prestige and the efficiency of the ILO.

The basic subjects mentioned by the Director-General in his Report are employment and economic growth. These are matters of major importance in today's social and economic situation.

I fully agree with the remarks made by the Director-General in his Report, for example, that economic growth is a precondition, although not the only one, for the creation of employment. I also agree with the Director-General's comment that "without growth it is very difficult to tackle social problems".

This statement is especially valid for a country like Spain which recently joined the European Community.

Our desire to achieve a middle position within the Community made it necessary to aim for higher levels of economic growth and employment, than are recorded on average by the other European countries.

Spanish society, after the necessary adjustment process, has responded dynamically during the past few years to the fundamental goal of recovering its growth capacity which is an indispensable factor in showing the employment problem. The economic growth rate in my country has been approximately 5 per cent since 1986.

Furthermore, the recent data published by the OECD corroborates that employment growth during the last two years was in excess of 8 per cent, thus being twice as high as the average rate achieved at the same time by the other countries of the Economic Community.

Since 1985, the net number of jobs created exceeded 1,200,000 which is the equivalent of 1,000 jobs per day. These new jobs made it possible to absorb a large increase in the working populations and resulted last year in 300,000 fewer people unemployed.

I would like to add something more. On the one hand this employment growth was accomplished by increases in wages which, in real terms, were higher than increases in consumer prices.

On the other hand, I would like to point out that all of the positive measures taken to promote employment made it possible for certain groups of society which found it difficult to find work – for example, young people looking for their first job, people who were unemployed for long periods, and women – to benefit directly from this employment creation process.

It is also significant, that in accordance with the most recent data resulting from a survey of the working population, carried out over the past few months, there is an increase in open-ended contracts among wage-earners.

This is due to the fact that temporary contracts are now being converted into open-ended contracts as soon as they have reached the maximum term of three years.

These results underline the need to maintain the policies which have made them possible and especially to continue the contracting procedures directed at the numerous groups of women and young people who are seeking employment opportunities.

At the same time, measures have been stepped up to promote stable employment through a series of

incentives which will usher in unlimited work contracts.

This growth policy which, as I said, is an indispensable condition in the light of the challenge of the single market, is in itself not a sufficient guarantee for social welfare. Whilst there are some who believe in the regulating potential that the market has on itself, my Government believes that it is necessary to harmonise growth policies with measures of redistribution.

Thus, the economic growth rates to which I have referred are going hand in hand with increased employment, higher purchasing power and also increased public spending.

The increase in public spending is not only being used to achieve higher levels of social protection, but also to give priority to the development of the requisite infrastructure so that economic growth does not end up strangling itself.

The resources used to protect the unemployed have made it possible to increase unemployment benefits so that people who have been unemployed for some time or older people who are unemployed can now receive these benefits until they reach the age of retirement.

Today, of the 2,600,000 unemployed 1,200,000 receive regular unemployment benefits.

At the same time, we have increased the amount of training programmes which provide economic benefits as well as training, and which help the unemployed to gain access to the labour market. More than 400,000 people participate annually in these programmes.

Now, to take a look at the pension situation, our public system, which for a long number of years was seriously jeopardised, is today greatly consolidated. This was brought about, on the one hand, by a series of corrective measures adopted in 1985 to offset the huge defects inherent in the system, and on the other, by the rise in employment over the past three years, with the consequent rise in the number of tax payers and in money available in the system.

The recovery of the system made it possible; to incorporate 500,000 new members into the system since 1985; to re-evaluate the payments so that they would maintain their overall purchasing power, and at the same time raise the amounts paid to the lowest categories, for example, the retirement and invalidity benefits which, in 1982, were situated at 75.7 per cent of the minimum wage, in January 1990 will be the equivalent of the net value of the minimum wage; lastly, to multiply pension expenditure by 2.5 since 1982, so that it now accounts for one more point in the GDP. This year, this part of the budget will represent 3,300 billion pesetas.

The social security reforms which were embarked upon in 1985 will be completed by the transmission to Parliament of a bill, which at present is being discussed by the Government. It calls for the setting of a tax-free level of benefits. Up until now, there were different assistance processes, the number of which has quadrupled over the past six years, with very restrictive conditions of access.

The new law, as well as establishing a larger amount of pensions, will reduce the age of access to 65. The Report of the Director-General pays special attention to the participation of the social partners. It states that tripartite dialogue is indispensable for economic growth.

My government fully subscribes to these principles and objectives and has developed its economic and social policies with the participation and the collaboration of the social partners. Tripartite dialogue is widely institutionalised in Spain and can be seen in many labour administration bodies.

Apart from this institutional framework of tripartism, my Government has always maintained social dialogue as a principle of our political action, although during the last year it has not been possible to reach agreements with the social partners.

In all decision-making processes on social questions, we have always relied on the social partners either through consultations or through direct negotiations. We have defended tripartism, even when the trade unions were hesitant to accept the presence of employers in negotiations about employment. However, as I said, this participation by the social partners did not finally result in effective agreements.

My Government continues to consider that dialogue with social partners is an indispensable component of any policy of growth and redistribution designed to safeguard and consolidate social welfare.

Our tradition of trade union freedom and independence also places emphasis on collective bargaining between the social partners. We believe that this is an effective way to settle working conditions. It is therefore necessary to clearly define fields and to maintain a balance between what should be discussed between the government and the social partners, and what should fall within the sphere of bilateral negotiation between trade unions and employers' organisations.

Collective bargaining, however, should not be permitted to hamper government action designed to redress social inequalities. We therefore insist on our right to play a role in labour legislation in order to bring about basic guarantees and better living and working conditions for wage earners.

Still, this does not mean that a government should unilaterally step in and interfere directly in the establishment of working conditions in areas where free initiative by the social partners is more conducive to an efficient solutions.

The first school of thought, defended by neo-liberal politicians, is one which we do not share. The second outlook leads to a politicisation of the conflict which distorts and impoverishes collective negotiations by transferring to the Government responsibility for decision-making and thereby, in the medium term, weakening the trade union movement or even destabilising progress in a pluralist society.

Economic growth, employment, solidarity, social dialogue and consultation will continue to be the linchpin of our political action. They will also be the key to economic and social development in my country.

I would also like to touch on other matters for discussion before this Conference. For example, the questions of night work and the use of chemicals at work.

Occupational health and safety is one of the prime concerns of the policy pursued by my department. This has been one of the issues to which Spain, a Member country of the European Community, has given considerable attention.

It is necessary to establish an overall standard relating to occupational health and safety for my country, which is looking with considerable realism at this question.

But we have to say that in this important field, as in many others, government legislative action alone is not enough. We need to be able to draw on the support and the co-operation of both employers and workers, each of whom should assume their own responsibility and role, as the Government must also do.

I do not wish to conclude without addressing the question of the foreign debt, which is creating difficulties for a great many countries, especially in the Latin American continent.

I should like to express the solidarity of my Government with the Governments and the workers of these countries, who are staggering under the burden of foreign debt. This is making it impossible for them to overcome underdevelopment and has triggered serious events, such as those recently experienced by some Latin American countries. Thus, in addition to their problems of social inequality, they are suffering from severe imbalances which make it difficult to consolidate democracy in these regions to which we feel so close.

We are at the threshold of a new century and, as was rightly pointed out by the Director-General, the last years of this century provide us with an opportunity to forge ahead.

It is now for all of us to ensure that this opportunity becomes a reality, thanks to the efforts undertaken by governments, workers and employers, in order to create greater social well-being for our citizens.

Original - Arabic: Mr. Al-SABBAH (*representative of Palestine*) - First of all, I should like on my own behalf, on behalf of the State of Palestine and on behalf of its President, Yasser Arafat, to congratulate you on your election as President of this Conference. We welcome this choice, given the place your country, Zimbabwe, holds at the international and African level, and the major role it plays in supporting the struggle for democracy and peace throughout the world. We place our entire confidence in you and we are convinced that your skills, competence and impartiality will be a decisive factor in the success of this Conference and in the adoption of resolutions and recommendations in accordance with the objectives and principles of the ILO.

On this occasion, I would like to express my congratulations to Mr. Hansenne, the new Director-General, and to express our gratitude to his predecessor, Mr. Blanchard, for his considerable work in compiling the Report before us and everything in the Special Report on South Africa and Appendices on the situation of the peoples in and Palestine.

The report of the ILO mission contains interesting information from many sources, which makes the report all the more important; it is worth discussing as it reveals the truth - both to the participants at this Conference and public opinion.

We wish to stress the validity of the recommendations made by the Director-General in his report; but, at the same time, we wonder what became of previous recommendations? The answer, of course, can be seen in the rise of racist practices perpetrated by the Israeli authorities against the workers and people of Palestine who are living on their land but deprived of drawing any benefit from it; these practices are accompanied by an increase in the number of settlements, an increase in the number of houses destroyed, more arrests of trade unionists who are

expelled from the land of their fathers, further seizures of land – which are sources of wealth and production for their owners – more taxes of all sorts and requirements for licences. Consequently the plundering carried out by the Israeli occupation authorities has become a sort of economic enterprise which has provided these authorities with an income of between three and five thousand millions – during the past ten years.

The authors of this report attempted to convey a number of tragic images of the situation of Palestinian workers living under occupation. As to the format of the report, it is descriptive and comprises many different points of view and statistics, without, however, putting a finger on the crux of the problem with which we are faced. Thus the suffering of Palestinian workers and employers, as well as terrorism, racial discrimination and inhuman working conditions contained in labour contracts, are inevitable outcome of the colonialist nature of Israeli occupation, which makes the Palestinian developing national economy dependent upon the powerful and programmed Israeli economy.

Coming to the heart of the matter, we should like to make several comments on the various paragraphs contained in the report, although we know in advance that it would be impossible to cover everything we want to say in a speech limited to fifteen minutes.

In paragraph 12 it is stated that “new causes for concern had arisen with the uprising in the occupied Arab territories,”... in fact, it was the occupation of Palestinian land, as well as measures of oppression, terrorism and the odious exploitation of labour and racial discrimination practised by the Israeli occupation authorities, which triggered off the uprising. The “intifadah” is a lawful means of self-defence and a national response to the continuing occupation and to Israeli practices and measures of oppression.

These practices have been condemned by the whole world and have given rise to new sources of concern; furthermore they have resulted in worsening living and working conditions of the Palestinian workers. Paragraph 39 of the report even tries to exonerate the responsibility of the occupation authorities in the eyes of the international community because it writes: “It is fairly clear that Palestinian labour from the occupied territories and substitute foreign labour is cheaper and more flexible than Israeli labour”. This implies to the reader that the situation is entirely normal, whether this applies to Palestinian workers who have come from far-away countries.

In paragraph 42 the report describes the situation of Arab workers in East Jerusalem and the Golan, from the standpoint that these workers have been living in Israel since the annexation of these two regions. For instance, the report refers to workers of the West Bank as Palestinian workers, whereas it refers to those in Jerusalem and the Golan as “Arab workers”.

The ILO is a United Nations specialised agency; and here there is a serious political error, which flouts resolutions of international legality which have rejected and condemned the decision of the Israeli occupation authorities to annex Arab Jerusalem and the Golan to Israel and to apply Israeli law to the Palestinian and Syrian peoples. And yet, this same paragraph points out that Arab hotels and restaurants in East Jerusalem, following the lead of the

city's Arab enterprises and shops, have managed to continue to apply the legislation in force in 1967.

As regards Annex 1 of this report, which is devoted to technical co-operation in the occupied territories in 1988-89, we should like to recall United Nations General Assembly resolution 43/21 of 3 November 1988 and General Assembly resolution 43/178 of 20 December 1988, which call upon the international organisations within the United Nations system to continue helping and supporting the Palestine Liberation Organisation and to step up their action in close co-operation with this Organisation.

Let us now turn to the document submitted by the Ministry of Labour and Social Affairs of Israel. We would like to point out that the information contained in the report, as well as the ILO mission's report on its visit to the occupied Arab territories to examine the situation of workers and trade unionists and the reports of other organisations and government bodies – as well as the reports and statements that have been widely circulated – suffice to give an answer to Israel's pretensions.

International law contains special regulations and standards pertaining to the protection of human rights and the obligations incumbent upon an occupation authority, as well as the rights of a population under occupation or in a state of war. For instance, the Annex of the Hague Convention of 1907 and the Fourth Geneva Convention oblige the occupying State to respect human rights. Article 43 of the Hague Convention, Article 55 of the Annex to the Convention and Articles 47 and 56 of the Geneva Convention are also very clear in this respect.

From this rostrum, we therefore ask the international community: where are these Israeli occupation authorities that expropriate agricultural land and water resources, that use cheap labour for all sorts of illegal work, that destroy houses, murder women, children and old people, arrest and expel trade unionists? Can Israel really submit such a falsified document to try and pull the wool over the eyes of the whole world – which is aware of the atrocious crimes and Nazi practices perpetrated against all categories of the Palestinian people.

The Palestinian workers are obliged to pay taxes to the occupying authorities which cannot be compared with the tax scales in Israel itself. Palestinians are paying taxes on incomes which are exempt from taxation in Israel. An Israeli single person pays 2 shekels on an income of 450 shekels, whereas a Palestinian with the same income is obliged to pay 31.3 shekels and does not benefit from the system of tax exemption (*Haretz* of 12 April 1988).

Official Israeli sources have refused until now, in spite of repeated demands, to provide statistics on the deductions made from the wages of Palestinian workers. Since 1970 the Israeli tax authorities have been levying enormous sums on the incomes of Palestinian workers which constitute 20 per cent of their wages. These sums are paid into the social security fund but, in fact, the Palestinian workers do not enjoy any form of social security or insurance.

The Israeli press itself has published statistics and studies on the taxes deducted from the income of Palestinian workers, also pointing out that they receive no social benefits in return (*Haretz* of 2 May 1988).

The illiteracy rate amongst the Palestinians was one of the lowest in the world; statistics published by

United Nations specialised agencies report that the rate has risen considerably and that there are fewer educated people amongst the Palestinians. What other objective can the Israeli occupation authorities have if it is not to keep the young Palestinians in the occupied territories in a state of ignorance by closing the schools and universities – sometimes for periods of more than a year.

Furthermore, the fascist and racist nature of the Zionist entity does not allow us to be taken in by the plan for elections initiated by the person who pronounced three “no’s” to the Knesset on 17 May 1989: “no” to negotiations with the PLO; “no” to a Palestinian State, “no” to the slightest return of land to Palestinians in the occupied Arab territories.

The ratification by the Israeli Government of this plan for elections is entirely in line with their policy to refuse to listen to international demands and resolutions, calling upon Israel to establish a just peace on the basis of international legitimacy, with a view to granting the Palestinian people their rights to return to their homeland, self-determination and the establishment of an independent Palestinian State – like all the other peoples of the world.

Anyone who advocates these elections under the occupation and who threatens any candidate to these elections who proclaims his allegiance to Palestinian national rights or to the PLO, cannot conceal his true objectives in the eyes of world public opinion.

It is incumbent upon the international organisations to put an end to the inhuman Israeli practices which are a form of slavery and servitude for the Palestinian people.

Indeed, a 1,500-page report, published by the United States State Department on human rights contains 22 pages on violations of human rights in Israel. Israel occupies third place in the list of those countries violating human rights – whereas South Africa occupies the first place.

In reply to Israel’s spokesman who spoke at this international forum the day before yesterday, we feel bound to point out the statement made to the Washington Press Club by professor Israel Samak, President of the Human Rights Association in Israel. He said that Israel was not South Africa; it was worse than South Africa.

We can see from this comparison that the regimes of Pretoria and Tel Aviv have much in common; both are based on colonialism and racism. It is no wonder that these countries are stepping up co-operation in the fields of armaments and technology and exchanging experiences on methods of repression and terrorism that can be applied to the Palestinian and African peoples.

We should like to proclaim, from this rostrum, on behalf of the Palestinian people, our wholehearted solidarity with the struggle of the workers of South Africa and Namibia against the racist regime of Pretoria. We are waiting for the day when the flag of independent Namibia will be raised high and when it can take its place within the African and international family. We hope that the workers and peoples in South Africa may soon attain their objectives of freedom, independence and the total elimination of apartheid.

I should like to proclaim our support for the struggle of our Lebanese brothers against the Israeli occupation of southern Lebanon and wish them every success in fulfilling their goals, achieving peace, putting

an end to the Israeli occupation and maintaining the existence of Lebanon both on its soil and with in its institutions.

The Arab people of Palestine, which has a long history and civilisation, are determined to continue their struggle, by all political and military means, to attain their national objectives of freedom and independence, their rights to self-determination – like all peoples of the world – and their right to establish their independent Palestinian State, with its capital in Jerusalem, under the leadership of its only lawful representative, the Palestine Liberation Organisation.

Our people, through its popular and heroic uprising, has enjoyed the support of the whole world and the international community, which has become convinced of the right of the Palestinian people to self determination.

Given this situation, it is the duty of all international organisations to reconsider the validity of Israel’s representation in these organisations, in order to maintain the principles enshrined in their constitutions, statutes and resolutions – which Israel so openly flouts. We call upon the international conscience to ally itself with the cause of justice and not with force, so that peace may prevail throughout the world.

Original – German: Mr. MARX (Employers’ delegate, German Democratic Republic) – Mr. President, our Conference has been in session now for more than two weeks; time enough for us to say that you have merited the confidence we placed in you. You have guided this Conference with considerable skill and I am sure that you will continue to do so during the final phase of the Conference.

The Director-General’s Report, *Recovery and employment*, touches on a number of interesting topics. In its chapter, “Development strategies for recovery”, the Report also discusses the role of the government in promoting economic growth.

Different points of view have been put forward on this subject during the discussion. Attempts, for example, have been made to denigrate central economic management and planning in the socialist countries. Some speakers considered the free play of the market factors as the only panacea. I cannot leave these remarks unquestioned.

An economy such as that of the German Democratic Republic, which is based on the principle of state ownership, requires a coherent economic approach and action.

In my country, we believe that given the present technological revolution and the rapid development of productive forces, it is more necessary than ever to combine central management and planning with the responsibility and independence of state-run enterprises, companies, co-operatives and local state bodies, to ensure the creativity and initiative of the workers.

For us, central management and planning of the economy was, and continues to be, the cornerstone of our society. Now, wherein lies for us the importance of central management and planning? I should like to share a few thoughts with you on this subject.

First and foremost, there can be no coherent economic and social policy without any central management and planning. It is the linchpin of our social strategy; in other words we intend to establish a so-

cialist society in which every aspect of economic and technical progress and all economic achievements are reflected in improved working and living conditions for the workers. This cannot be left to the free play of market forces.

Second, in order to ensure that our structural policy is implemented consistently, central management and planning is a must. Without this central planning, the rapid development in microelectronics we have been experiencing in the German Democratic Republic since the middle of the nineteen seventies would have been unthinkable. And we are on the threshold of even more far-reaching technological changes. Without any government influence, this process could not be digested technically, economically and, least of all, socially.

It is therefore imperative today to concentrate research and to focus on those sectors which are geared to bringing about a smooth technological adjustment process. Some time ago, I questioned the representative of an important undertaking as to whether his undertaking was ready to take the plunge and operate under free market forces. He felt that this was out of the question. Research could not be left up to the market. Obviously, we need government subsidies – and this has nothing to do with a market economy approach.

We also have to bear in mind that a logical link between the economy and the environment in many sectors cannot be ensured and safeguarded by individual enterprises or institutions. Here again we have to rely on central management and planning.

Let me state this quite unambiguously. A coherent economic and social policy as well as central management and planning will never be a subject of discussion for us. Of course, the relationship between central management and planning, as well as the responsibility of state-run enterprises and companies, is subject to certain changes. We must always strive to keep this relationship as favourable as possible.

Since the inception of the present Five-Year Plan, (1986-90), 16 state-run enterprises of the German Democratic Republic have switched over to a self-financing system. In the light of their experience, we plan, as of 1991, to have all state-run enterprises operate on the system of self-financing during the next five-year plan.

But this is not primarily a financial matter. It involves structural problems, flexibility, the relationship between central planning and responsibility of the corporations themselves and – last but not least – the relationship between money and goods. What is of paramount importance is that the workers, in discussing the five-year plan – and this is standard practice with us – should enhance their influence and that of their trade unions.

Let me revert to this question of the relationship between goods and money. Here again we believe that the market, the relationship between goods and money, is of prime importance. The market has always been in the fore of our minds. After all, the largest share of our production is made up of goods and sold both domestically and abroad. With additional technological change, the market will doubtless gain in importance.

We know full well 30 per cent of all products in the world today will have to be replaced. In other words, every three years, there is a generally new production profile, and only those who are fully familiar with

these changes will be able to develop products for which there will be a market. Consequently, it is necessary to have good knowledge of the market, but it has to be stated quite clearly that the market can never replace planning.

Incidentally, I would like to add that the policy we use has achieved extremely impressive results in the German Democratic Republic. Annual GNP growth rates of 4 per cent, an annual growth rate of labour productivity of 6 per cent, full employment and, last but not least, a high level of social welfare, all bear witness to this.

This continuous development will remain in force in the 1990s in order to safeguard and expand our social achievements. This is by no means an easy task.

As adjustment processes continue to occur, we will not only draw on our own experience, but also look across our national boundaries. I think that it is the role of the ILO to share knowledge and experience concerning the ways to make the best use of these adjustment processes in the interest of economic growth and social progress.

I think we all agree that economic and technical progress brings in its wake major changes in work, labour recruitment, and in the relations between workers at the workplace. As automation increases, the role and the requirements – as well as the responsibility of individual workers – increase, and the individual's responsibility goes up because he or she is working in a workplace and with equipment which cost millions.

The division of labour is also changing. In a flexible, automated system, many processes are interlinked. Thus, comprehensive knowledge and expertise about these processes are required. Modern, efficient production is dependent on the personal attitude and attention of the workers.

Doubtless, research and development will become increasingly important, but production itself continues to rely on well-trained workers. They will continue to be the mainstay. In flexible, automated factories, we find that 80 per cent of our workforce comprises highly qualified, experienced and skilled workers. This goes to show that well-planned and far-sighted training policies, and in particular advanced training and retraining, become an increasingly important and essential component of this process. This is why I welcome the fact that the training and advanced training aspect of the programme and budget for 1990-91, which I have approved, has been afforded high priority. Here again, we are ready to share our own knowledge and experience with other countries, and to absorb and make use of the experience of others.

This exchange of information in our Organisation will be all the more fruitful the sooner we realise that co-operation based on equality and mutual respect is a must.

In this regard, obviously, there are many problems, and I must say that in this connection I share the views expressed by my Cuban colleague before the plenary of the Conference on 21 June.

Original – Arabic: Mr. ABDULLA (*Workers' delegate, Bahrain*) – Mr. President, on behalf of the Workers' delegation of Bahrain, and on my own behalf, I am delighted to express our sincere congratu-

lations on your election as President of this 76th Session of the International Labour Conference. We are sure that, thanks to your wisdom, skills and experience, you will successfully guide our deliberations.

On behalf of the workers of Bahrain I address to all of you my best wishes on the occasion of the 70th anniversary of the International Labour Organisation and I wish the Organisation greater advances in the future in its long-standing quest for social justice, an essential basis of economic development. I would also like to congratulate Mr. Michel Hansenne on his appointment as the head of the ILO and also to pay tribute to Mr. Francis Blanchard, the outgoing Director-General of the Organisation, for all his services to the ILO.

The Director-General has submitted an exhaustive expert Report on economic and social measures which we must take in order to confront the imperatives of the 1990s. In this regard, I would like to emphasise that measures conducive to improving the minimum conditions for a decent life for workers and their families, measures which contribute to the protection of the fundamental rights of workers have an essential role also in bringing about greater productivity in the national economy.

I would also like to emphasise the fact that a developed system of industrial relations, fostering good relations between workers and employers, is able to eliminate from the outset the sources of conflict and dispute and in establishing social peace. However, flexibility in the labour market should not be effected to the detriment of fundamental principles of human rights and the protection of minimum standards to labour. Labour standards should not be evaluated from a purely economic standpoint since this would be to ignore their contribution to social justice. There is no doubt that the dialogue between the various partners in production is one of the most crucial factors in economic growth. The question of employment should be the focal point of such a dialogue.

The Director-General's Report comprises an Annex specially devoted to the situation of Arab workers in Palestine and in the other occupied Arab territories. In regard to this report of the ILO mission to Palestine, and the other occupied Arab territories, I

would like to highlight its unequivocal condemnation of Israeli practices and policies violating the most elementary rights and freedoms which are within the competence and interest of our Organisation, as the Report states clearly. The Report also points out that the recommendations of this mission over the last 12 years have received not the slightest hint of application by the Israeli authorities, which means that we have to take new measures to guarantee the rights of Arab workers in Palestine and in the other occupied Arab territories. You will all agree with me, I am sure, that the Israeli occupation to which the Palestinian people are subjected is the underlying cause of the oppression and injustice they suffer. If we wish to guarantee the rights and freedoms of workers and employers in Palestine, we should put an end to Israeli occupation.

The uprising of the heroic people of Palestine has confirmed this and proved to the whole world that final victory will come to those struggling for peace based on justice. On behalf of the Bahraini workers I invite all the delegations present at this Conference to support the resolution concerning the protection of the Arab workers' and employers' rights and freedoms in Palestine and other occupied Arab territories.

The Bahrain Workers' Commission is continuing its efforts for the improvement of working conditions and the provision of information and skills to enable workers to take on their responsibilities with the greatest possible competence. Our workers' organisation is also making every effort to fulfil the necessary conditions for improved productivity. Here I should like to refer to co-operation with the ILO and the assistance afforded us by this Organisation. We would also like to thank the ILO for the support they have given us, and express our hope that such co-operation is strengthened for the greater good of Bahraini workers.

In concluding, I wish the Conference every success in its work.

May peace and the mercy of the Lord be with you all.

(The Conference adjourned at 1 p.m.)

Thirty-second sitting

Friday, 23 June 1989, 3 p.m.

President: Mr. Delpino

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

Original – Spanish: The PRESIDENT (Mr. DELPINO) – We will now resume the discussion of the reports of the Governing Body and the Director-General.

Original – German: Mr. LINDNER (*Employers' delegate, Federal Republic of Germany*) – First of all, I should like to convey the most sincere congratulations of the German Employers to the President on his election. At the same time, I should like to take this opportunity to congratulate the new Director-General, Mr. Hansenne, on his appointment and to wish him a lot of luck and every success in his future work. His predecessor, Mr. Blanchard, who steered the ship of the ILO for the past 15 years through very difficult waters, deserves our deepest gratitude. We pay tribute to his commitment and achievements.

A few days ago we celebrated the 70th birthday of the International Labour Organisation in this hall. The Organisation can look back proudly and with satisfaction on seven decades of successful work. Having started out with 27 founding States in 1919, the membership of the ILO has since become universal. Through approximately 170 Conventions and as many Recommendations, it considerably influences minimum conditions of work in the world and ensures that the obligations undertaken by its members not do merely remain on paper. The impressive total of 5,400 ratifications shows that the labour standards laid down by the ILO in order to improve the social situation of workers have been accepted by very many countries.

We could say many positive things about the research, organised exchange of experience and information, and advisory activities of the ILO for the developing countries. There is also much to be said for the fact that a large number of workers' and employers' representatives owe their freedom or even their lives to the moral and political pressure that this Organisation can bring to bear on governments.

The Employers' group of this session of the Conference was recently able to welcome here in Geneva the director of an institute that is associated with the Employers' Association of Nicaragua. This man was arrested and imprisoned for nine months without being charged because of critical articles about his country's politics. Suddenly, however, after the Governing Body dealt with this case, he was discharged as innocent.

The largely positive results of 70 years of the ILO should not however distract us from the fact that a

reorientation of its activities is necessary. I will comment on this in my conclusion.

Only a little more than seven decades ago, communism seized power in Tsarist Russia, an ideology with very specific ideas on the type of political order and upon the accompanying economic system.

Looking back on 72 years' communism and socialism is no reason to celebrate, at the very least, in those countries where the more or less pure form of this ideology determines official policy. The political concept that the individual serves the State, instead of the reverse, that puts the individual last, was doomed to fail economically and politically.

For a sober economist like myself, there was never the slightest doubt that a market economy with its ingeniously simple and cheap control mechanism would always be superior to a collective centrally directed system.

We can only wonder why it took so long for the realisation of the inbuilt inefficiency of socialist-planned economies finally to penetrate.

Some developing countries realised long before the communist States that they could solve their problems only with market economic methods. They are now the successful "newly-industrialised countries".

Gradually frustration grew, however, even in the countries still espousing the ideology of Marx, Engels and Lenin; and in these countries little by little numerous considerations were being put forward on how the low living standards could be raised by the incorporation of market economy elements.

The governments, or the individual parties, are however overlooking a decisive factor: the indivisibility of a system, that is to say the interdependence of the political and the economic system.

A little bit of market economy, a little bit of state control, a little bit of political freedom while retaining the monopoly of a single party results in an explosive mixtures as the recent horrendous events in China have shown.

Sooner or later one is obliged to take a decision. Today, however we must ask what are the legitimate grounds for the right to power of a single state party, how they can be explained and justified if those authorities no longer have the backing of the workers, for the workers' paradise is a reality in capitalist countries, whereas this is not the case in communist countries. The developments in Hungary and Poland, where political pluralism is being discussed, are sure to hold our attention.

Now let me speak about Chapter 3 of the Director-General's Report, *Recovery and employment*. At the beginning, we meet the repeated demand that in

working out a new, realistic development strategy, the errors of the past must be remembered and corrected.

In regard to the debt crisis, it states that "in some countries a contributing cause of the debt crisis was the use of borrowed funds for low-productivity activities or unwise investments, or for sustaining an over-extended level of consumption." This is indisputable, though cautiously expressed. It is not the majority of borrowers who are responsible for the situation? How can we otherwise explain that for interests and for repayment of capital there is little of substance. My question is whether the re-examination, referred to in the Report as urgent, of the policy of developing countries has in fact been carried out if one can say that lessons have been taken from the past.

Why are the advice and the conditions imposed by international financial organisations always so violently criticised?

Let us imagine for a moment that there were no old debts, that new foreign loans were available. Can we be certain that these new funds would be wisely invested in viable undertakings, that they would not be used to buy consumer goods – in other words can we be sure that anything would have changed in comparison with the sixties and seventies? I seriously doubt it.

I hear from several developing countries that the public sector is being further expanded, that limited margin for the private employers is being narrowed, subsidies are on the increase and that widely distorted prices are common, all of which are factors aggravating the economic and investment climate. I am afraid that the necessary rethinking has for too long been inadequate. In many countries a scapegoat is sought everywhere but within itself.

My third and final comment deals with the future orientation of the work of the ILO. A stubborn problem in many of the Organisation's member States is to secure sufficient employment, also with regard to the sustained growth of the population. Unfortunately, the ILO is rather reticent about dealing with the population policy.

The causes of the employment problems are both in demand and supply in the labour market, and we must soberly analyse the imbalance of the two components. In his Report the Director-General deals with the factors that affect adjustment possibilities. His explanations of the need to keep production structures and production factors as flexible as possible or to make them as flexible as possible is incontestable.

The factor of production, for which this Organisation is competent, is labour, and all of us know that both structural and cyclical fluctuations of the economy make it necessary to determine adjustments on the labour market.

If the real wages do not tally with the qualifications of workers, or if the level of real wages is too high as compared to productivity, then the response will have to deal with employment as long as the possibility of adjustment is limited or practically non-existent. Where the possibility of the adjustment of real wages exists and the labour market can supply the necessary qualifications, the employment situation can be maintained or even improved.

This sounds like theory, but it is a living present. Within the industrialised world, the European OECD members are an example of relatively rigid

labour markets while the United States and Japan are cases in point for high flexibility with the consequent high employment.

As I see it, the ILO should make these conditions and connections clear in all its future activities and programmes. The Organisation is wrong if it does not put the main emphasis of its work in securing or improving the conditions of work and employment.

The mobility and flexibility of the labour markets to the permanent structural changes in economy are a decisive condition *sine qua non* for the stimulation of employment.

Particularly in standard setting, the ILO must avoid everything that will make existing rigidities even more rigid, that is, counteract employment.

The Convention on night work is threatening to launch itself in this dangerous direction. The ILO must, on the other hand, promote everything that will strengthen adjustability and flexibility. The first priority must go to the unemployed. Only then the improvement of working conditions can be a secondary consideration for those who work and are in employment.

Mr. ETTY (*Workers' delegate, Netherlands*) – Although it is somewhat late in the unfolding of this Conference, I first want to join all those who have congratulated our President, Mr. Nkomo, and his colleagues, the Vice-Presidents, on their elections to such high offices. I hope that the Conference will go down in the history of the ILO as one of the most successful, and your leadership as a major factor of its success.

The Report of the Director-General, the last one to be signed by Mr. Blanchard, is an important document in several respects. It marks the end of an epoch for the ILO and it also contains some major insights and convictions which should guide the Organisation all through the final years of this century.

That the ILO has not only claimed, but has also started acquiring, a place among the international institutions in dealing with the difficult and vital questions related to economic restructuring and development, is a significant fact which will remain associated with the name of Mr. Blanchard. For his successor, it will be an important challenge to further define and exercise this role for the ILO.

The fact that this will not be an easy task can be read both in and between the lines of the Report. If economic growth creates favourable conditions, if a positive climate prevails in and among nations, if tripartism really functions and if some further conditions, identified in the Report, can be met, then the ILO will be able to make a major contribution.

But the ILO will not always be looked upon by governments, by the International Monetary Fund (IMF), by the World Bank and by the General Agreement on Tariffs and Trade (GATT), as a legitimate and welcome partner in discussions and decision-making. Social justice is a concept whose realisation will be, more often than not, a complication of their tasks, as they see it. And the fact that the implementation of social standards, as we know them now, is under the supervision of the ILO's tripartite machinery, will certainly not attract many of their dispassionate economists, their cool bankers and their tough trade negotiators.

The new Director-General will no doubt need all his skills and experience to ensure that the ILO is given the place it deserves in the international debate about employment and structural adjustment.

We often tend to concentrate more on broad, far-reaching and challenging ideals rather than on the modest instruments at our disposal to achieve them. At some stage these instruments might be taken for granted, and that stage may have been reached when one has handled these instruments for 70 years.

The international labour standards are the major tools enabling the ILO to work towards its goals. They may be modest and not afford giant steps towards social justice, and thereby to a safer and more peaceful world, but they should never be taken for granted. We should keep them in optimal condition, we should see to it that they are not used in the wrong way or for the wrong purposes, and we should repair them if and when necessary.

Some recent experiences outlined at this very session of the Conference prove that we should continuously keep a watchful eye over the standards. I shall now touch on some of these experiences.

First, I should like to draw your attention to the problematic relationship between the ILO and the European Community. The Director-General notes, quite rightly I think, the importance of regional groupings of States for solving the problems discussed in the Report. Dutch workers are strongly in favour of an integrated Europe, guided by a strong European Commission, but, at the same time, we are very concerned to see that, for more than a decade now, the intricacies of supranational policy-making in the social field have obstructed the ratification of important labour standards, considerably delayed their submission to the competent authorities and created confusion and dissent among governments, employers' and workers' organisations, the European Commission and the ILO concerning the preparation of new standards.

I have the impression that there is a real danger that factors of secondary importance, such as the prestige of States in the European Commission and various bureaucratic balancing acts, are being given priority over the implementation of what has resulted from very hard work on the part of this Organisation, and that paints a sorry and a sad picture.

Second, we have seen during this Conference renewed pressure on the supervisory system. This phenomenon is not new, but the worrying aspect of the latest assault is that it has been undertaken by groups who have up until now always firmly defended the system. The Conference Committee on the Application of Standards has heard, this year, unprecedented and vicious attacks on the work of the Committee of Experts and on some of the working methods of the Conference Committee, by the Employer's group and the group of the industrialised countries. These attacks, which in my view are short-sighted and sometimes opportunistic, go to the heart of the supervisory system, and therefore to the heart of the ILO.

Finally, there is the problem of denunciation of Conventions, particularly what is called "pure" denunciation, that is the denunciation of a Convention without the ratification of a new one. In the past few years warnings could be heard repeatedly concerning the apparent carelessness with which governments of

the highly developed countries talked about and made denunciations.

In my own country, the Netherlands, we had a recent example of this when the Government denounced the Employment Injury Benefits Convention, 1964 (No. 121). It was only through determined and concerted action on the part of the trade unions, which succeeded in convincing Parliament that the Government's arguments for denunciation were highly questionable, that eventually, last May, the Government's draft Bill for denunciation was unanimously voted down by Parliament.

Without going into detail, I would submit that this case showed a weak link in the denunciation procedure. This weak link is national Parliament. If, in a country like the Netherlands, which is an active and generally respected Member of the ILO, the Members of Parliament are virtually ignorant of the Organisation, of its work and of the importance of that work for national social policy, the situation is probably not much better in other countries. Therefore I would suggest that the ILO take the initiative to encourage governments to include some Members of Parliament in their delegations to the Conference.

Furthermore, and in conclusion, I think it would be worthwhile if the ILO gave some thought to ways of encouraging national Parliaments to discuss, in direct contact with representatives of the Office, the background of any denunciation planned by the government. This is what occurred in the Netherlands last April, and I am convinced that the information supplied by the representatives of the Director-General eventually convinced the Dutch Parliament that denunciation was not at all necessary, at least not for the reasons given by the Government.

Mr. VAN RUSSEL (*Minister for Labour, Suriname*) – I first of all congratulate Mr. Nkomo on behalf of the delegation of Suriname, on his election as President of the 76th Session of the International Labour Conference. We are convinced that under his guidance the deliberations during this Conference will be successful. I also wish the best of success to the new Director-General, Mr. Michel Hansenne, and at the same time I extend gratitude to Mr. Francis Blanchard for the many good services he has rendered to the ILO and its Members.

Before I continue, allow me say that I am filled with sadness, standing here before you as representative of the Republic of Suriname only a few days after the people of Suriname have been cruelly startled by the news that an aeroplane had crashed before landing at the international airport.

This plane crash, which took the lives of 176 people, brought about a tremendous and indescribable shock in the Surinamese community which consists of less than 450,000 people. There were only 11 survivors. This disastrous incident and its many victims will forever remain stamped on the memory of the people of Suriname.

On behalf of my Government, I wish to express our heartfelt gratitude for the support and sympathy the international community has extended to the people of Suriname. For from these expressions of international solidarity my people may draw strength, which is necessary to overcome the grief caused by this tragedy.

In his Report to the Conference, the Director-General discussed a matter of concern for all peoples

throughout the world. The approaches considered in the report show in all respects a sense of reality and a thorough analysis of the problems which in particular developing countries, of which Suriname is one, have to face.

It is therefore with pleasure that I avail myself of this opportunity to compliment the Director-General on his Report entitled *Recovery and employment*. In this report, the Director-General discusses strategies for economic recovery programmes which should result in a balanced economic growth.

These strategies are also aimed at preventing the costs of economic adjustment programmes from becoming too heavy a burden on the most vulnerable groups.

In view of the developments in my country, at present and also in the future, the various aspects mentioned in the Director-General's Report and the views thereby developed are of special significance to Suriname.

For some years now my country has experienced a serious economic crisis which has made itself felt in many areas of our society. This crisis has had far-reaching adverse effects on the employment and living conditions of the Surinamese people. Therefore, the Government statement identifies the restructuring of the economy, aimed at recovery and growth, increased employment and stable development with a view to bringing about prosperity, as fundamental goals which my Government hopes to attain during its present term.

From what has been said, it may be concluded that the employment issue is one of the priority areas of government policy. The Government's starting-point in this matter is the Constitution of the Republic of Suriname, which was approved by referendum of 30 September 1987, as a result of the great efforts of the Surinamese people to establish a democratically-structured society.

It has been laid down in the Constitution that labour is the most important means for the development of man, as well as an important source of welfare.

On the basis of the fundamental importance attached to labour for the development of man and society, the Constitution recognises the right of everyone to work, while it indissolubly relates the duty to work to this right.

The Government of my country therefore devotes itself to creating the conditions necessary for a goal-oriented employment policy as an integral part of the socio-economic development policy.

In this context, a national project for the reinforcement of our technical and institutional capacity in the field of employment planning and policies was prepared, in co-operation with the ILO Regional Office for the Caribbean. It is hoped to start this project by the end of 1989 at the latest.

We also co-operate closely with the ILO Regional Employment Programme for Latin America and the Caribbean (PREALC) towards Suriname's participation in a regional project. The preparations for this project are already in an advanced stage.

Within the framework of this project, PREALC will assist my Government in formulating a well-balanced structural-adjustment policy.

The Government of the Republic of Suriname is of the opinion that the development policy in general and the employment policy as part thereof can be

successful only if the concerted action between government, employers and trade union movement is optimal. Moreover, the situation in my country has made the Surinamese people aware that peace, democracy and social justice are essential preconditions.

My Government is pleased to note that the Surinamese people have the valuable assistance of the ILO and its organs in their efforts for national reconstruction and development, while also the bilateral relations with ILO member countries offer favourable prospects.

I wish to conclude by expressing the firm determination of the Republic of Suriname to commit itself, in accordance with the objectives and principles of this noble Organisation, to the establishment of a world community in which justice will prevail and every human being will be guaranteed a dignified existence.

Original - Spanish: The PRESIDENT (Mr. DEL PINO) - The Director-General of the Office sent a message of condolence to the Surinamese people in connection with the airplane disaster to which the Minister referred.

Original - German: Mr. MUHR (*Workers' delegate, Federal Republic of Germany*) - The creation of the ILO 70 years ago was a milestone and a major development, promising great hopes for a future that was to bring more prosperity, social justice and safety.

In spite of all the successes, we still have a long way to go before we reach this objective, while mankind has never had as many technical and financial resources to do away with misery and poverty. However, in absolute terms there is more hunger in the world today than before and the figures are constantly rising, by about 1 million people every month. The same is true for the number of illiterates and homeless people.

While in the case of drought disasters, the world has often responded with large assistance programmes, food can only be a short-term, partial answer. The roots of the evil are deeper. In many regions of the Third World the production of goods is suffering both from mistakes made in the country itself and from the adverse influences of the world economy.

For about the last two decades, real prices of most African exports have been falling at the same time as import prices for industrial products have been rising.

This is bound to produce a debt crisis - a very heavy burden on developing countries, which throws the potential of any development policy into question. Most developing countries are already paying back more than they receive in capital from industrialised countries. However, the terrible financial crisis is still overshadowed by a dramatic environmental crisis. The debt crisis and a much too rapid rate of population growth has forced many States to overexploit nature and to waste raw materials.

According to FAO calculations, every year sees the destruction of about 3.7 million hectares of forest. You do not need much imagination to recognise that not only the developing countries are in danger. The biosphere is our common heritage and we must do all

we can to keep it. The entire development process is in danger of becoming a fatal vicious circle.

The debt crisis and the environmental crisis are reinforcing each others and becoming more critical and will probably deepen the food and poverty crisis.

But there is another way: if we all are willing, then we can prevent the people from starving.

Unfortunately, the rich and powerful in the North and in the South are very rarely ready to cede power and financial resources. Also, in most industrialised countries the rising number of the poor shows that the benefits of growth hardly trickle down to the poorest.

At the beginning of the last decade of the twentieth century and of the second millenium, we should forget our petty quarrels and should aim to more effectively tackle the long-term problems which threaten us. We should argue against all those who say that we can resign ourselves to the poverty and the risk of starvation of millions of people.

It is still worth hoping that the chances for worldwide disarmament will finally be achieved, and the savings in expenditure on missiles could be used to improve life on earth instead of maintaining this sentence of death which hangs over mankind.

Morally, it does not make a great difference whether a person dies in a war or starves to death because of the selfishness of others. Therefore, we must use all our strength to ensure that solidarity never becomes an empty concept, talked about at international conferences, but without any action being taken in practice.

The only feasible way to achieve this objective is to create more employment.

As long as people are deprived of the right to work and to incomes, many rights and freedoms that we want to promote actively in the ILO are meaningless for them.

Most governments have not been able to fulfil their responsibilities for economic and employment policy, and this includes the industrialised countries as well.

In the member States of the European Community alone, official statistics show that nearly 16 million people are unemployed. This failure shows that, there as well, the real political will is absent.

Member States have not fulfilled their obligations to the ILO either. Already, in the Constitution of 1919, full employment was made a central objective, and this is also true of the Employment Policy Convention, 1964 (No. 122).

Problems with the balance of payments and with currency stability receive more attention than the goal of full employment. In difficult economic periods, restrictive financial and monetary policy initiatives were taken which, in fact, slowed down economic growth and aggravated unemployment.

Very few lessons were learnt from the negative experiences of the world economic crisis at the end of the 1920s. Many industrialised countries are still continuing to try to solve their employment problems through export promotion campaigns and import restrictions. The consequences, both then and now, were mass unemployment, the decline in the value of capital and making productive capacity idle.

National selfishness grows in the same measure as the growth rate of national and international market share declines.

What is imperative is medium-term co-ordination of economic policy.

The positive effects that can be expected from internationally co-ordinated economic policy is shown by a joint study of the German Confederation of Trade Unions (DGB) and the Nordic Trade Union Council. This study shows that an increase in incentives of 1 per cent of the gross domestic product in all OECD countries would lead to the creation of 8.3 million jobs in only two or three years.

In spite of better knowledge, economic policy in force now is, in fact, often moving in the opposite direction. To cope with structural change in the economy the industrialised countries indulge in protectionism and in getting rid of certain safeguarding provisions of workers and for people in general.

The poor of the Third World and our own workers are the ones who, in fact, end up paying the bill for the decline in exports and reductions in social expenditure.

Meanwhile, social and labour legislation has in recent years been increasingly interpreted as a cause of the employment crisis.

The advocates of neo-classical deregulation policies want to apply brutal new regulations to govern the labour market. But they are wrong if they believe that work is a commodity – just like bananas or carpets. “Labour is not a commodity”, this is what it says in Article I of the Declaration of Philadelphia. The free play of the market is not capable of producing equitable arrangements in the labour market.

With sustained mass unemployment, social policy comes under ideological and financial pressure. Both nationally and internationally, social policy is often seen as an economic burden which cannot be maintained in periods of economic difficulty.

But renunciation of wages and a decline in labour standards helps line the pockets of the entrepreneurs. On the other hand, mass purchasing power is weakened and no new jobs are created. Every percentage of wage that a worker does not receive in one country allows employers in other countries to justify new wage cuts. The spiral leads down to the bottom.

We must recognise that poverty, unemployment, ecological destruction and the population explosion are inextricably linked. None of these basic problems can be solved by aggressive competition, but only through comprehensive human solidarity and international co-operation.

Added to these basic problems is the vicious circle of a lack of social benefits and a high birth rate.

As long as social problems remain unsolved within the family, a high birthrate is the inevitable consequence. Here again, economic growth and food problems result in a multitude of social and economic problems.

More than ever, we must ensure that welfare state regulations are not be crushed under the wheel of a supply-side economic policy.

The economy is not only dealing with the production of goods but also with social risk. Social policy on the other hand, not only creates costs but also creates important conditions for raising the living standard and improving the destiny of man.

The interaction of present social problems makes it necessary for state welfare interests in other policy areas, such as the economy, to receive more attention and counteract the fragmentation of social problems and different disciplines.

The ILO must keep in mind that our own common standards on human and trade union rights must not be put aside by economic considerations. A human concept could not otherwise prosper.

The policy of the World Bank and the International Monetary Fund, must be broadened by clauses with implications such as those within the framework of the GATT agreements. At the same time, industrialised countries and banks must waive some of their conditions that place such a heavy burden on debtor countries. Strict measures must be taken if we are to defuse the social ecological and demographic time bomb. We must always be aware that we are neighbours on a small, vulnerable planet. Not only have we the moral duty to help each other, but also it is in our mutual interest to do so. Let us learn from the history of the ILO and support it so as to strengthen this Organisation's capacity for peace and social justice. We in this Organisation should feel committed to social progress so that everyone irrespective of where the lives has hope for the future.

Original - Arabic: Mr. KHOURY (*Government delegate, Lebanon*) - Allow me first of all to congratulate Mr. Nkomo on his election as President of this 76th Session of the International Labour Conference and also to extend my best greetings to Mr. Michel Hansenne, the new Director-General of the International Labour Office. I should like to state three vital truths before turning to the discussion of the Director-General's Report for this year.

First of all, we should like to say that the departure of a Director-General, in this case Mr. Francis Blanchard, only means that he has departed in person because his work remains with us and will remain with us for many years to come. And with the arrival of a new Director-General, Mr. Michel Hansenne, we hope that the coming years will bear much fruit so that we can rise to the challenges of the last decade of the 20th century.

Second, we believe that the departure and arrival of persons, whatever their rank, imply that the first have already given of their best and that their successors, in the flower of their age, will contribute their youth to the ILO. Although the young men of yesterday might have reached a mature age and well deserve a rest, their ideas remain with us like a living flame which is the vital proof that this Organisation, which developed because of the devotion of millions of human beings, will not age, will not weaken, will not die and will remain eternally young.

The third truth that I want to state is that I come here every year but that this year is special because we are commemorating the 70th anniversary of the Organisation. The presence of the Lebanese delegation at this forum - this delegation that leaves Beirut miraculously and also arrives here miraculously, only to return to its country - bears witness to our wish to remain the most faithful member of this Organisation, because we are undoubtedly the member most anxious to attain peace and justice and human rights.

I started my speech very clearly, as you have heard for yourself. I should like to say that all these hopes and all these congratulations will remain empty words if they are not backed up by resolutions and recommendations to make our world more beautiful - as no doubt cosmonauts see it from their spacecrafts; a world where there is no white, no black and

no yellow; a world that makes no distinction on the basis of colour, race or religion. The cosmonauts' view of the world must be one where nature develops harmoniously, while our planet turns around the sun, far from human conflicts that take root in ambitions and cupidity.

If I have spoken in this way it is because I want to approach the Report of the Director-General from this overall standpoint. Indeed, he has taken as its title a slogan which civilisations have adopted since God created Adam and Eve: recovery and development. And our civilisation, on the threshold of the twenty-first century, has not found a better way to put it.

The Director-General's Report contains a vast number of modern ideas and advocates positive solutions. Quite frankly, it is not possible for the head of a delegation to cover everything he wants to say in a speech because, more often than not, more time is taken up in extending congratulations and bidding farewell than in saying anything of significance. As head of the delegation that comes from Lebanon, I feel bound to make the following comments.

First, we are living in an age of accelerated progress where developments in the technological field risk to overturn, in the ninth decade of this century, all our concepts of life and work in the eighth decade. The changes of tomorrow threaten to undermine the rules of today. We are living in a world of constant change and it is for this reason that I call for a dynamic strategy within the ILO to implement the ideas of the Director-General, whatever expenditure is required by this strategy, which not only covers human resources but also material and technological factors, because it is inadmissible that countries most in need of ILO services are not granted them because of the ILO's lack of means, while there are countries which are extremely advanced who do not want to provide the ILO with these means. In making this demand I am not asking for the impossible; I am merely asking that the ILO be given the chance to keep up with progress rather than lagging behind.

Second, development is the only way that leads to social recovery. However, we have to be very cautious in the face of technological progress because it may increase unemployment and poverty instead of creating additional employment. The countries which are most advanced - in terms of thinking, capital and production - must be aware of this, for if they fail to provide adequate and appropriate assistance to the developing countries, and if they do not help to relieve these countries of their huge debt burden, they will themselves become the victims of their own production system and of its misuse. After all, in practical terms, I should like to know what exactly the wealthy nations and the international organisations have to lose by supporting the humble farmer who works his fertile land by providing him with all the necessary resources? Sudan, for example, if it were given the means, could absorb millions of workers and ensure food security for hundreds of millions of human beings.

Third, I should like to mention a dream which we hold dear, that of peaceful and co-operative relations between East and West in order to create a better world, free of armed borders, the sort of world to which we all aspire. All we ask of rapprochement between East and West is that it not be achieved to the detriment of the South, so that our planet may

preserve its harmony and be safeguarded from the architects of negative transformation.

Fourth, and most important, in my opinion, for the entire world, is a point I wish to make concerning Lebanon. It is high time for Christian citizens, who have been crucified for fifteen years, to get off their crosses and for Muslim citizens, who are bound in chains, to get up and walk. It is high time to bring an end to the plot fomented by the racist State of Israel, a nation with a direct interest in transforming Lebanon, which used to be a model of religious co-existence, into a racist country torn not only by conflict between religions, but also by conflict among sects of the same religion. It is for this reason that Israel is creating internal plots which are more vicious than premeditated murder.

In seven years, Lebanon has experienced a 1,500 per cent devaluation of its currency, which used to rank fifth in the world. Lebanon has experienced a total collapse of its infrastructures. As a consequence, water and electricity are available only for a few hours a day. Its few remaining factories are almost at a standstill. Its international airport has become paralysed, its ports are blocked and its telecommunication services have been so seriously affected that the country is now virtually isolated from the rest of the world. Meanwhile, its rate of demographic growth has reached 3.85 per cent, despite the fact that there are many voluntary or forced Lebanese emigrés and exiles. Lebanon, which used to be the Switzerland of the East, is now living under the yoke of Israeli occupation in its southern and eastern parts. It no longer has dreams for the future, nor does it anticipate the twenty-first century. Its people nevertheless aspire to better days, to a time when they will be able to gather their forces and catch their breath, regain their past prosperity and build a brighter future in a unified country enjoying freedom and dignity.

I am fully aware that this is not a political forum. But, whether we like it or not, the issues we are discussing are inherently political. When one talks about the Lebanese crisis, one inevitably touches on the Palestinian problem and, thereby, the problems of labour and workers, the problems of industry, commerce, orange production and domestic problems. The irony of civilisation in this century is that those who control it advise you to negotiate with those who have taken your land, deprived you of the wealth of your soil, occupied your homes, killed your young people, made widows of your wives and thrown your friends and relatives into the street. There has been enough procrastination, enough evasion of international responsibility!

Gentlemen – I might even say gentlemen of the civilisation of this century: show a little credibility; apply at least once your international resolution; overcome the crisis once and for all; be fair and enrich your consciences with human and moral values and notions of freedom and dignity.

The Lebanese delegation has come to this forum this year with such members as were able to reach this destination. This delegation comes with the hope, which is joined with the hopes of the whole world, that the odious wars waged on its soil will come to an end. This year there have been two initiatives, fired by the hopes of the Lebanese and the goodwill of the Syrians. The first of these initiatives was the setting up of a six-member committee within

the League of Arab States under the presidency of Sheikh Sabah El-Ahmad El-Jaber El-Sabah, Minister of Foreign Affairs of Kuwait, whose good services led to the extraordinary Arab summit in Casablanca. The second initiative was the mission entrusted by this summit to three major Arab leaders: His Majesty King Hassan II, the Servant of the Two Shrines, His Majesty King Fahd Ben Abdel Aziz and His Excellency the President of the Republic of Algeria, Mr. Chadli Ben Jedid. This mission consists of helping Lebanon emerge from its crisis. In fact, these three heads of state – with the best wishes of the Lebanese and Syrians – do not only represent 250 million Arabs in the Middle East but they also personify the hopes of hundreds of millions of people of goodwill throughout the world.

Indeed, all of them represent the hope to see Lebanon assume the cultural role for which it was once famous and to put an end to all Israeli plots that aim at overturning, not only Lebanon, but all the Arab world – turning its peoples into tribes and mini-states. If Lebanon does not regain its peace, security and sovereignty throughout its territory and have its full capacities restored, I predict – indeed I see behind the gathering clouds – a flood whose waves will engulf more than one people and change the map of more than one country. It is for this reason that, from this rostrum, on behalf of the Lebanese delegation, on behalf of every Lebanese, I appeal to you that your states should support the Arab initiative to help Lebanon participate at all international peace conferences – with one president and not two, with one government and not two.

May peace be with you.

Original – Spanish: Mr. CASTAÑEDA SANCHEZ (*Workers' delegate, Panama*) – I bring you fraternal greetings from the National Council of Organised workers of Panama (CONATO), an organisation that combines all the trade union movements and associations of our country, and congratulations on having chosen Minister John Nkomo as President, in recognition of his personal merits and the struggles of peoples for their liberation, as in the case of Zimbabwe, which has now achieved full sovereignty.

For the International Labour Organisation, which bases its aspirations, among other good aims, on all that conduces to economic recovery and development, it should be a matter of concern that the Panamanian nation, in particular the workers, is living a tragedy as a result of the most cruel and merciless aggression against a small country.

In the name of an empty democracy and freedom, which has been foisted on too many countries of the world, we have in recent years been kept in the grip of intense economic aggression and psychological warfare, which has resorted to hostile, destructive and inhuman acts in the attempt to destabilise and dismember the banking system by provoking general panic through disinformation by its communication media. The supply of bank notes has been deliberately disrupted, as well as contractual obligations by the Panamanian state with regard to international conventions.

Above all, debts to the State, such as the instalments for the Panama Canal, have not been paid, and the economic boycott has been extended to prevent enterprises operating in the country paying

dues, taxes, public service payments and all other obligations to the State. This has led to a deterioration in health, social security and living conditions and other basic services urgently needed by the people.

Panamanian money deposited abroad has been illegally frozen and withheld outside our territory, along with assets and equipment belonging to the State, by sheer force on the part of those who have enslaved other nations on the continent for over a century.

In the psychological war against Panama military occupation forces are despatched and maintained on our soil with the manifest intention of keeping the population terrorised under the threat of invasion. This constitutes a brutal and destabilising act which the National Council of Organised Workers of Panama and the more sensible elements of America and the world can only denounce and condemn.

This irrational and criminal act has taken the lives of innocent people in the civilian population, murdered by deadly weapons deliberately fired in transit areas occupied by communities bordering the Canal area.

The most perverted aspect of the escalating aggression, in dastardly alliance with groups opposed to the Government, is undoubtedly the strategy of disinformation and ideological penetration imposed on our people over these past years; by the use of the most modern transnational disinformation techniques, the world and our people themselves have been given a distorted image of the reality in Panama in order to justify the unbridled economic and military aggression. That is why the most wild, insensate, unimaginable fallacies and slanders have been dreamt up against the leaders of the Panamanian Government.

Here, fortunately, we find ourselves among the leaders of civilised countries, so in response to this tissue of lies, this primitive policy of disinformation and psychological warfare, we hereby announce that the most recent addition to this chain of aggression against our people has been the open and impertinent intervention in the Panamanian elections, which made itself felt not only through the campaign to discredit the governing forces, but finally reached the point where a parallel electoral tribunal and an illegal radio and television network were set up to transmit false information on the election results and encourage acts of violence among the population.

They intervened in the internal affairs of the country, acting like judges, threatening and giving orders at polling stations, having previously acknowledged that at least 10 million dollars had been allocated to their internal allies.

In short, the Panamanian people and the national forces fell into an electoral trap which was subject to all the vices, the most scandalously fraudulent conditions ever known in Latin America, leading the electoral tribunal of Panama, quite rightly, to declare the elections null and void.

Today, the position of the National Council of Organised Workers and of the Latin American peoples, with regard to the use of the Organisation of American States in imposing diplomatic isolation on Panama is clear: it is up to the OAS to mediate in conflicts between States, but not to intervene in the domestic affairs of countries.

The crisis in Panama is not due either to spontaneous confrontations between rival political groups or to the conflicting results of elections.

The reason for the Panamanian crisis is the decision by an interested foreign government to impose on our country at all costs a docile government which would accept a permanent military presence beyond the year 2000.

The National Council of Organised Workers of Panama is profoundly concerned at the social cost of this aggression to the Panamanian people; it has undoubtedly fallen most heavily on the workers and other sectors of the population.

Over these years of crisis the employers have thrown on to the streets more than 60,000 workers, casting them into the cruel uncertainty of unemployment. At the same time conditions of work and wages have deteriorated for the large majority of the Panamanian workforce, along with health, living and social security conditions.

We have to denounce at this assembly the employers of Panama, who call themselves civilised people and lovers of democracy and liberty, but have dedicated themselves to the political persecution of the leaders of our country and to the suppression of the trade union movement.

We have to denounce the external aggression against our people and the employers' strategy against the trade union movement of introducing the cancer of solidarism as a means of breaking up trade unionism and the principles of the workers' movement in our country.

In view of the tragedy which our country is going through as a result of this aggression we wish to appeal for the understanding and international solidarity of fraternal organisations, peoples and governments, since what is being rehearsed in Panama today will undoubtedly be acted out in other countries tomorrow.

In the time available to acquaint you with the difficult situation of the Panamanian people, we urge this Organisation to embark on effective, practical initiatives to help set in motion social and economic development in this suffering country, which prefers its hoped-for liberation to any aid conditional on international colonialism.

We workers demand compliance with the Torrijos-Carter treaties and respect for the sacred principles of non-intervention.

We demand respect for the sovereign will of the Panamanian people to choose freely the government it desires and our right to live in peace, democracy and social justice without the fear of having to sleep with more than 13,000 guns on our soil pointing at our hearts.

In the name of the people and workers of Panama, we are grateful for the solid support received from countries which have come down on the side of our hoped-for liberation and of compliance with the Torrijos-Carter treaties. We stand shoulder to shoulder with them and at the same time express our solidarity with the just aspirations of the workers and people of Palestine.

Original – French: Mr. DECOSTERD (Employers' delegate, Switzerland) – First of all, permit me to congratulate our President and the Officers of the Conference on their election and the effective manner in which they are conducting our debate.

I should also like to wish every success to Mr. Hansenne in his important tasks and express my gratitude to Mr. Blanchard, to whom our Assembly justly paid

tribute last week, on his long and remarkable contribution to our common cause.

An anniversary provides the opportunity not only for festivities, but also for profound reflection on the justification, mission and objectives of our Organisation. The Report being discussed invites us to undertake just this type of reflection by providing us with proposals for equitable economic growth.

Without underestimating the relevance of the recommendations, which have been carefully grouped at the macro- and micro-economic levels, as experts are able to do so well, I was struck by the fact that, once again, emphasis is being placed on a world-wide approach to the problem of growth and that, of course, tripartism is defined as a key to this growth to which we all aspire. Are we not here confusing international organisations, States and social partners with magicians? Are we not trying to cure a sick and barren tree by treating the leaves instead of strengthening it by nourishing the roots? Reports, it has been said, cover everything but comprehend nothing. They are capable of saying everything while giving expression to nothing, particularly where required by the diplomatic caution of an international organisation.

For a man in the field like myself, who has given his life to the organisation of labour and the management of human resources in the enterprise, this is not the main thing. We are not a world agency for employment, we are the International Labour Organisation. This is why I would wish to see us focus on a perspicacious analysis of the meaning and value of labour, that is to search for the solution upstream of employment, as was said in this very forum by Mr. Delamuraz, President of Switzerland, because employment is ultimately but the result of man's attitude towards labour. Beyond macro- and micro-economics, with which the experts assail us, let us pay closer attention to the appropriate role and behaviour of economic agents, that is man and the enterprise. This is where we can successfully treat the endemic sickness of unemployment at the root and set the ball of economic growth rolling.

Only through labour can we produce the riches which, when judiciously distributed, will improve the living standards of our populations. Underdevelopment is not a foregone conclusion, but the countries which have overcome it in past and recent years have only managed to do so through work – work well carried out, effective work. The launching of major public works undoubtedly plays a part in this, as emphasised by the Report, but above all it is a question of investing in vocational training for the workers and investing in the maintenance of installations, rather than spending fabulous sums.

These ideas are not easy to put forward here. But how can we fail to be worried when we see, on the one hand, that work is increasingly being less valued than leisure in the industrialised countries and, on the other hand, that people in many developing countries are becoming more and more dependent on assistance? How can we imagine equitable growth if these two perverse trends continue? And what is the responsibility of our Organisation in the face of this development? Interventionism and "normatist", two familiar demons, seem to be jeopardising to a certain extent the freedom of action which is vital to productive labour? While liberalism is occasionally ruthless, collectivism is frequently tyrannical. Stan-

dard-setting should never predominate over the intrinsic characteristics of labour.

The cycle of stagnation and unemployment, however, is a simple one. When a person stops working, somebody stops buying. When somebody stops buying, somebody stops selling. When somebody stops selling, somebody stops producing. And when somebody stops producing, somebody stops working. And so on, since humanity has existed, since the ancient institution of the market has been regulating the exchange of goods between men. This has nothing to do with either liberalism or socialism. It is the reality of human behaviour.

This analysis might be viewed as simplistic by the experts. Let us think about it just the same, and let us remember the erroneous theses, once defended at this very tribune, about job creation through the reduction of working time, through job sharing or through the creation of non-productive jobs in public administrations; or nowadays, the blind opposition to the idea of a more flexible organisation of working time, so as to dissociate it from the utilisation time for machinery and thereby to generate increased productivity.

Are we going to continue drawing up, researching and applying standards according to outdated modes of thought, or do we want to use a greater part of our resources in order better to understand the profound transformation that the labour world is going to undergo in the decades to come, particularly as a result of the prodigious technological development, so that we can then formulate and recommend within the framework of our Organisation a realistic concept of labour in the twenty-first century?

To improve the dignity of man at work is first and foremost a question of teaching him skills of which he can be proud, to make it possible for him to work in a stimulating working atmosphere, to remunerate him in an appropriate manner and to give him a certain amount of freedom as to the choice of his hours and his working method.

Only work can create work and only the enterprise can create wealth and add value to work. This is another paradox, and I would have appreciated that it be dealt with in the Report *Recovery and employment*.

I would like, in conclusion, to reiterate Mr. Blanchard's excellent point namely, that it is by ensuring and improving this dignity of man at work that we will give real contents to "economic and social citizenship."

In order to create jobs, let us work better and let us work in a different manner. The most lucid and innovative amongst us have already begun to do this. Let us help others to do the same.

Original – French: Mr. LEBRUN (*Workers' delegate, Haiti*) – Mr. President, before submitting to you my statement at the 76th Session of the Annual Conference of the ILO, I would like, on behalf of the Haitian workers, on behalf of my trade union organisation, CATH-CLAT, and on my own behalf, to congratulate sincerely Mr. Nkomo for his election to the presidency of this tripartite international parliament and also to greet and congratulate the new Director-General, Mr. Michel Hansenne, known throughout the political world as in the working world for his competence and his dynamism.

I should also like, apart from the task which faces the Director-General, to draw his attention to the particular case of my country. Much has already been done in the framework of the ILO's support to Haiti, but much more has still to be done to improve tripartite relations between the social partners of the labour world in Haiti.

After the First World War, the situation prevailing at the time, and the reiterated demands of the trade unions, the Peace Conference of 1919 gave birth, through the Treaty of Versailles, to the labour organisation, the ILO. Haiti was among the first countries to become a member. It is to be regretted that its political culture forces it every year, until now, to find itself accused and condemned for violating standards and ratified Conventions which, however, are not numerous in number. Thank God Conventions Nos. 87 and 98 have been ratified by our country; the Gordian knot remains, however, in the field of their implementation. Although with popular pressure and as a result of the demands of the working class, apart from our recognition of the Haitian Constitution of 1987, we were able to legalise the right of public servants to organise and to form trade unions, the current labour legislation is still the same that existed through the period of dictatorship in our country.

Many attempts were made with the co-operation of the ILO in 1987, to amend our Labour Code; however, all these efforts were in vain. The Government of the day and also the employers – the most retrograde, the most reactionary the world has ever known – utilised all possible resources to block the process of tripartite negotiation. The social and economic struggle of the workers for survival, for the improvement of their conditions of work, are becoming more and more difficult, certainly more difficult than in any other country in the world.

Apart from social problems, there are the problems of deprivation, of poverty, illiteracy, endemic disease, exploitation and violation of human rights – all compounded by the political crises of the last three years of transition towards a democracy which has been too long awaited after the legacy of authoritarianism of the past thirty years.

I do not wish to judge my country here at the rostrum of this international labour parliament, but it is important to state once again that the problems faced by our people today are equally the responsibility of the imperialist countries which held our freedom hostage with their east-west conflicts.

If peace and social justice are by their nature closely linked, the major countries should know that they cannot continue to sleep in peace while the social and economic situation of the countries of the south continues to deteriorate. If their conscience has not sufficiently disturbed yet, they must realise that they are the first to be responsible for these different situations. Just as hunger has no religion, no motherland, social disruptions have no frontiers. To quote again the Declaration of Philadelphia, "poverty anywhere constitutes a danger to prosperity everywhere". I would like to stress that it is a serious threat to the survival of humanity, to the social peace of the richer countries – too rich, because they have exploited the countries of the southern hemisphere since colonial days and continue to impoverish the countries of the Third World. If the big countries of the northern hemisphere really enjoy giving charity to the relatively poorer countries, which are exploited and endeb-

ted up to the hilt, they must also know that there is no merit on their part in this eternal assistance.

Economic pacts are being signed ... groups of countries dream of becoming the greatest economic powers by the year 2000. The time is marked by competition and protectionism while the number of unemployed is probably going to reach 1,000 million shortly, while children by the thousand are dying of hunger. These contradictions are intolerable and unacceptable. At each international gathering one hears speeches calling for pity, for mercy. Millions of dollars are spent on studies to find adequate solutions. Innumerable specialised institutions are set up with thousands of experts, yet poverty still gains ground. Has thought really been given to what this signifies for the future of humanity? Is this really to best way to conceive of the drawn of the year 2000? It would be a great shame to continue to think along these lines.

To refer again to the Declaration of Philadelphia and the statement of our honourable Director-General on 8 June "lasting peace can be established only if it is based on social justice." This was true yesterday and is true today, seven times seventy-seven times seven.

If it is urgent to improve the conditions of work and life of the workers, it is also urgently necessary for the larger countries to liberate the countries of the southern hemisphere, which for too long have been hostages of their political decisions ... to free the economies of the countries of the Third World from the domination of their big banks.

What for you are the implications of the thousands of immigrants who come to your countries? They are the consequences of yesterday and of today and the threat of tomorrow. Do not drift too far in your sleep in the twilight of this century for you may have a rude awakening at the dawn of the new millennium. You have been warned: you will reap what you have sown with your concept of development and your political and economic systems. The golden years forecast by your scientist will be so dimmed that you will think that the prophesies of the Apocalypse are being fulfilled.

At the time of signing agreements to limit strategic arms, think for a minute what would be represented by one day's military budget of the big world powers. The sum would be greater than the total debt of the Latin American and Caribbean countries. Is this not madness towards which the world is rushing blindly?

This external debt of the southern, Third World countries has become a real AIDS syndrome for their economies, a sword of Damocles hanging over their fragile democracies. This money now is in the personal and secret accounts of the dictators. Who then will pay the debt? Once again, the workers. It is easy to understand the social difference between the rich and the poor countries. It is easy to understand that you live in a democracy and indirectly support our dictatorships. But we, the organised workers, are not going to tolerate this situation which impoverishes us. The social disputes breaking out everywhere among the poor countries, the protests by workers' organisations to the relevant ILO bodies, are all the outcome of your economic policies as regards our countries. As long as the policies do not change, as long as your specialised financial institutions have the same attitude towards our countries, the situation will remain the same.

Stability, like instability, are imported products; Haiti will always be in the dock of the accused for violation of agreements and ratified international Conventions. You will always be there, as judges, to condemn us for the harm you have exported.

Last year marked the 40th anniversary both of the Universal Declaration of Human Rights and of Convention No. 87. And what is the situation today? Many governments continue their repression of peoples seeking justice and liberty. Thousands of Chinese have been massacred in Tien An Men Square, yet here in the Conference not a word is said on the matter. This year is the 70th anniversary year of the creation of the ILO, the majority of the delegations have spoken of this. What conclusion is to be drawn?

Many of the situations of yesterday are improved today, but many still have to be resolved. If certain countries have reached a haven, we, the Haitian workers and people, are still on stormy seas of political troubles, coup d'état after coup d'état. We have to witness mass migrations towards foreign countries in the fruitless quest of better conditions – as in the case of Haitian agricultural workers subjected to appalling conditions in the Dominican Republic; chronic and ever-growing unemployment. We are the poorest country of the continent, a country marked by precarious employment, inhuman conditions of work, a vast, unskilled labour force in a basically agricultural country which imports its foodstuffs through a system of legalised smuggling while its inhabitants are below the poverty threshold. Although our country was called, in the original Indian language, the land of forests and mountains, today only 15 per cent of its area is covered by trees. The ecological catastrophe is rapidly approaching and the sufferings of our people continue, our people who were the first to teach democracy on the new continent.

The speech of the Minister for Social Affairs of my country, at this rostrum, pleaded the cause of the struggle against poverty; the Minister did refer to the situation of our country but he did not stress the distribution of national wealth, which is in the hands of 10 per cent of the population which possesses 75 per cent of the gross national product. Nor did he point out that the poverty of our country is relative and not absolute. Despite all the crises that our country is going through, it does possess unequalled riches: its cultural identity, its natural resources, its potential and valiant human resources, both inside and outside the country, its historical and touristic sites are there to bear witness. The Minister did not say that our nation State lacks political determination to guide us along the path of integrated, community development. He was reluctant to state that it is the traditional economic barons of the country who decide everything arbitrarily.

It is they who decide whether to produce or to import, whether to maintain or increase the prices of basic-necessity commodities, whether to dismiss unionised workers or to close down enterprises and reopen them under other names, whether to compensate redundant workers or to "block" their appeal to the courts even though a decision may already have been reached.

In Haiti political authority is merely an instrument in the service of economic power. An illustration of this can be seen in the example – one of many – of

three hundred unionised workers of a subcontracting firm, Jean-Edouard Baker S.A. JEBESA, who were fired because of a single claim in respect of an arbitrary rate increase. For three years they appealed to one court after another with the support of the CATH-CLAT to which their union belongs. They won their case at three legal levels. But since the owner is one of the big bosses of the country, and an influential member of the employers' association, ADI'H, no satisfaction has been granted to them and they have no further areas of redress. Our Minister did not speak of this.

By way of conclusion, I would like to stress that despite all the poverty in my country, which is a direct consequence of the policies of previous governments, there is clear determination on the part of the Government, together with the workers and the people, through their genuine representatives, to seek democratic solutions to our serious problems. Despite the deplorable situation, the workers continue their untiring struggle for the implementation and observance of international standards, their struggle to throw off the chains of oppression.

Mr. BAKER (*Workers' delegate, United States*) – Congratulations on your election as President of the Conference. The confidence that has been placed in your leadership has been fully justified by the manner in which you have conducted our business. Congratulations to the Vice-Presidents as well and to the Director-General, Michel Hansenne, and to his new Deputy, Heribert Maier. On this occasion I would also like to thank the former Director-General, Mr. Francis Blanchard, for his many years of excellent service to this Organisation and for his dedication to its principles and its mission.

The Director-General's Report, although offering no magic or easy remedies for the world's economic problems, succeeds in presenting a balanced analysis which stresses the vital need to find both social and economic solutions.

There are those who still think that the debt crisis is none of the ILO's business. It would, however, be irresponsible for the ILO, with its historic role in protecting the interests of workers and as the only international organisation in the United Nations family with a tripartite constituency, to ignore the social effects of debt and refuse to contribute to ideas and approaches which, unlike purely market and banking prescriptions, offer some possibility of success.

One of the most striking aspects of the debt burden is that there is often a clear distinction between those who incurred it and those who must pay for it. The rural and urban poor, the workers and small farmers do not have fat accounts in foreign banks built up when the money was still flowing, to fall back on. It is the least advantaged who have been hit hardest and it is for them that relief must be found. The High-Level Meeting on Employment and Structural Adjustment was a good beginning but a modest one. Much more remains to be done.

The meat-axe approach of severe austerity programmes and conditionality has created disorder and instability which threatens and undermines democracy, where it exists, and gives excuses to dictators to become even more brutal. We have to find a way to inscribe employment, the alleviation of poverty, and democracy on the bankers' ledger sheets and factor them into their econometric models. Bankers who

require purely market solutions seem unwilling to live by the same rules. Others who make bad investments lose their money. The world cannot, of course, afford a collapse of the banking system, but short of that, banks must make sacrifices. As indicated in the Report, an unprecedented degree of international co-operation and tripartite involvement is indispensable if current difficulties and their underlying causes are to be addressed, and if we emerge from this crisis, firm steps must be taken to ensure that it never happens again.

Debt is not found only in developing countries. My own country is saddled with a heavy debt, both public and private. As in other countries, the public debt arose out of colossal mistakes in public policy. In our case, this adventure was supported by fairy tale economic theories and, as usual, it will undoubtedly be the poor and the working people who will be forced to settle when the bill comes due.

The private debt in the United States includes massive borrowing for corporate takeovers; a debt burden which is then transferred to the acquired company and often paid for by workers with their jobs and incomes. One of many recent takeover targets, RJR Nabisco, must finance a debt-service charge of 3 billion dollars per year and be dismembered to pay for its own takeover. In such situations, restructuring and adjustment are propelled by the financial imperatives of a market gone mad. Corporate decisions are distorted by takeovers and fear of takeovers and vast resources are wasted in short-term speculation and profit-taking which crowd out productive investment.

Growth, productive investment, employment creation, social protection, freedom of association and democracy are all linked. In showing that vital connection between economic and social progress, the Director-General's Report rejects the simple-minded sloganeering that has, far too often, characterised the debate in other institutions and unfortunately, on occasion, in the ILO itself. The message must be heard beyond this Conference hall and become a part of the overall strategy for development in both North and south.

This Conference is an occasion to celebrate progress in freedom of association and the beginnings of democracy in Poland. Such changes, if continued, open up for the first time in many years, the possibility of economic improvements. The struggle of Solidarnosc is an inspiration for us all; it is the story of a movement which refused to die. The determination of Polish workers to have and keep a free trade union has been the driving force behind progress and the liberation of the human spirit. Solidarnosc has restored in Poland a positive meaning to the term "trade union". "Trade union" no longer means an organisation to oppress and control workers, but an instrument, belonging to them, to fight for their interests on and off the job and for social justice and democracy. Poland must not become yesterday's headlines; the world must stand ready to help overcome the economic crisis in that still-troubled country, encourage the process of democratisation and, above all, support Solidarnosc, on which the future and hopes of the Polish people depend.

The developments in Poland also highlight the importance of the ILO's system of supervision. It has been a difficult fight to defend the supervisory machinery and maintain the standards and principles of the ILO against the intense attacks made on them

during the past few years. The report of the Commission of Inquiry, a fair and well-reasoned document, provoked a particularly hysterical response. It is useful to remember that period, not to relive history or to rub salt in old wounds, but to remain ourselves of the absolute need to support the machinery, assure its credibility and fairness and preserve it from attacks and contempt from any quarter.

In stark contrast to the hopeful developments in Poland, we have witnessed the shocking massacre of workers and students by the authorities in the People's Republic of China. These events and subsequent arrests, death sentences, executions and terror reveal the moral bankruptcy of a regime which can find its only legitimacy in military power and brute force. There are reports that the families of those who have been tried and murdered by the State are being required to pay for the bullets; a practice also followed by executioners in Nazi Germany. The dead cannot be brought back to life, but other lives must be spared. Those arrested should be immediately released and a dialogue should begin with the people.

China has received US\$33 billion in credits and private foreign investments in the past ten years, including about \$10 billion in 1988 alone. This demonstrates the foolishness of the notion that democracy can be achieved through capitalism and serves as a useful reminder that the two should not be confused. What have we heard from major business leaders with investments in China about these tragic events; the normal human reaction of outrage and disgust? No, instead, we have learned of concerns about the need for the restoration of order and a good business climate. We have yet to hear a single reference to the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. If we cannot expect conduct flowing from compassion and decency, they should, at least, heed the wise words to this Conference last week from Mr. Oechslin, speaking in his capacity as Employers' delegate of France. He said "Men and women try to excel for the sake of honours, profit, sacrifice or friendship, but never, in the long term, through fear".

The ILO was born 70 years ago out of a profound yearning for peace following a long and terrible world war. The principles of the ILO are every bit as compelling and just as relevant to the search for peace as they were in 1919. Real peace among nations will only come when governments make peace with their own citizens. In keeping with its traditions, principles and structure, the ILO must fully carry out its mission and play an ever larger role in the world in the defence and promotion of freedom, justice, and social and economic progress.

Original - Spanish: Mr. GROBA (Workers' delegate, Uruguay) - We would like to join the speaker who preceded us in congratulating the President and the other officers of the Conference on their election.

We represent the PIT-CNT of Uruguay, the only workers' federation existing in the country, due to the wishes of its workers who are motivated by a profound feeling and conviction of unity.

Once again, we have come to this Conference to convey our complete solidarity with all of the workers of the world, a solidarity which came to our aid when we were suffering recently under the yoke of a repressive dictatorship, and which we are ready to offer to all our brothers.

We should also like to express our gratitude to the ILO itself which is celebrating its 70th anniversary. Since its creation, in the framework of the Treaty of Versailles, up to the present day, it has carried out extremely positive work aimed mainly at improving working conditions. Our gratitude also is addressed to Mr. Francis Blanchard and thus we would like to participate in the homage that this session of the Conference has addressed to him for his invaluable contributions to the International Labour Organisation.

This 70th anniversary coincides with the year before the 100th anniversary of 1 May, Labour Day; all humanity will recognise the importance of this anniversary for the workers' struggle for social justice and world peace.

The Report before us tackles an extremely complex subject. A subject on which specialists throughout the world have often taken up very differing positions. As the Report says, on the one hand, "1988 is viewed as the year in which the world economy turned around" and on the other that for Africa and Latin America this has "been a lost decade". The deterioration of their economies was such that one cannot reasonably expect that simple worldwide economic growth will be sufficient to ensure the economic recovery of the region. It is important to remember that for six consecutive years the member countries of the OECD have maintained a sustained rate of growth. It will thus be necessary to develop an appropriate strategy, which is what the Report has primarily concentrated upon.

We should also like to mention various concepts in the Report, particularly relating to the fact that investment has decreased in Africa and Latin American and that, "it was precisely these segments of the population that were less well equipped to bear the cost, however, that were most severely affected." One of the most serious items in this Report is the fact that, "In Latin America (...) the debt service ratio exceeds 40 per cent of exports and this region has become a net capital exporter".

So far as the question of external debt of many developing countries is concerned, this question is still a current one. The trade union movement has played a decisive role in coping with this illegitimate debt, and in trying to unify and co-ordinate the actions and meetings that have taken place in the past decade, in particular those in Cuernavaca, Havana, Lima, Buenos Aires and the Conference of Campiñas, where we set up the Co-ordinating Committee against the Payment of Foreign Debt.

Latin America continues to make interest payments on its foreign debt, of an amount which is higher than the inflow of capital to the region. Thus, we are continuing to finance the misery and hunger of our peoples, and the modernisation process of the rich countries. This transfer, as well as the enormous sacrifice imposed on the peoples of our continent, has not even eased the problem. On the contrary, it has made it even worse.

During this period, the external debt of Latin America and the Caribbean has increased by US\$71 billion, going from \$331 billion in 1982 to \$401.4 billion in 1988. For the International Monetary Fund, however, the more we pay the more we owe. The repercussions of the problem of foreign debt in our countries are innumerable. Among the economic repercussions are the drop in salaries, the recession,

the lack of investment, inflation, and other consequences which prove that, at the present time, the foreign debt is the principal obstacle to economic development. But the most urgent repercussion is the dreadful deterioration in the living conditions of our peoples. No effort, however great, could alleviate the dramatic situation which is imposed upon us by the foreign debt, unless this mechanism of domination is totally eliminated and we begin to set up a new international economic order.

The Report deals with the question of the deterioration of terms of trade, and of protectionism, by way of subsidies, of the goods produced by the developed countries.

It must be noted that this problem does not only affect the two continents mentioned above, but that the global situation as a whole is extremely serious. According to the Report, "poverty has increased. The number of people living in absolute poverty has risen from about 820 million in 1980 to an estimated 950 million in the late 1980s". In a view that we share, the Report states that, "the emphasis in the 1980s on macro-economic problems of adjustment, external balance and fiscal deficits has distracted attention from the social dimensions of development". Further on it is stated that it is important to recognise "the increased social debt towards the poor and the workers who have already contributed more than their share to finance the cost of adjustment".

In certain aspects the critical focus of the Report seems to point directly to the Government of Uruguay. For example, when it says that as a result of the crisis, "There has (...) been action to shut down or privatise public enterprises and to restrict future state involvement in economic activity". In answer to this policy, the Report states that, "In countries with very low levels of development or with rigid production structures, the State must play an important role in providing essential investments in infrastructure and social overhead capital to ease constraints on increased production ... For these reasons it is important to avoid a rigid approach to the question of the role of the State in promoting structural adjustment and development. In many cases it is true that the State has been part of the problem, but it is equally true that it has to be part of the solution".

In the more precise framework of a subject that is extremely topical for the workers of our country, the Report states that "freedom of association and trade union rights are basic human rights which should remain inviolable". We are adamant that no form of the deterioration caused by the economic crisis will affect basic trade union rights. We denounce once again and with great insistence, the fact that employers are putting increasing pressure on the trade union movement, and they are encouraged in this by the tolerance of the Government. The persecution against, and the dismissals of, union militants is becoming increasingly widespread, and all the trade union organisations have to combat it is their own strength. Indeed, the Ministry of Labour and Social Security limits itself, for the most part, to only carrying out its legal functions of control and conciliation without, however, taking effective measures to bring about respect of the law and trade unions rights.

Very serious, concrete denunciations have been addressed to the Ministry of Labour and Social Security in writing and there has been no sign that any effective measures have been taken. In addition to

these unsolved problems there is the added fact that enterprises, when they see that they can act with impunity, ignore workers' rights and thus act arbitrarily. We should mention in this respect that the employers of the clothing industry in Uruguay have dismissed more than 500 militants and trade union leaders from their factories, but have not, as yet, been able to break down the trade union organisation in that sector, which has the total support of the PIT-CNT.

It is clear that in this case the Ministry of Labour and Social Security has not been sufficiently determined vis-à-vis the employers to secure the latter's recognition of the trade union organisation and respect for democracy, as in a democratic civilised country. This example could also be extended to other situations of violation of ratified ILO Conventions but which in Uruguay are violated.

Collective bargaining is impeded by the involvement of the executive, invoking Decree No. 14791 which empowers it to fix wages directly as well as by an irregular system of wage boards.

This year's report by the Committee of Experts points to this violation by the Government of Uruguay in preventing collective agreements from being drawn up in State industrial and commercial enterprises.

Nor does the Government respect its international commitments as regards consultation of the workers' federation for fixing minimum wages. This is an open contradiction of the provisions of the Minimum Wage-Fixing Convention, 1970 (No. 131). Likewise it fails to respect its commitments when it fixes rural workers' wages unilaterally as well as when – in breach of Act No. 13,426 – it fails to set up wage boards for workers in the wine-growing, farming and bee-keeping sectors. The Committee of Experts has also consulted the Government of Uruguay on the amounts of wages for domestic workers, which were below the minimum mentioned by the workers' federation.

So it is vital that the workers unite their efforts in these periods of crisis in order to maintain intact what has been already achieved, demanding from the Government vigorous adherence to the law of the land and to the international standards that have been ratified.

It is not sufficient to ratify dozens of Conventions; it is vital that the maximum effort be made to put them into practice, and the fact is that they are not being complied with in Uruguay.

We have reconquered democracy and freedom for all Uruguayans, and we must now all act responsibly so as to avoid any artificial conflicts generated by the Government and employers and for this to happen, implementation and observance of commitments are required, both as regards the ILO, and as regards the bipartite agreements reached between employers' and workers' organisations. This situation is responsible for the conflict in Uruguay. We have been obliged to declare a general 24-hour strike, to defend our rights and our salaries, for Tuesday 27 June, after exhausting all the possible methods of dialogue in the country in an attempt to avert it.

We wish to work in peace and we wish our trade union organisations to be respected. Practices violating trade union freedom and wage bargaining in all areas of work in our country were presented in detail in the complaint lodged by the Workers' delegation to the 73rd session of the International Labour Conference; these complaints are intensified today, and we reiterate them before this world parliament of labour – violations of standards and Conventions by the Government and employers of Uruguay.

Finally, we would like to express our solidarity with the struggle of the workers of Paraguay and Haiti in the face of oppression, and with the people of Chile, claiming freedom for brother Manuel Bustos and Arturo Martínez and for all trade union and political prisoners. Our solidarity goes also to the workers and people of El Salvador who are striving for a better destiny for their country, and to the workers of South Africa suffering under the shameful regime of apartheid. We demand the implementation of resolution 435 on the independence of Namibia. Our solidarity goes as well to the workers of Colombia who are defending their rights and fighting for their lives. We condemn the murder of trade union leaders and demand that the Government put a stop to this situation.

Our solidarity and our total support go to our Argentine brothers of the CGT and to the Argentine people defending the Malvinas, which belong to Argentina and to the Latin American continent. We deplore the colonialist attitude of the British Government.

We also demand that the United States respect the right of the people of Panama to self-determination, just as we express our support for the people of Nicaragua and from this rostrum call on the United States once again to cease supplying resources to the counter-revolutionaries.

Original – Spanish: The PRESIDENT (Mr. DEL PINO) – I give the floor to Mr. Zhang, Government adviser, China, to exercise his right of reply to the statement made by Mr. Baker, Workers' delegate, United States.

The Chair would like to remind Mr. Zhang that the right of reply is limited to the point referred to in the objection and therefore should be brief.

Original – Chinese: Mr. ZHANG (*Government adviser, China*) – A moment ago, the United States Workers' delegate made a completely unjustified attack on China, over which the Chinese delegation expresses regret.

The Chinese Government was compelled to take measures, in accordance with the law, to suppress the counter-revolutionary riot in order to safeguard the fundamental interests of the State and the people. This was a purely internal affair of a sovereign State. We hope the United States Workers' delegate will in future refrain from making short-sighted comments detrimental to the interests of the Chinese and the American peoples.

(The Conference adjourned at 5.15 p.m.)

Credentials

Third Report of the Credentials Committee

Communication concerning the delegation of Afghanistan

1. The Credentials Committee received a communication from the United States' delegation stating that, while it did not object to the credentials of the delegation of Afghanistan, the United States did not accept the regime in Kabul as the legitimate representative of the Afghan people. The Committee simply took note of this communication which called for no action on its part.

Objection concerning the nomination of the Employers' delegation of Nicaragua

2. The Committee examined an objection to the nomination of the Nicaraguan Employers' delegate and one of his technical advisers, lodged by the Chairman and the four Vice-Chairmen of the Employers' Group at the Conference.

3. The objectors claimed that Mr. Aragón, Employers' delegate of Nicaragua, and Mr. Gonzales Pastora, his technical adviser, both from the "Unión Nacional de Agricultores y Ganaderos" (UNAG) had been nominated without the agreement of the "Consejo Superior de la Empresa Privada" (COSEP), which was the most representative Employers' organisation in Nicaragua, both in relation to the number of members and to the number of workers employed by them. UNAG covered only one part of the sector where the "Unión de Productores Agropecuarios de Nicaragua" (UPANIC), a member of COSEP, was more representative. UNAG was in fact an organisation of mostly small farmers without hired manpower.

4. According to the objectors, the Government had called a meeting on 19 May 1989 in order to nominate the Employers' representatives at the Conference at which were present, as well as COSEP and UNAG, the "Consejo Nacional de la Mediana y Pequeña Industria", the Ministry of Construction and Transport, the Ministry of Economy, Industry and Commerce and the "Asociación de Empresarios Nicaragüenses". At this meeting, the representative of UNAG suggested that the post of titular Employers' delegate should be occupied alternately by UNAG and COSEP. COSEP did not accept this suggestion given the large difference in representativity of the two organisations.

5. In a written reply to the Committee, Mr. Meza Soza, Government delegate of Nicaragua, stated that

at the meeting of 19 May referred to above, at which the following Employers' organisations were present: "Consejo Superior de la Empresa Privada" (COSEP), "Unión Nacional de Agricultores y Ganaderos" (UNAG), "Asociación de Empresarios Nicaragüenses" (AENIC), "Consejo Nacional de la Pequeña y Mediana Industria" (CONAPI), "Corporación Industrial del Pueblo" (COIP), "Corporación Nacional de Empresas Constructoras y del Transporte", the Government has done its best to see agreement reached on the composition of the delegation. In the face of the rejection by COSEP of a rotation proposal, which all the other organisation present could accept, the Government could only nominate as titular delegate the candidate supported by the majority of the organisations which, taken together, were far more representative than COSEP. Although COSEP had been recognised in the past as the most representative Employers' organisation, it should not be claimed that decisions of the Committee were immutable since the element of "representativity" was subject to change. The reply also stated that the Committee appeared reluctant to accept as valid information supplied by the Government; this was contrary to its customary practice under which such information was accepted except in cases where there was substantial evidence to the contrary.

6. The reply concluded by affirming that the Government had included representatives of COSEP among the technical advisers and remained concerned to find a practical solution to the problem; to this end it would welcome any suggestions or good offices which the Credentials Committee might be able to offer.

7. As in the past, the Committee considered that, while the representativity of organisation might change, it had not been proven that COSEP had lost its representative character.

8. With respect to the Government's claim that the Committee appeared reluctant to accept as valid information supplied by it, the Committee stated that, when comparing the representativity of COSEP and UNAG, its opinion was based primarily on the nature of these organisations which did not imply rejection of statistical data supplied by the Government; such data obviously had a rather different character in the case of UNAG, which was an organisation comprising mainly individual farmers who only occasionally needed hired manpower and whose character as "employer" was debatable. None of the foregoing was, of course, meant to cast any

doubt on the importance of UNAG with respect to agricultural production in the country.

9. The Committee took note of the desire expressed by the Government to find a practical solution to this problem and of the Government's openness to any assistance or good offices which the Credentials Committee might be able to offer. In this respect, the Committee indicated that its mandate did not extend thus far and recalled that, at the last session of the Conference, the Committee had suggested that, given its experience, the Office might lend assistance to the interested parties; but this had not happened. The Committee thus requested the Governing Body to take the appropriate steps so that a mission of good offices could be embarked upon.

10. In conclusion, the Committee again expressed its concern at the situation of the Employers' organisations in Nicaragua and concluded that, in the absence of agreement, the Government should have nominated the titular Employers' delegate in agreement with COSEP, which undoubtedly was the most representative Employers' organisation. The Committee decided nevertheless not to propose invalidation of the credentials of the Nicaraguan Employers' delegate and expressed the hope that, in future, the Government would nominate the Employers' delegation to the Conference in full conformity with the provisions of article 3, paragraph 5, of the Constitution.

Objection concerning the nomination of the Moroccan Workers' delegation

11. The Committee examined an objection to the nomination of the Moroccan Workers' delegation from the "Union générale des Travailleurs du Maroc" (UGTM) and the "Confédération Démocratique du Travail" (CDT) and supported by the World Confederation of Labour.

12. The objecting organisations claimed that the Government continued not to consult the most representative workers' organisations, the CDT and UGTM, in nominating the Workers' delegation to the International Labour Conference and did not abide by the rotation rule applied by countries with union pluralism. Faced with such an attitude, the organisation had suspended their participation in the African Regional Conference at Harare (December 1988) and at the 17th Conference of the Arab Labour Organisation (March 1989).

13. At the request of the Committee, the objecting organisations furnished statistics on union voting for the election of worker representatives in the Moroccan Parliament and on the representativity of the CDT in various sectors.

14. In a written reply to the Committee, accompanied by statistical data on union elections, Mr. El Ghali Benhima, Ambassador and Government delegate of Morocco, listed the representative Workers' organisations in Morocco and stated that the most important, in terms of results in the election of union delegates which took place every six years, was the UMT. This was, moreover, the organisation which held the most seats in Parliament and the titular Workers' delegate of Morocco had always belonged to this organisation. In relation to the 76th session of the Conference, the Government had invited the

UMT, the UGTM and CDT to a consultative meeting. The CDT did not reply. The representative of the UGTM requested institution of a rotation system for the post of titular Workers' delegate, to which the UMT objected, denying any representative character to the other two organisations. Faced with difficulty in reaching agreement, the Government, following past practice, proposed to the UGTM and CDT that they nominate technical advisers to the Conference, as could be seen in the accompanying documentation.

15. In view of the information provided both by the objecting organisations and the Government, the Committee noted that although the objecting organisations might be more important in some sectors, the general representativity of the organisation to which the Workers' delegate of Morocco belonged could not be questioned. The Committee recalled that a rotation system in the nomination of the Workers' delegate could only be established by agreement with the organisations concerned and could not be imposed by the Government. In these circumstances the Committee decided not to act upon the objection. At the same time, the Committee appealed to the organisations concerned that in future the nomination of the Moroccan Workers' delegation be made in agreement with all of the most representative organisations in the country.

Objection concerning the nomination of the Workers' delegation of Nicaragua

16. The Committee examined an objection to the Workers' delegation of Nicaragua by the "Confederación de Unificación Sindical" (CUS), the "Central de Trabajadores de Nicaragua autónoma" (CTN-a), the "Confederación General del Trabajo independiente" (CGT-i), and the "Central de Acción y Unidad Sindical" (CAUS), members of the "Congreso Permanente de los Trabajadores" (CPT).

17. The objecting organisations alleged that the Government had not complied with the terms of article 3, paragraph 5, of the Constitution, by not having consulted the CPT in nominating the Workers' representatives. The official unions in Nicaragua did not defend nor represent the true interests of Nicaraguan Workers.

18. In a written reply to the Committee, Mr. Meza Soza, Government delegate of Nicaragua, affirmed that the nomination process for the Workers' delegation had taken place in strict compliance with the terms of article 3, paragraph 5, of the ILO Constitution.

19. The reply listed the six most representative Workers' organisations which had been consulted and which had nominated Workers' representatives to the Conference, and added that these organisations represented 90 per cent of the country's unionised labour. The membership of the organisations belonging to the so-called "Congreso Permanente de los Trabajadores" did not exceed 12,000 persons, as a result of which their representativity did not fall within the terms of article 3, paragraph 5, of the Constitution. Nevertheless, if the number of their affiliates and importance of these organisations were such as to allow them in future to be considered as represen-

tative, the Government of Nicaragua would involve them in appropriate consultations.

20. The Committee indicated that the objection of the CPT contained no data on the number of affiliates or activity of the four organisations which would allow it to put in question the representativity of the organisations which had nominated the Nicaraguan Workers' delegate and advisers and decided not to act upon the objection. At the same time, the Committee took note with interest of the Government's undertaking to the effect that the organisations concerned would be consulted when and if the number of their affiliates and their individual strength permitted them to be considered as representative.

Communication from the Head of the Government delegation of Afghanistan

21. The Committee took note of a communication from Mr. A. Kawesh, head of the Government delegation of Afghanistan, indicating that, in relation to the reservations made by Pakistan recorded in paragraph 2 of the Second Report of the Credentials Committee (*Provisional Record* No. 16), the delegation of the Republic of Afghanistan wished to reaffirm the position of its Government as expressed at the most recent session of the United Nations General Assembly.

Communication (late) concerning the composition of the Workers' delegation of the Philippines

22. The Committee received a communication from the "Kilusang Mayo Uno" (KMU), concerning the composition of the Workers' delegation of the Philippines at the Conference.

23. The Committee considered that since the composition of the Workers' delegation of the Philippines was given in the list of delegation published on 7 June 1989 as a Supplement to the *Provisional Record*, the communication was irreceivable as being received outside the time-limit of 72 hours established by article 26, paragraph 4(a), of the Standing Orders of the Conference.

24. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 23 June 1989.

(Signed) A. CALIFICE
Chairman

E. HOFF

J. SVENNINGSSEN

CONTENTS

	Page
<i>Thirty-first sitting:</i>	
Twelfth report of the Selection Committee: Submission and adoption	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	1
<i>Speakers:</i> Mr. Fomich, Mr. Medina Galvez, Mr. Boateng, Ms. Dole, Mr. Issa, Mr. Engelberts, Mr. Sela, Mr. Abu Khormah, Mr. Chaves Gonzá- lez, Mr. Al-Sabbah, Mr. Marx, Mr. Abdulla.	
<i>Thirty-second sitting:</i>	
Reports of the Governing Body and of the Director-General: Discussion (<i>cont.</i>) . . .	20
<i>Speakers:</i> Mr. Lindner, Mr. Etty, Mr. van Russell, Mr. Muhr, Mr. Khoury, Mr. Castaneda Sánchez, Mr. Decosterd, Mr. Lebrun, Mr. Baker, Mr. Groba, Mr. Zhang.	
<i>Credentials:</i>	
Third report of the Credentials Committee	34



Provisional Record

Seventy-sixth Session, Geneva, 1989

Fourth item on the agenda: Partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107)

Report of the Committee on Convention No. 107

Introduction

1. The Committee on Convention No. 107 was set up by the International Labour Conference at its fourth sitting on 8 June 1989. It was originally composed of 74 members (39 Government members, 9 Employers' members and 26 Workers' members). To achieve equality of voting strength, each Government member was allotted 6 votes, each Employers' member 26 votes and each Workers' member 9 votes. The composition of the Committee was subsequently modified six times¹ during the session and the number of votes attributed to each member was adjusted accordingly.

2. The Committee elected the following officers:
Chairman: Mr. España Smith (Government member, Bolivia);

Vice-Chairmen: Mr. de Regil (Employers' member, Mexico) and Mr. Svenningsen (Workers' member, Denmark);

Reporter: Mr. Helms (Government member, Denmark – Greenland Home Rule Government).

3. At its fourth sitting, the Committee appointed a Drafting Committee composed of the following members: Mr. D'Alotto (Government member, Argentina); Mr. de Regil (Employers' member, Mexico); Mr. Adam (Workers' member, Canada) and the Reporter of the Committee.

4. The Committee had before it two reports: Reports IV(1) and IV(2A) and (2B), prepared by the International Labour Office on the fourth item on the agenda of the Conference, "Partial Revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107)", to be discussed at the Conference for the second time. The text of the proposed Convention concerning indigenous and tribal peoples in independent countries, submitted by the Office was contained in Report IV(2B).

5. The Committee held 13 settings.

6. The representative of the Secretary-General noted that the task of the Committee was to finalise a draft Convention on the right of indigenous and tribal peoples and on the responsibilities of States towards them. The proposed Convention contained in Report IV(2B) took into account the Committee's discussion in 1988 as well as comments received from governments, employers and workers in member States. In many cases organisations of indigenous and tribal peoples had also been consulted and their positions recorded. In recalling the integrationist attitudes of the 1950s when Convention No. 107 on indigenous and tribal populations was adopted, the speaker referred to the radical change in attitudes which had taken place in the intervening years. This change had resulted in the current policies of respect for the identities and cultures of these peoples, with any integration being solely a matter of choice. He noted that there were three clear factors which the Committee had to take into account in its deliberations. These were, first, the fact that these peoples now had a voice through their own organisations. Second, a number of governments had very recently considered the question of the place within national societies of indigenous and tribal peoples. Finally, he recalled that the United Nations had set up a Working Group on Indigenous Populations to draft a declaration of rights for these peoples. The speaker noted that the process of revision of the 1957 Convention was set in motion by the Governing Body in response to repeated calls by a number of organisations, in particular the United Nations. He stated, however, that the value of the old Convention should not be underestimated and that the protective provisions contained therein remained completely valid. In this regard, the Governing Body of the International Labour Office had decided upon a partial revision. Recalling the first discussion in 1988, he reminded the Committee that a large measure of agreement has been reached on a number of points. Firstly, integrationism was no longer an acceptable doctrine, although people wishing to integrate should be able to do so. Secondly, indigenous and tribal peoples must be genuinely associated with any decisions taken which affect them. Turning to items on which no agreement had been reached, the representative of the Secretary-General cited the use of the term "peoples" or "populations". He noted that despite the difference of opinion, both sides agreed that political separatism – which could be implied by the use of "peoples" – should not in any way be promoted by the Convention. Moreover, both sides had agreed

¹ The modifications were as follows:

- (a) 10 June: 70 members (39 Government members with 66 votes each; 9 Employers' members with 286 votes each; and 22 Workers' members with 117 votes each);
- (b) 13 June: 68 members (39 Government members with 60 votes each; 9 Employers' members with 260 votes each; and 20 Workers' members with 117 votes each);
- (c) 15 June: 66 members (39 Government members with 6 votes each; 9 Employers' members with 26 votes each; and 18 Workers' members with 13 votes each);
- (d) 16 June: 63 members (39 Government members with 15 votes each; 9 Employers' members with 65 votes each; and 15 Workers' members with 39 votes each);
- (e) 21 June: 62 members (39 Government members with 42 votes each; 9 Employers' members with 182 votes each; and 14 Workers' members with 117 votes each);
- (f) 24 June: 56 members (39 Government members with 14 votes each; 3 Employers' members with 182 votes each; and 14 Workers' members with 39 votes each).

that the communities concerned should retain their identities and should not be reduced to ciphers – which was the concern surrounding the use of “populations”. He referred the Committee to a formula which had been suggested in Article 1, paragraph 3, of the proposed text as a means to assist in reaching an agreement. The second question which remained unresolved was that of land rights, which was covered in Articles 13 to 19 of the proposed text. The outstanding items included the use of the terms “lands” and “territories”; the kinds of rights to be covered, such as ownership, possession and use; and the question of natural resources. He noted, however, that it was agreed that these provisions were of special importance to the survival of indigenous and tribal peoples. The representative of the Secretary-General then drew the Committee’s attention to the provisions in the Standing Orders of the Conference concerning the participation of international non-governmental organisations. He recalled that in 1988 the Committee had noted “... the invaluable contribution made by the international non-governmental organisations representing indigenous and tribal peoples”; and had made it clear that it wished this collaboration to continue. The Committee had also decided in 1988 to enable national non-governmental organisations to participate to a rather special extent. He felt that the Committee would wish to consider this matter at the earliest opportunity. In concluding, the representative of the Secretary-General noted that the Committee had a unique opportunity to contribute to the welfare and cultural identity of some 300 million indigenous and tribal peoples of widely differing races, living in just about every part of the world. The resulting Convention would be immediately relevant to the current issues facing them and would have far-reaching effects on their lives in the future.

7. The Chairman referred to the diverse nature of the situations in countries with indigenous and tribal peoples; including different social structures, standards, philosophies and doctrines embodied in legislation. He noted that some of these peoples were concentrated in specific areas while others were widely dispersed; some comprised a majority of the population of the country in which they lived, others a small minority; while some had a strong collectivist philosophy, others were very anxious to safeguard their individual rights. In the light of these variations, he considered that the challenge before the Committee was to draft a Convention which covered them all. The Chairman recalled the small number of ratifications of Convention No. 107 and stressed the need for a flexible approach if the new Convention was to be widely ratified. Although significant progress had been made on a number of items during the first discussion, there were a number of delicate questions still to be considered. In view of the relatively short time available, he believed it important to avoid any duplication of the previous discussions on points upon which agreement had been reached, particularly since he knew the Committee would be anxious to listen to the various representatives of the indigenous peoples. He then proposed to the Committee procedures under which international non-governmental organisations would be able to make interventions during the general discussion and during the consideration of the different Articles of the proposed Convention.

8. The Committee agreed that international non-governmental organisations would be allowed to make interventions during one hour of the general discussion. They would then be able to make 12 interventions at given moments during the discussion of the text of the draft Convention. The Committee also agreed to adjourn one sitting in order to be able to hear the views of non-governmental organisations which were not international organisations outside of its formal sittings.

General discussion

9. Many Government members expressed their support of the direction and thrust of the proposed Convention in Report IV(2B) and commended the Office for drafting a broadly acceptable text which took into account many of the different views which had been expressed. The inclusion of environmental issues in the text was welcomed. There was widespread support, also expressed during the first discussion, for the need to change the emphasis of the Convention from integration of indigenous and tribal peoples to respect for their cultures, traditions and unique circumstances. Several Government members referred to recent enactments of legislation on this subject in their countries and noted that their legislation went beyond the provisions contained in the proposed Convention.

10. The Government member of Brazil informed the Committee that the new Constitution of Brazil included provisions which were in line with the proposals in the proposed Convention. The Government member of the USSR informed the Committee of the considerable interest in the Convention which was being expressed in his country. He informed the Committee that associations of indigenous peoples would be set up to improve the legal status of autonomous groups to ensure that they retained their national identities, culture and customs. His Government regarded the issues of land and land rights as important ones for the Committee to resolve. He supported other speakers’ statements on the desirability of adopting a Convention which could be widely ratified and, in this regard, emphasised the need to harmonise the text in the different languages used. The Government member of the United States noted that the changed circumstances and a greater awareness of the needs of these peoples, which had resulted in the decision to undertake a partial revision of Convention No. 107, had also influenced the development of his Government’s policies towards American Indians. The proposed Convention focused on some of the areas addressed by the United States Congress in recent legislation. The Government member of Mexico pointed out that his Government was already making efforts to ensure that indigenous peoples fully enjoyed their fundamental human rights on an equal footing with all other citizens along the lines of the revised Convention. The Government member of Honduras drew the Committee’s attention to a new law precluding state interference in matters within the competence of indigenous peoples, which was drafted following extensive consultations with their representatives.

11. Notwithstanding the value of the proposed text as a sound basis for discussion, there was broad

agreement among Government members that there were some important issues which would have to be resolved if the Conference wished to adopt a Convention which was universally acceptable, which would be ratified by as many States as possible, and which acknowledged the fundamental rights of indigenous and tribal peoples to retain their identity and traditional lifestyle and to make their own choices about the future. A number of Government members cited the small number of ratifications of Convention No. 107 in this regard. The Government member of Ecuador stated that the lack of economic resources in developing countries could hinder the application of the revised Convention. The severe economic crisis was adversely affecting the social, economic and cultural development of indigenous peoples.

12. Several Government members considered that the proposed revised Convention presupposed the existence of discrimination against indigenous and tribal peoples. They drew attention to their own constitutions and national law which guaranteed equality for all their citizens. The Government member of Bangladesh, in referring to recently enacted laws which gave sweeping political, administrative and legal power to the tribal people, was convinced that the existing provisions of Convention No. 107 were sufficiently comprehensive. He expressed concern that any attempt to introduce radical changes in the focus and orientation of the Convention would have detrimental effects on territorial integrity and conflict with existing constitutions and legal systems of many countries, and could discourage many countries from ratifying it. The speaker hoped that the revision would be limited to devising ways to further strengthen and protect the socio-cultural identity of indigenous and tribal population, rather than seeking rights for them which would be in conflict with national provisions. The Government member of Argentina also stated that his Government would be unable to accept any proposals which were in conflict with national laws and which could be interpreted as establishing a separate system for indigenous people with respect to the rights and obligations of the other citizens of the country. Several other Government members supported this view. The Government member of Japan considered that the scope of the Convention was unclear and could thus lead to an unnecessarily broad application at the national level. He stressed the seriousness of this problem, as the Convention had provisions on penalties, land rights and other basic issues possibly conflicting with national legal systems, and stated that unless these problems of the Conventions could be resolved, ratification by his country would be difficult. The Government member of India reiterated his position that the tribal peoples in India were not comparable in terms of their problems, interest and rights, to the indigenous populations of certain other countries. For this reason, attempts to set international standards on some of the complex and sensitive issues involved might prove to be counter-productive. The Government member of Peru stated that the revised Convention should not use terms in senses which were different from those used in international law, so that under an internationally applicable Convention indigenous peoples could enjoy the same rights as all other citizens.

13. In a preliminary exchange of views concerning terminology, the Government members of Argentina and Venezuela expressed a strong preference for the use of the term "populations" rather than "peoples" in order to avoid possible erroneous interpretation of the latter in the context of self-determination under international law. A similar concern on the possible interpretation of the term "peoples" in international law was expressed by the Government member of Canada. A number of other Government members expressed similar views but were prepared to consider a suitable qualifying clause to the term "peoples". The Government member of Ecuador noted that the term "indigenous nationalities" was used in his country. The Government member of India felt that the Committee should carefully consider the impact that the use of "peoples" could have in countries beset with the problems of integration. Moreover, he did not consider the term "peoples" to be relevant to the tribal situation in his country. The Government member of Australia noted in regard to the choice of term that his Government wished to explore further the application of Article 1 of the draft Convention. The Government member of Nicaragua said that the use of the term "peoples" did not imply the recognition of a State within a State. The Workers' members and a number of other Government members supported the use of the term "peoples" without any qualifying phrase, while the Employers' members expressed serious reservations.

14. The Chairman asked the Committee to give special attention in the general discussion to the questions of land and land rights and the use of the terms "lands" and "territories". The Government member of Australia drew attention to the need for greater consistency in the use of the terms "lands" and "territories", in line with the compromise suggested by the Office in Report IV(2B). The Government member of Denmark, on behalf of the Greenland Home Rule Government and the Governments of Denmark, Finland, Norway and Sweden, stressed the need to find language on land rights that was sufficiently flexible to meet the various situations faced by indigenous and tribal peoples as well as the national social and legal systems in different countries. This flexibility should be accompanied by strong provisions for the protection of rights, including the effective legal protection of traditional use of lands, as well as ownership and control of land. The Government member of India stated that his Government attached the utmost importance to preventing the alienation of tribal lands, and that state legislation had been enacted for this purpose. However, in view of the scarcity of land in his country, it would not be possible in all cases for his Government to dispossess the non-tribals of lands which the tribal populations had traditionally occupied. He considered that the wording of Convention No. 107 should be retained in this regard. In order to avoid the concept of nationhood, he felt that the word "territories" should be replaced by "areas". The Government member of New Zealand stated that the "two peoples-one nation" concept reflected in the Treaty of Waitangi was being actively pursued by his Government, which acknowledged the right of indigenous people to the control and enjoyment of those resources they wished to retain. He considered that it might be appropriate for governments to take mea-

tures to re-endow indigenous peoples with certain lands and resources to ensure proper self-management and self-reliance in the true spirit of partnership. The Government member of Canada agreed with the objective of the Convention to oblige governments to deal fairly with indigenous claims to traditional lands. Legally settled claims, however, should not be reopened. The provisions dealing with the obligation to recognise rights in traditionally occupied land should therefore be more closely linked with the provisions obliging governments to provide for the settlement of disputes over land claims. It was important to adopt terminology which accommodated different national situations. The speaker reaffirmed her Government's concern over the use of the term "territories". In certain provisions both "lands" and "territories" had been used which implied that the legal obligation arising from this was applicable to two distinct geographical regions, namely the lands over which indigenous groups held recognised rights as well as the territories in which those lands were situated. She was of the view that the term "lands" should be used throughout, except in Article 7, which dealt with environmental threats where there could be effects which were not limited to areas over which these people had rights. Several other Government members expressed a preference for the use of "lands" rather than "territories" because of the implications for sovereignty and because of their national legislation on the use of land and surface resources. The Government member of the Philippines noted that her Government was discussing draft legislation for the creation of autonomous regions for indigenous peoples, and she described the consultation process whereby the ethnic minorities took part in decision-making which affected them. The communal nature of ancestral lands had been retained in the process of agrarian reform. The speaker noted that it was proposed to establish a Commission on Ancestral Domain, which would determine the location and boundaries of ancestral lands, including the recovery of lands which had been usurped. The Government member of the Islamic Republic of Iran stated that the question of land rights should be considered from a historical perspective, taking into account the duration of initial settlement by the peoples concerned. He referred to minorities in Africa, the Americas and Palestine in this regard. He believed that the Committee should not neglect the rights of the indigenous peoples of the world to land and to self-determination.

15. The Employers' members appreciated the opportunity they had had to consult with organisations representing indigenous and tribal peoples regarding the revision of Convention No. 107. They felt that some of the points in the proposed Convention in Report IV(2B) had a political emphasis and referred to public international law, going beyond the scope of labour standards and social security, and were clearly the responsibility of governments. The Employers' members believed that the text should be seen in the light of national legislation, the social situation and the level of development and integration of these populations in each country. In order to be viable as an international labour standard, the text should not be too specific, locally-oriented or rigid in its approach. They considered that, since many of the points under consideration were effectively political

topics, the fundamental responsibility for the discussion, approval and implementation of these issues rested with governments. The use of the term "peoples" presented problems regarding its political interpretation, and had connotations of social and national self-determination. The Employers' members expressed surprise that, notwithstanding agreement on the term "peoples/populations" at the first discussion, "peoples" had been used in the text proposed to the Conference. They could only accept "peoples" if it was clearly defined and if its use respected the identity, national unity and laws of each country. The use of the term should also be consistent with its use in other international instruments. For this reason, it needed to be reviewed in the preamble as well as in the relevant Articles of the draft Convention. The Employers' members pointed to the diverse meanings of the concept of "territory" at the national level, and stressed that national legislation with regard to ownership of resources including waters, flora, fauna, sub-surface resources and sea-ice had to be respected. In this context, the use of the term "lands and territories" would lead to controversy, and careful analysis of this issue was therefore required which, above all, respected national legislation. The Employers' members looked forward to working further with the indigenous and other groups in seeking the best solution to the issues before the Committee and the adoption of a flexible and universal text which would be ratified by countries with different characteristics.

16. The Workers' members noted the progress which had already been made towards removing the intergrationist orientation of Convention No. 107. This move accorded with their belief in the importance of self-identification by indigenous and tribal peoples, recognition and respect for their cultures, customs and laws, and the greatest control possible over their lands, territories and resources. The Workers' members unreservedly supported the use of the term "peoples" throughout the Convention. Moreover, they believed that the Convention should seek to ensure the agreement of the peoples concerned when legislative and administrative measures affecting them were drawn up, and should reflect the importance of their full involvement in environmental decision-making and management in their lands and territories. In this regard the Workers' members stressed that the Convention should embrace the more general concept of territories as well as land. Special attention needed to be given to the rights of indigenous and tribal peoples to the lands which they occupy or to which they have a legitimate claim, including sub-surface and other resources which are part of the lands and territories. When exploration and exploitation of natural resources were being considered, these peoples must have the maximum possible influence on decision-making and priority in the benefits of such exploitation. The Workers' members underlined their desire to arrive at a Convention which was capable of broad ratification and acceptance, and which reflected the legitimate aspirations and concerns of indigenous and tribal peoples.

17. The Director of the Inter-American Indian Institute of the Organization of American States expressed satisfaction with the process of revising Convention No. 107, which was the only international instrument protecting indigenous and tribal peoples.

The Institute was honoured at the reference to it in the Preamble. It had become clear during the revision process that the ILO was the proper organisation to deal with issues affecting these peoples. Revision of the Convention was important because there had been a number of recent developments in the relationships between these peoples and governments as a result of improved organisation and governments' increasing readiness to recognise their demands. The standards which would be adopted would serve as the basis for adapting policies and modernising legislation in the future. In referring to the activities of the Institute during the revision process, and to the progress achieved in a number of Latin American countries regarding the constitutional rights of indigenous peoples, the speaker noted the intensity of indigenous organisations' activities in defence of their own point of view. He felt that the discussions of the Convention were going in the right direction; he drew the Committee's attention to the claims being made by Indian peoples, and sought a fair hearing on their behalf. The use of the term "peoples" corresponded to the reality of the situation, and its clarification in Article 1 should be more positive. Turning to the issue of lands and territories traditionally occupied by indigenous peoples, he felt that the description needed to be more specific and cited Article 231 of the new Brazilian Constitution as containing a good example in this regard. He felt that the treatment of migration (Article 32 of the Convention) did not fully cover all the cases faced by indigenous peoples settling in border areas, and referred the Committee to Recommendation Nos. 19 and 20 adopted by the VIIIth Inter-American Indian Congress (Mérida, Mexico, 1980).

18. The representative of the United Nations stated that the United Nations Centre for Human Rights supported and followed with considerable interest and attention the partial revision of the Convention, and recalled that Convention No. 107 remained the only international instrument dealing with indigenous and tribal peoples. The Centre undertook to continue its long-standing fruitful mutual collaboration with the ILO in this field. The speaker informed the Committee of the status of the standing-setting activities undertaken by the Working Group on Indigenous Populations of the United Nations Sub-Commission on Prevention of Discrimination and Protection of Minorities in considering the principles to be included in a future draft declaration on indigenous rights.

19. The Committee also heard statements from international non-governmental organisations which were attending the Conference in accordance with article 56, paragraph 9, of the Standing Orders of the International Labour Conference. Each reaffirmed the significance of the revision of the Convention and most noted with satisfaction the progress that had been made since the first discussion in 1988. The revision of the Convention was an opportunity to apply concrete provisions which would preserve the lives and cultures of indigenous and tribal peoples. The organisations themselves had been active in the past year canvassing their members and making their views and concerns known to relevant governments and employers' and workers' organisations. They referred to recent events in Bangladesh, and in Brazil and elsewhere in Latin America, which improved the rights of indigenous peoples. All of the representa-

tives strongly supported the use of the term "peoples" without any prejudicial qualifications, comments or conditions. The representative of the Four Direction Council noted that it was increasingly the terminology of preference in the United Nations and it constituted a determination to deal with peoples as organised groups, not as aggregations of individuals. In seeking the use of "peoples", indigenous and tribal peoples were not advocating secession.

20. The representative of the World Council of Indigenous Peoples supported the statements made during the first discussion concerning the obligation of the ILO to update the concepts and mechanisms which governed the relations between indigenous and tribal peoples and governments. It was difficult to establish communications between the two based on concepts developed in the 1950s, such as the concept of minority groups. The Council recognised the efforts of many non-governmental organisations which had communicated with other organisations, as well as with the spokesmen for indigenous peoples. He regretted, however, that only six governments had held consultations with indigenous peoples before finalising their replies (Report IV(2A)) and expressed the hope that the situation would soon improve. He felt that the limitations which were imposed by the terms of reference of the ILO were clearly reflected in the process of setting standards affecting indigenous peoples without allowing them to participate fully. The speaker enumerated several points of substance for the Committee's consideration. The crucial point was land and he was convinced that this issue should be resolved so as to give a positive impetus to the final shape of the Convention. He also cited ecology, education, employment and economic and social aspects as issues on which the Committee needed to make progress if the indigenous and tribal peoples of the world were to be helped. The speaker pointed out that the World Council of Indigenous Peoples was in a good position to advise the social partners so that the development of the Convention could proceed in a positive manner.

21. The representative of the International Organization of Indigenous Resource Development appreciated the opportunity to represent his members before the Committee. He believed that the failure to recognise the unanimous request of the indigenous peoples' organisations for the use of the term "peoples" would perpetuate the philosophy of racism which all participants were determined to eliminate. He took exception to the concept that the scope of the Convention should remain within existing national legislation, and pointed out that existing legislation had not protected these peoples, who remained the poorest of the poor. What was required was the setting of forward-looking standards which would encourage States to improve their legislation, even at the expense of preventing widespread ratification of the Convention. Indigenous peoples did not want the Convention to be token endorsement of their rights by States which did not intend to respect those rights. The representative recognised that while all States endorsed the concept of cultural rights, support for social and economic rights faded away when land and resources were concerned; the theft of lands and resources had been instrumental in causing the

present situation of indigenous peoples. He emphasised the need for the protection and respect of the traditional economies of these peoples, including the use of their natural resources as a means of sustaining a viable economic base.

22. The representative of the Indigenous World Association expressed his concern over the lack of consultation by governments with indigenous and tribal peoples on this important issue, and considered that action to revise the Convention should be suspended until adequate consultations had occurred. He also called for greater representation of these peoples in the Government, Workers' and Employers' groups of the ILO. He emphasised the importance of their access to natural resources associated with the lands they own and occupy and the prevention of expropriation of their resources by governments.

23. The representative of the Four Directions Council considered that the revised Convention could not and should not spell out the precise relationship between indigenous institutions and nation States since the relationship would necessarily vary according to regional circumstances and would evolve over time. The essence of the revision was procedural and the principle was the participation of indigenous and tribal peoples as social partners with the right to organise – an approach which was entirely consistent with the work of the ILO. He noted that while the question of self-determination in the sense of decolonisation, which was a matter for the United Nations, would not be settled by the Convention, that instrument should not foreclose the possibility of achieving self-determination in appropriate circumstances by any peoples. He saw the draft United Nations Universal Declaration of Indigenous Rights as complementary to the revised Convention. In the context of social partnership, the right to self-determination of these peoples was fundamentally their right to remain as distinct societies as opposed to assimilating with other sections of the national population. He stated that land rights was a labour problem, and therefore a concern of the ILO, since dispossession turned farmers into landless workers and itinerant labourers. While Convention No. 107 had tried to minimise dispossession, the revision should go further by providing the means for indigenous and tribal peoples' self-development on their own lands so that they would not be dispossessed either by force or by poverty. He pointed out that the right of these peoples to control the development and exploitation of natural resources, in cases where they had acquired these rights, had not resulted in these resources being removed from possibilities of exploitation. These peoples had in fact become less hostile in such cases towards new development activities because of their involvement in the decision-making process and their share in the benefits. The speaker considered that the ILO should look beyond the immediate task of revising the Convention and should prepare a plan of action for promoting and facilitating the new kind of social partnership it would entail. This would include technical assistance to strengthen co-operation among indigenous and tribal peoples, and between them and the social partners, particularly as concerned sustainable development, environmental protection and employment creation.

Consideration of the proposed Convention in Report IV (2B)

PREAMBLE

24. Ten amendments on the Preamble had been submitted to the Committee. The Government member of Canada proposed that all of the amendments be withdrawn and the Office text adopted. The Employers' and Workers' members supported the proposal. Several Government members added their support. All amendments were withdrawn.

25. The Preamble was adopted unchanged.

PART I. GENERAL POLICY

26. The representative of the Inuit Circumpolar Conference recalled that a majority of governments making comments on the proposed text circulated by the Office, following the first discussion, had supported the use of the term "peoples". She expressed the conviction that there were no legal grounds to governments' opposition to the term on the basis that its use accorded the right to self-determination as understood in international law. She referred to a number of United Nations instruments in support of her contention, including General Assembly resolution 1514(XV), and quoted from the Declaration on the Granting of Independence to Colonial Countries and Peoples in support of her position that a recognition of the right to self-determination would not lead to the dissolution of States. She also stated that any questions concerning political self-determination were outside both the scope of the revised Convention and the competence of the ILO. She noted that the draft the preamble adequately addressed the concerns felt by some governments, by indicating that the Convention would be applicable within the framework of the States in which the peoples lived. The speaker underlined that many peoples could enjoy collective rights. The Inuit Circumpolar Conference was seeking the right of indigenous and tribal peoples to control their own lives, cultures and territories. For this reason, it could not accept any qualification of the term "peoples" in the Convention. No other peoples were discriminated against in this way and such efforts to diminish the basic human rights of indigenous and tribal peoples would be contrary to the Constitution of the ILO among other instruments; the unqualified term "peoples" should be used throughout the Convention.

27. The Co-ordinator for Indigenous Organisations of the Amazon Basin strongly advocated the use of the term "peoples" in the Convention. He stressed the need to understand the position of indigenous and tribal peoples which stemmed from centuries-old history of settlement on territories which resulted in specific languages, customs and histories which no authority could force them to abandon. He stressed that indigenous and tribal peoples had never expressed the wish to create a state within a state. They were a true part of the country to which they belonged and has amply demonstrated that they had not and would not undertake the action regarding self-determination which some governments feared.

28. The representative of the Indian Council of South America emphasised that indigenous and tribal peoples had considered themselves peoples since be-

fore colonisation. The threat to political sovereignty which governments perceived from the use of the term "peoples" was being used to discriminate against them, to undermine their fundamental human rights and to deprive them of the natural resources on which their survival depended. Self-determination was a universal concept which was used to determine membership in a particular group. The speaker considered that the term "peoples" should not be qualified under any circumstances. He stressed that a Convention was necessary to take care of indigenous and tribal peoples' needs since there were no adequate means to implement the existing laws. If these peoples' rights were ignored again, it would result in the continuation of discrimination against them.

Article 1¹

29. The Committee had before it 19 amendments to Article 1. After some discussion the Chairman noted that three options had emerged regarding the terms used in Article 1 and in consequence throughout the Convention. These were "populations", "peoples", and "peoples" plus a wording for paragraph 3 of this Article stating that the use of this term had a specific meaning in the Convention. After each amendment had been introduced by its sponsor there was a lengthy discussion, plus consultations outside the meetings, in an attempt to obtain an acceptable text for paragraph 3 of Article 1.

30. The Chairman believed that an effort should be made to accept the text as drafted by the Office in order to retain the essence of the meaning of the Article. As a result of the foregoing discussions he suggested that paragraph 3 be amended by replacing the words "other international instruments" by "international law". In addition to adopting this change, he proposed that the Committee approve the text of an explanatory statement which would be included in its report. The text of the statement would serve as an instrument of clarification for the interpretation of the meaning of the Convention.

31. This statement read as follows:

It is understood by the Committee that the use of the term "peoples" in this Convention has no implication as regards the right to self-determination as understood in international law.

32. The Chairman believed that, with the amendment and the explanatory statement in the report, the Committee could reach an understanding which covered the need expressed by several Government members for the term "peoples" to be accompanied by a clarification as to the impact of its use. Speaking in his own name, he considered that the clarification would imply that, among many other rights, indigenous and tribal peoples had the right of a large degree of self-determination within the framework of national States, but that any implications regarding self-determination in international law were outside the area of competence of the ILO.

33. The Chairman considered that the inclusion of the term "peoples" in the Convention represented substantial progress. He felt that it expressed recognition of the rights of these peoples to their culture,

respect and self-determination which were needed by all the peoples of the world. He believed that the proposed text and clarifying statement, which were arrived at after intense consultations, would serve as a good basis for understanding the Convention's intent.

34. The Workers' members supported the amendment to paragraph 3 and associated themselves with the explanatory statement. They were, however, not fully satisfied with the compromise which had emerged, and they reserved the right to explain their position during the discussion of the report in the plenary.

35. The Employers' members had discussed the proposals extensively and had concluded that in the spirit and tradition of the ILO they should support them. They expressed full support for the amendment to paragraph 3, and for the explanatory text. They believed that reaching an acceptable compromise was a notable achievement with respect to the ability of the Committee properly to complete its task. The Employers' members, like the Workers' members, were not entirely satisfied with the outcome of the discussions and felt that many of the elements in the Convention did not fit within the framework of the ILO. While they reserved their right to present their point of view during the plenary discussion, the Employers' members, in the spirit of consensus, offered their full support for the two proposals.

36. The Government member of Portugal supported the proposed amendment to paragraph 3. She expressed her Government's reservations over the explanatory text and stated that it was not for the ILO to address the question of self-determination. This was a basic human right that could not be taken away and she considered that it should not be referred to in the Convention. Her Government interpreted the text as having no implications for the universal right to self-determination. She would, however, respect the consensus which had been achieved. The Government member of Peru stated that while his delegation preferred the term "peoples" it was concerned about the links between this term and the right to self-determination. He suggested that if governments did not wish to provide self-determination to peoples, another term should be used. Alternatively, a footnote could be inserted in the text of the Convention to the effect that use of the terms "peoples" did not connote any right to self-determination. He considered, however, that a Convention with such a footnote would not be ratifiable. What had occurred was the settlement of an important point in international law in a bureaucratic manner. His delegation would accept the proposed amendment and the inclusion of an explanatory text in the report in the spirit of consensus, but he expressed his Government's serious reservations. The Government member of Ecuador supported the views of the Government members of Portugal and Peru. He noted that the text contained no implications regarding the right to self-determination as understood in international law and he pointed out that this did not diminish the impact of the term in other international instruments. He regretted that since his Government had not had the opportunity to participate in the consultations concerning the proposed

¹ The numbering of the Articles reproduces that of the proposed Convention in Report IV(2B). It does not necessarily correspond in every case to the numbering of the Articles, or of the paragraphs within the Articles, in the proposed Convention reproduced at the end of the Committee's report, which is based on the decision of the Committee and, in some cases, of the Drafting Committee.

text, he would have to explain his delegation's position at a later stage.

37. The Government member of the USSR expressed satisfaction with the proposed amendment to paragraph 3 and appreciated the efforts made to achieve consensus. He was concerned about the proposed explanatory statement and was unsure of its appropriateness in an ILO document. He would, however, support the consensus. The Government member of India appreciated the efforts involved in the discussions. He noted that a number of governments had voiced genuine reservations about the proposed text, and further noted that his country, with a large tribal population, had the most cause of any to be concerned about this matter. His delegation would, however, abide by the consensus.

38. The Government member of Argentina stated that while his Government was not in favour of the use of the term "peoples" it would have been able to accept its use, provided that a clause was included in the text of the Convention itself which indicated clearly that there would be no implications for self-determination under international law. His delegation would not obstruct the consensus on the amendment and the proposed text for the report but it was not satisfied and expressed its reservations. The Government member of Venezuela expressed his appreciation of the efforts made by many governments in accepting the proposals. He appreciated that the Workers' members had made significant concessions. His delegation could not support the consensus which had been reached but it would not oppose it. The Government member of Brazil joined in acknowledging the efforts of all who took part in attempting to find a solution to this issue. His delegation, which had made strenuous efforts to accept the compromise, joined in the spirit of the consensus.

39. The Government member of Canada acknowledged the efforts of all involved in achieving an acceptable solution and appreciated the statement made by the Workers' members. He recognised the difficulties which they had overcome in order to reach a consensus. His delegation supported, without reservation, the amendment and the text for inclusion in the report. The Government members of Australia, Honduras, New Zealand and the United States made similar statements of support.

40. The Government member of Norway welcomed the use of the term "peoples". While he did not see the need for a qualifying statement, since the notion of peoples had no clear legal definition, he welcomed and accepted the compromise. This view was shared by the Government member of Denmark.

41. The Government member of Columbia stated that, while he would have preferred a clause which referred to all of the terms included in the draft Convention, he would support the consensus.

42. During his summary of the discussion on the amendment to Article 1, paragraph 3, the Chairman referred to the remarks of the Government member of Ecuador who had said that there was no reference in the Convention to any limitation on self-determination. The Chairman considered that the text was distancing itself to a certain extent from a subject which was outside the competence of the ILO. In his opinion, no position for or against self-determination

was or could be expressed in the Convention, nor could any restrictions be expressed in the context of international law.

43. The text of paragraph 3, as amended, together with the inclusion in the report of the explanatory statement, which appears in paragraph 31 above, was adopted by consensus.

44. The Employers' and Workers' members considered that in the light of the agreement on the amended text, the remaining amendments to Article 1 should not be discussed. Several Government members supported this view. It was agreed to submit three amendments submitted by the Government members of Canada, Colombia and the USSR to the Drafting Committee.

45. Article 1, as amended, was adopted.

Article 2

46. The Committee had six amendments before it. First, the Government member of Colombia introduced an amendment with the triple purpose of harmonising the text of paragraph 1 of the Article in the three languages, of adding a requirement that the participation of indigenous peoples be "direct and authentic", and of substituting the word "safeguard" for "protect", which he felt was paternalistic. The Workers' members supported the amendment since it would strengthen the involvement of these peoples and would assist them to safeguard their rights. This view was shared by the Government members of Ecuador and Nicaragua. The Employers' members preferred the Office text which offered adequate protection and avoided paternalism; they did not support the substantive part of the amendment. Several Government members expressed similar views. The Government member of Peru wished to subamend the Office text by adding the word "safeguarding", but the Government member of India questioned whether this proposal would add anything to the provisions already in the text. The proposed drafting changes were referred to the Drafting Committee and the rest of the amendment was not adopted. A second amendment to strengthen the text of paragraph 2(a) by replacing "enabling" with "ensuring that" was proposed by the Government member of Colombia. The amendment was supported by the Workers' members and by the Government members of Ecuador and Brazil and was adopted by consensus. An amendment proposed by the Government member of the USSR was not seconded. An amendment to paragraph 2(c), which would require governments to devise measures to eliminate social and economic gaps between indigenous and tribal peoples and other members of the community, was proposed by the Government member of New Zealand. The Workers' members supported the amendment and proposed a subamendment to restore the phrase "assisting the members of the peoples concerned". The Employers' members and several Government members supported the amendment as subamended and it was adopted. As a result, an amendment on the same subject proposed by the Government member of Colombia was not considered.

47. The Government member of Ecuador proposed an amendment to add a new paragraph 2(d) which would require measures to guarantee the terri-

torial integrity of indigenous and tribal peoples. The Workers' members supported the amendment which recognised the strong ties between cultures and territories. On a suggestion of the Employers' members, supported by several Government members, it was decided to consider this amendment during discussion of Part II of the proposed Convention.

48. Article 2, as amended, was adopted.

Article 3

49. Four amendments were submitted on this Article. The first, to add a sentence to paragraph 1 in order to provide that the Convention be applied without discrimination to male and female members of these peoples, was submitted by the Government members of Sweden, Canada, Denmark, Finland, the United States and Norway. The Government member of Sweden stressed that the provision in the draft amendment was addressed to governments. The Workers' members, in supporting the amendment, recalled that this point had already been raised during the first discussion in 1988. The Employers' members considered that since the amendment stressed discrimination on the basis of sex alone it could create the impression that the Convention had a special focus on this subject. They recalled that Article 2 already called for the observance of human rights on a basis of equality, and did not support the amendment. The Government member of Canada, in supporting the amendment, stated that it concerned the widespread nature of sexual discrimination and the fact that this form of discrimination was often the most pervasive and least recognised. She considered that the amendment would serve as a reminder to governments that special efforts were required to avoid sexual discrimination in areas such as vocational training, social security and health. The Employers' members withdrew their objection and the amendment was adopted by consensus.

50. When submitting an amendment, in order to ensure that the legal use of force would not be prevented by paragraph 2, the Government member of Japan sought a clarification concerning the coverage of this provision. A representative of the Secretary-General stated that the legitimate use of force, for instance in connection with law enforcement, would not be excluded by the text of Article 3, paragraph 2. The amendment was withdrawn.

51. An amendment submitted by the Workers' members which affected the French text only was referred to the Drafting Committee. The Government member of Ecuador had proposed an amendment to add an additional paragraph concerning the legal recognition by governments of indigenous organisations. At his suggestion the Committee agreed to defer consideration of the amendment until it discussed Article 6.

52. Article 3, as amended, was adopted.

Article 4

53. The Committee had before it nine amendments to Article 4. Separate amendments submitted by the Government members of Argentina and Colombia to replace the word "protector" in the proposed text in Spanish were referred to the Drafting Committee. The Government member of Ecuador

submitted an amendment to paragraph 1 which would add the words "form of organisation" after "property" and the word "territory" after "labour". He drew attention to the need for governments to implement special measures to protect the form of organisation and environment of the peoples concerned. The Chairman suggested that consideration of "territories" be left to the results of the discussion of Part II of the draft Convention. The Workers' members considered that the reference to institutions in the Office text covered the form of organisation and proposed by subamendment to add the word "cultures" after "territory". The Employers' members agreed with the Chairman's suggestion concerning consideration of "territories" and did not support the rest of the amendment or the subamendment. The Committee followed the Chairman's suggestions. The amendment was not adopted. The Workers' members proposed an amendment to insert the words "cultures, territories" after "labour" in paragraph 1 in order to stress the importance of linking economic, social and cultural issues to land and territories. They agreed to the consideration of "territories" during the discussion on Part II. The Employers' members accepted the addition of "cultures". The Government member of India stated that, since "cultures" was already dealt with in Article 2, it would be repetitious to include it in Article 4. The Chairman suggested that use of the word "cultures", while repetitious, would not be contradictory. The Committee agreed and its inclusion was adopted. Consideration of "territories" was again deferred.

54. The Employers' members introduced an amendment to add the words "without prejudice to national interests" to the end of paragraph 1. The purpose of the amendment was to avoid discrimination against other sectors of society. The Workers' members considered that since the draft Convention already contained adequate qualification, the amendment would not add to the text. In addition, they considered that any special measures could be prejudicial if they were directed towards a particular group. After several Government members expressed opposition to the amendment, the Employers' members withdrew it.

55. The Government member of Colombia submitted an amendment to paragraph 2 to provide that any special measures adopted be designed and executed jointly with indigenous and tribal peoples. The Government member of New Zealand supported the amendment. The Employers' and Workers' members did not support the amendment. The Workers' members did not want to sacrifice the clear statement and guidance to governments which was contained in the draft text. After the Government member of Canada had indicated that the point was dealt with in Article 33, paragraph 2, the amendment was withdrawn.

56. An amendment to paragraph 2, introduced by the Workers' members, sought to maintain consistency with the intent of the Office, and to recognise the reality of historical experience, when coercion and economic blackmail had been used to obtain consent. The Employers' members supported the amendment to ensure that the wishes of these peoples be expressed freely, and it was adopted unanimously.

57. Another amendment, which affected the Spanish text of paragraph 3, was submitted by the

Government member of Colombia and was referred to the Drafting Committee.

58. Article 4, as amended, was adopted.

Article 5

59. The Committee has 11 amendments to this Article before it. An amendment to join subparagraphs (a) and (b), which was submitted by the government member of Colombia, was referred to the Drafting Committee. The Government member of Ecuador proposed an amendment to subparagraph (a) to include a reference to the economic structures of the peoples concerned. The Government member of Peru supported the amendment and proposed a subamendment to restore the word "protect". The Government member of Argentina supported the amendment but felt that "protect" was too paternalistic a term. The Workers' members opposed the amendment and the subamendment. They considered that the reference to institutions in subparagraph (b) was sufficient. This view was echoed by the Employers' members. The amendment was withdrawn.

60. The Government member of New Zealand submitted an amendment to include a reference to spiritual values in subparagraph (a). He explained that its meaning was wider than that of the word "religious". The Employers' members stated that in their discussions with indigenous groups they had learned that spiritual characteristics and religious characteristics were not the same. They supported the amendment, as did the Workers' members, and it was adopted by consensus.

61. An amendment submitted by the Government member of Argentina to replace the word "protected" by "preserved" was not seconded. The Government member of Colombia proposed an amendment to replace "protected" by "safeguarded" in order to accord more closely with the wishes of these peoples. The Workers' members did not support the amendment but were prepared to agree to it being sent to the Drafting Committee. This course of action was adopted.

62. The Employers' members introduced an amendment to delete "both as groups and as individuals" from subparagraph (a). They considered that the amendment would clarify the proposed text which, as it stood, could result in protectionist legislation. Article 5 referred to communities of individuals. If groups of individuals were stressed, it could cause problems because the Convention was intended to deal with the whole. The Workers' members considered it important to distinguish between the problems of groups and individuals and opposed the amendment. The Government member of Australia questioned the Office concerning collective and individual rights when the plural was used in the text. A representative of the Secretary-General recalled that in general terms the Committee had wished to refer to individuals when members of these peoples were referred to in the text, and to collective rights when peoples were referred to. He noted that the draft text came from Convention No. 107 and considered that the intent was to distinguish between groups and individuals. The Government member of Australia felt that the amended text left open the question of

whether the subparagraph would refer to individuals. The amendment did not receive sufficient support and was not adopted.

63. Two amendments to subparagraphs (b) and (c) submitted by the Government member of Ecuador were not seconded and therefore not considered. The Workers' members introduced an amendment to replace "adjusting to" by "encountering" in subparagraph (c). They considered that the draft text contained an element of compulsion which would be removed by the amendment. Several Government members expressed their support for the amendment. After some discussion it was agreed that the Spanish text needed redrafting since it did not reflect the sense of the English text. The amendment was adopted and the Spanish text was referred to the Drafting Committee. As a result, a similar amendment submitted by the Government member of Colombia was not considered.

64. The Government member of Ecuador introduced an amendment to add a new subparagraph (d), which would supplement the Article by referring to the need to guarantee cultural diversity. The Employers' members noted that it was for member States to resolve how to protect these values. They felt that the amendment could lead to claims for guarantees in the legislation of States which adopted the Convention, and they opposed the amendment. The Workers' members, in opposing the amendment, associated themselves with the Employers' members' viewpoint and added that the point was already covered in Article 2(2)(b). The Government member of the Philippines said that she understood the philosophy behind the amendment and proposed to subamend it by replacing the word "development" with "integrity" in order to preserve cultural diversity. The Employers' members noted that "integrity" was mentioned in subparagraph (b) and did not support the subamendment. The Government member of Canada agreed with the Workers' and Employers' members and felt that a requirement to guarantee a cultural diversity went beyond the scope of Article 5. The amendment was not adopted.

65. Article 5, as amended, was adopted.

Article 6

66. In accordance with the arrangements already agreed to by the Committee, a representative of the World Council of Indigenous Peoples made a statement on Article 6 to 12 of the proposed Convention. He noted that there were two views concerning opportunities offered by the revision of Convention No. 107. First, there was the opportunity to take a historical step in transferring greater control to indigenous and tribal peoples than had ever been done before. The second view, to which he subscribed, was the far more challenging opportunity to affect dramatically the evolutionary process of humankind. Rather than addressing the degree of control within the relationship between these peoples and States, the speaker believed it important to address the essence of the relationship itself. He considered that Article 6 to 12 addressed the issues surrounding the building of a new relationship with indigenous and tribal peoples, as equals. To do so it was necessary to step back from the existing model of the oppressor and the oppressed which, over time, had merely dehumanised

both sides. The speaker insisted that, in relation to Article 6, indigenous and tribal peoples should have the power to accept or reject actions or programmes which affected them. Anything less would constitute a denial of their integrity as peoples to control their own destiny. He also drew the Committee's attention to Article 8 and 9 concerning respect for customs and customary laws, and considered that peoples' customary laws and methods of obtaining social order among themselves should be respected. He objected to the imposition of the national legal system on indigenous and tribal peoples, defining what it considered to be fundamental rights which were based on its own historical and cultural perspectives.

67. Thirteen amendments were submitted on Article 6. The Government member of Norway recalled that this issue had been considered at length during the first discussion in 1988, and noted that the conclusions adopted then had been adequately reflected in the proposed text. He expressed the hope that the Article could be adopted without amendment.

68. The Workers' members submitted an amendment to paragraph 1(a) to replace "consult" by "obtain the consent of". They felt that the draft text would require only contact rather than consent, and that this would enable government to undertake unilateral action. The Employers' members considered that the language in the draft text was in accordance with ILO use of the term "consult" which meant dialogue at least. The amendment would make the text too rigid and they did not support it. The Government member of Canada recalled that during the first discussion there had been consensus that the term "consult" meant to consult in good faith. He felt that expressing the objective of obtaining consent was unrealistic, especially in countries with many different indigenous and tribal groups. He opposed the amendment. Several other Government members also opposed the amendment. The Workers' members regretted the lack of support for the amendment from the other members of the Committee. The amendment was not adopted.

69. The Government member of Brazil introduced the second amendment to paragraph 1 which was to replace "consult" by "hear". He noted that this term was used in the new Brazilian Constitution and felt that its use in this Article would facilitate acceptance of the Convention by Brazil and other countries without detracting from the substance of the provision. The Workers' members felt that the draft text submitted by the Office was appropriate since it required a dialogue, whereas the amendment could refer to a one-sided procedure. They did not support the amendment. The Government member of Brazil stated that for his Government "consult" meant openly finding out opinions. He withdrew the amendment.

70. Two amendments to paragraph 1(b) were submitted by the Government member of Brazil and the Workers' members, each of which sought to amend that part of the text which referred to other sectors of the population. The Workers' members withdrew their amendment. That of the Government member of Brazil was not seconded and was not considered.

71. Two amendments to paragraph 1(b), submitted by the Government members of Ecuador and Colombia, were considered together. The Government

member of Ecuador stated that he wished to make the paragraph more consistent within the framework of a law or treaty through the use of "could" rather than "may". He also proposed to replace "affect them directly" by the words "concern them". The Government member of Colombia considered that it would be discriminatory if indigenous and tribal peoples could only participate in decision-making on matters which directly affected them. He therefore supported the proposal to use the words "concern them". He also noted that he wished to use a word which was stronger than "podrán" in the Spanish text. The Workers' members strongly supported the amendments. The Employers' members supported the change of emphasis in the Spanish text but felt that the other changes were unnecessary. They noted that the Convention pointed out the equality between these peoples and other citizens of a given country, and felt that the Office text corresponded perfectly with the needs of these peoples. They did not support the amendments. The Government member of Brazil accorded with the Employers' members' point of view. The Government member of the Netherlands agreed with the idea of according the full right to participate in decision-making. He noted, however, that this had been dealt with in Article 2 and that Article 8 dealt with other relevant matters. He did not support the amendments. The Government member of Portugal supported the amendments, since she felt that there should not be any negative discrimination between indigenous and tribal peoples and the rest of the population. Several other Government members (Botswana, Denmark, New Zealand, Nicaragua and USSR) supported the amendments. The Employers' members withdrew their opposition and the amendments were adopted.

72. An amendment to paragraph 1(c) which was proposed by the Government member of Ecuador was not seconded and was not discussed. The Workers' members submitted a three-part amendment. They said that the use of the words "establish means for" would ensure that governments provided assistance, whereas opportunities were already available. They considered the replacement of "their" by "these peoples" to be consistent with the rest of the text and felt that the deletion of "in appropriate cases" would remove opportunities for governments to avoid co-operation. The Employers' members proposed a subamendment to delete the third part of the amendment, in order to retain flexibility in the Convention. The Workers' members did not accept this subamendment. Several Government members supported the subamendment. The Workers' members withdrew the third part of their amendment, which was then adopted as subamended.

73. An amendment to paragraph 2 submitted by the Government member of Ecuador was not seconded and was not considered. An amendment submitted by the Government member of Canada was withdrawn in favour of an amendment submitted by the Government members of Argentina and Bolivia. The Government member of Argentina said that the purpose of the amendment was to ensure effective participation of peoples in decisions which affected them, avoiding the use of the words "consent" or "agreement" which could make it difficult to ratify the Convention. The Workers' members considered that the replacement of the phrase relating to the

achieving of agreement or consent would weaken the Article and opposed the amendment. Government members were evenly divided in their support for the amendment and for the draft text submitted by the Office. The Government member of Portugal, who opposed the amendment, believed that governments' concerns were fully covered in paragraph 1(a) of Article 6. The Government member of Denmark felt that sufficient flexibility in the wording was secured by the words "with the objective of" and opposed the amendment. The Employers' members considered that the extent of countries' experience with the issue had to be borne in mind and pointed out that not all countries had adequate resources to implement such requirements. They considered the text of the amendment to be realistic and supported it. The Workers' members pointed out that the purpose of any consultations was to reach an agreement, not merely to exchange information, but the amendment did not convey this meaning. The Government members of Australia, USSR and the United States supported this view. The Government member of Bolivia said that he did not wish to belittle the concept of consultation or to deprive these peoples of the opportunity of airing their opinions. The consultative system had to be applied in good faith. Before public authorities could obtain either agreement or consent, they had to consult. He did not want to see the opportunities for consultation reduced, but he felt that national legislative requirements should be taken into account. He supported the amendment. The Government members of Ecuador and India supported this view. The Government member of Argentina, in a statement clarifying the intention of the amendment, stated that the draft text submitted by the Office would give indigenous and tribal peoples opportunities to veto governments' decisions. States would have to obtain the consent of these peoples before taking decisions; such a procedure was not feasible. He realised the necessity of consulting with and involving these peoples, but felt that the draft text was too rigid and would lead to problems for ratification. The Government member of Brazil expressed his full support for the amendment and stated that his Government would be unable to ratify the Convention with the text as it stood. The Workers' members called for a vote. The Government member of Venezuela, supporting the statement of the Government member of Argentina on the intent of the amendment, which he supported, felt that for the Convention to be universal in its application, efforts to reach an agreement should continue. The Government member of Portugal understood that the amendment addressed the fact that no part of a nation's population had the right to oppose a law after its adoption. She pointed out, however, that the situation under discussion was a prior phase of the legal process when consideration was being given to proposed measures. Consultations were imperative at this juncture if governments were to be able to persuade people of the validity of their policies. She considered that the text did not clash with the legitimate concerns expressed by some Government members.

74. A representative of the Secretary-General stated that in drafting the text, the Office had not intended to suggest that the consultations referred to would have to result in the obtaining of agreement or consent of those being consulted, but rather to ex-

press an objective for the consultations. The Government members of Peru and the United States felt that the explanation was helpful, and considered that no right of veto would be acceptable. The Employers' members, in the light of the explanation, proposed to subamend the Office text. The Workers' members pointed out that the Office text could not be subamended at this stage and repeated their call for a vote. The amendment was rejected by 750 votes in favour, 795 against, with 45 abstentions.

75. The Workers' members introduced an amendment to add words to paragraph 2 which they considered would make it more specific and not subject to misinterpretation. The Employers' members noted that the amendment overlapped part of the text in Article 33 of the proposed Convention and would also introduce new elements in the amendment were alien to the goals of paragraph 2 as explained by the Office. They opposed the amendment. The Government member of the United States supported the views of the Employers' members. The amendment was not adopted.

76. The Government member of Ecuador introduced an amendment to add a paragraph to Article 2 with the intention of making it more specific so that it would facilitate the consultative process and make it clear who was to be consulted under the terms of Article 6. The Employers' members agreed with the concept of the amendment but felt that it was already covered by the wording of paragraph 1(a) of the Article. They considered that the addition of administrative detail would endanger the future of the text. They did not support the amendment. The Workers' members opposed the amendment, which was not adopted.

77. Article 6, as amended, was adopted.

Article 7

78. The Committee had 19 amendments before it. An amendment submitted by the Workers' members was referred to the Drafting Committee. The Employers' members submitted an amendment to paragraph 1 to give priority to the examination of plans rather than to the improvements themselves. They felt that the development plans referred to in paragraph 1 would be important in each country and they wanted to ensure they were examined. The Government member of Japan, in supporting the amendment, expressed the view that the draft Office text gave priority to the peoples concerned at the expense of the rest of the population. The Workers' members felt that the amendment would create uncertainty in the text and did not support it. The Government member of Portugal considered that the text did not imply any discrimination and opposed the amendment. This view was supported by the Government member of Colombia. The amendment was not adopted.

79. The Government member of Japan submitted an amendment to add the words "to the extent possible" to the end of the first sentence of paragraph 1. He stated that although these peoples' welfare needed to be considered within overall economic development plans, the extent of assistance should depend on economic circumstances, and should not discriminate against other members of the community. The

Employers' members held the same view about this amendment as they did about their previous one and supported it. They noted that, when speaking of areas of countries, it was necessary to consider priorities to the extent possible. They considered that the text should be more flexible and take national realities into account since any improvements would be subject to means being available to implement them. The Workers' members felt that flexibility was adequately covered in draft Article 34 and did not support the amendment. The amendment was not adopted.

80. Discussion of an amendment to paragraph 2 submitted by the Government member of Australia was deferred until after consideration of Part II of the Convention. An amendment submitted by the Employers' members to add the words "to the extent possible" to the beginning of paragraph 2 was opposed by the Government member of Colombia. He noted that it had the same intention as an amendment to paragraph 1 which had not been adopted. The Government member of Venezuela stated that the amendment should be adopted and the paragraph subsequently referred to the Drafting Committee. The amendment was not adopted. The Government member of Venezuela expressed his Government's reservations on the question.

81. Consideration of three amendments proposing to replace the word "territories" by "lands", which were submitted by the Government members of India and Canada and by the Employers' members, was deferred until Part II of the Convention had been discussed. When that Part of the Convention had been discussed, the Committee decided to replace the word "territories" in paragraph 2 by "the land they occupy or otherwise use". An amendment submitted by the Government member of Ecuador was not seconded and was not considered. An amendment submitted by the Government member of the USSR which affected the English and French language texts was referred to the Drafting Committee. The Government members of Colombia and India each withdrew an amendment to paragraph 2.

82. The Workers' members introduced an amendment to delete two phrases in paragraph 2. The deletion of "to the extent possible" was proposed because they felt that its use should be contained in the general provisions of the Convention. They considered that the deletion of "their own priorities for" was necessary because the Article contained a right which had already been accepted, and because peoples should control their own process of development. The Employers' members felt that the flexibility which was in the draft Office text was required and opposed the amendment. The Government member of Brazil did not support the amendment. The Government member of India said that priorities were already dealt with in Article 7, and it would be difficult for governments to support the text if so amended. The amendment was not adopted.

83. The Government member of Ecuador proposed an amendment to paragraph 3 which he stated would enable these peoples to be involved more actively than was provided for in the Office text. The Employers' members had considered the amendment to be in two parts. They felt that no purpose would be served by changing "co-operation" to "participa-

tion". The second change related to participation of indigenous and tribal peoples' representatives in carrying out studies. They felt that this was not necessarily the most suitable method. Moreover, they considered that the removal of the words "whenever appropriate" would make the text too rigid and difficult for governments to ratify. They did not support the amendment. The Workers' members expressed their preference for "co-operation" and opposed the amendment. The Government members of Canada and the United States preferred the draft Office text. The Government member of Colombia stated that each human group had representatives and it was important to take their views into account. He supported the amendment. The Chairman recalled that when Article 6 was discussed, a similar problem had been dealt with. The amendment was not adopted.

84. The Government member of Colombia introduced an amendment in which he proposed to delete "whenever appropriate" and add a sentence to the paragraph to the effect that the results of studies should be fundamental criteria for the implementation of the activities concerned. While recognising the principle behind the amendment, the Employers' members did not support it. They considered that the elimination of the words "whenever possible", would remove the flexibility of the paragraph. They questioned how studies, which were normally theoretical, could be fundamental criteria. The Workers' members, in supporting the amendment, stated that there was no point in having studies unless they were followed up by action. The Government member of Colombia explained that the objective of the amendment was to ensure that studies, which should be as practical as possible, should be taken into account when programmes were implemented. The Government member of India supported the amendment and proposed a subamendment to retain "whenever possible" since governments could not study all issues. The Government members of Argentina and Botswana supported this proposal. The Workers' members could accept the deletion if the qualification "if acceptable to the peoples affected" was added. Several Government members spoke in favour of the draft Office text. A number of others supported the amendment. The Chairman suggested that there could be a general provision on studies which would state that they should be considered by governments as fundamental. The Government member of Colombia, in line with the subamendment, withdrew the suggested deletion in the first part of the amendment. The Workers' members did not maintain their subamendment. The amendment, as subamended by the Government member of India, was adopted.

85. An amendment to paragraph 4 submitted by the Government member of Ecuador was not seconded and was not discussed. The Workers' members introduced an amendment to develop further the text of paragraph 4 in order that it would contain recognition of the need to restore the environment in many cases. In addition, the amendment would highlight the need to pay special attention to subsistence economies. The Government member of Denmark recalled that he had raised these issues during the first discussion and supported the amendment. A number of Government members supported the amendment. The Government member of Canada noted that it was not always possible to restore the

environment and that the question of subsistence economies was dealt with in draft Article 23. He opposed the amendment. This view was supported by the Government member of the United States who drew attention to the financial burdens associated with environmental restoration. A number of Government members expressed a preference for the draft Office text. The Employers' members noted that the restoration of the environments of territories should be carried out whenever possible. They felt that the term "territories" was too general and also noted that the matter of subsistence economies was dealt with in draft Article 23. If the latter part of the amendment was withdrawn and the words "as far as possible" added, they could consider supporting it. The amendment was rejected by 650 votes in favour, 775 against with 105 abstentions.

86. The Government members of Argentina and Bolivia submitted an amendment to delete "protect and" from paragraph 4 in order to remove paternalistic language and to enable better consideration of the environment. Neither the Workers' members nor the Employers' members supported the amendment, which was withdrawn.

87. An amendment to replace "territories" by "areas" was submitted by the Government member of India. He felt that since Article 7(1) mentioned "area", the term would be more appropriate in paragraph 4. The Government member of Australia recalled that the Committee had already deferred another amendment to replace "areas inhabited" with "territories they inhabit" until Part II of the Convention had been considered. The Employers' members considered that in this context "areas" was more appropriate. When that Part of the Convention had been considered, the Committee decided to retain, "territories".

88. Article 7, as amended, was adopted.

Article 8

89. An amendment to insert a new Article which was proposed by the Government member of Ecuador was not seconded and was not discussed. The Committee had 12 amendments before it on the proposed Article 8. The Workers' members introduced an amendment to replace paragraph 1 with a requirement for the recognition of the customary laws and practices of the peoples concerned. The Employers' members did not support the amendment. They stated that in many countries customary law was not recognised. If the reference to national laws was to be deleted, the text would become too rigid. It should be for each State to apply its national legal system. Problems could arise for those countries which considered that the text interfered with their national sovereignty. The Government member of Australia sought a clarification as to whether both state and federal laws were included in the reference to national laws and regulations. A representative of the Secretary-General stated that this understanding was consistent with usage in the ILO. The Government member of Japan did not support the amendment. He stated that consideration needed to be given concerning the compatibility of customary laws with national legal systems and internationally recognised human rights before they could be recognised. He referred to the principle of legality which prevented

customary laws from becoming a source of criminal law, thereby protecting people from arbitrary punishment. The Government member of Bolivia stressed the importance of Article 8 and noted that, in his country, although customary law was not a source of law, it was taken into account by magistrates. The proposed deletion of the reference to national law went too far. The Government member of Canada recalled that during the first discussion in 1988 it had been pointed out that customary law had no legal force in many countries. He considered the draft Office text adequately dealt with the issue and he opposed the amendment. His view was supported by the Government members of Ecuador, USSR and the United States. The Government member of Ecuador regretted that his draft amendment proposing a new Article 8, which would have dealt with this issue, had not been considered. In the light of the discussion, the Workers' members withdrew the amendment, expressing regret at having to do so.

90. The Government member of Japan submitted an amendment to add "to the extent compatible with the national legal system" to the end of paragraph 1. He explained that the paragraph should be consistent with the national legal system and he wanted to ensure that this was explicitly stated in the text. The Employers' members supported the principle of the amendment, but suggested that the question should be considered in the light of Article 34. The Government member of the United States felt that the amendment could lead to a situation where all tribal laws would have to conform with national law, which would be too rigid. He opposed the amendment. Several Government members and the Workers' members supported this view. The amendment was not adopted.

91. The Workers' members submitted an amendment to replace the first sentence of paragraph 2. They stated that through the amendment they wished to refer to a flow of basic rights and international instruments. They did not feel it necessary to reiterate references to national laws throughout the Convention. The Government member of Canada, supported by several other Government members and the Employers' members, supported the Office text. The Government member of Australia expressed concern over Article 8. His Government wished to be satisfied that the intention behind the Article was satisfactory from the perspective of the domestic legal framework of a broad range of countries. In this regard, his Government was seeking the Office's advice, outside the present discussion on the measures being taken in his country concerning customary law and their relation to the procedures which would be required under the revised Convention. He added that it was his Government's understanding that the recommendations contained in recent reports on customary law and on aboriginal deaths in custody in Australia would, when implemented, be adequate to satisfy the requirements of Article 8(2) and of Articles 10, 11 and 12 of the proposed Convention. He noted that a positive response would be a significant element in a future decision by Australia to ratify the revised Convention. The Government member of New Zealand expressed similar concerns in that while there were no procedures in New Zealand specifically for this purpose, an existing tribunal, the Waitangi tribunal, could conceivably resolve conflicts

of this nature. The Workers' members stated that the Office text implied that the national legal systems could be incompatible with internationally recognised human rights. The amendment was not adopted.

92. The Chairman suggested that an amendment to the English and French texts proposed by the Government member of the USSR to replace the word "or" by "and" could clarify the situation raised by the Workers' members. In introducing his amendment to this effect, the Government member said that there was a need to take into account the possibility that national law could be wider in scope than international law. The Employers' and Workers' members supported the amendment, which was adopted.

93. An amendment submitted by the Government member of Colombia to delete the word "shall" was referred to the Drafting Committee. The Government members of Argentina and Bolivia agreed to withdraw an amendment to delete the second sentence of paragraph 2 if the Workers' members withdrew an amendment to replace it. Both amendments were withdrawn.

94. The Workers' members submitted an amendment to paragraph 3 in which they intended to ensure that the peoples concerned would not be discriminated against. The Employers' members considered the amendment to be superfluous in the light of paragraphs 1 and 2 and opposed it. The Government member of Canada supported this view. The Government member of Australia stated that it was his understanding that it was not the intention of this provision to establish collective rights to the exclusion of individual rights. The amendment was not adopted. Amendments proposed by the Government members of Australia and Ecuador were not seconded and therefore not discussed.

95. The Government member of Colombia introduced an amendment to add a new paragraph 4. He stated that there was a need for studies to be carried out so that progress could be made towards recognising customary law. The Workers' members supported the amendment. The Employers' members pointed out that it would be up to governments to decide what was feasible and that paragraph 1 as amended dealt with this issue. They did not support the amendment. Several Government members expressed understanding for the rationale of the amendment, but felt that it could create problems for them and did not support it. The amendment was withdrawn.

96. Article 8, as amended, was adopted.

Article 9

97. Three amendments had been submitted on this Article. The Government member of Ecuador proposed an amendment to replace paragraph 1 with another text. The amendment was not seconded and was therefore not considered. The Government member of Japan introduced an amendment to paragraph 2 to insert a phrase requiring compatibility with national legal systems and internationally recognised human rights. He referred again to the principle of legality already discussed under Article 8, and felt that the text could be interpreted as giving cus-

tomary law an unwarranted influence. The Government member of India, in supporting the amendment, said that it sought to define limits to which consideration could be given to customary law by the authorities and courts. The Government member of Venezuela supported this view. The Workers' members opposed the amendment. The Government member of Argentina, supported by the Employers' members, proposed by subamendment to merge paragraphs 1 and 2. The Government member of Brazil supported the subamendment with the addition of the words "and the customs of these peoples in regard to penal matters". The Workers' members questioned the need to repeat the contents of paragraph 1 in paragraph 2, and preferred the draft Office text. The Government member of Canada, in supporting the draft Office text, stated that paragraphs 1 and 2 contained two separate ideas which would make their merger difficult. A number of Government members and the Employers' members supported the draft Office text, noting that Articles 8(1) and 9(1) made it clear that the national legal system represented the overriding authority. Neither the amendment nor the subamendment was adopted. The Government member of New Zealand proposed an amendment which was not seconded and was not further considered.

98. Article 9 was adopted without change.

Article 10

99. The Committee had eight amendments before it. An amendment to paragraph 1 proposed by the Government member of Ecuador was not seconded and therefore not considered. The Government member of Japan submitted an amendment which was designed to make the text clearer as far as compatibility with national legal systems was concerned. The Employers' members felt that the flexibility desired would be better sought elsewhere in the Convention and opposed the amendment. The Workers' members also did not support the amendment and it was not adopted.

100. The Government member of Colombia proposed to amend paragraph 2 by attempting to incorporate what he understood as the spirit of the underlying text. Indigenous groups had stated that they sought to avoid the isolation of members of these peoples from their communities through imprisonment. The Workers' members supported this view. The Employers' members expressed understanding of the idea that punishment should be compatible with the offence, the person committing it and the local circumstances. They felt, however, that the amendment carried with it a high risk of preferential treatment which would override other considerations. They felt that the issue would be adequately covered if the term "consideration" rather than "preference" was used, as they had suggested in an amendment. The Government member of Canada preferred the draft Office text. The Government member of India drew attention to an amendment he had submitted which was prompted by the realities in India where the courts could not be told what to do, and said that the text should be confined to consideration of customary law with punishment being left to the courts. The Government member of New Zealand expressed his preference for the Office text, plus

the insertion of "where appropriate" as suggested in an amendment he had submitted. He stated that in his country elements of customary law were included in the criminal justice system and cited the example of community care. He noted, however, that there would be circumstances where prison sentences could not be avoided. The Workers' members considered this amendment to be superfluous since the work "preference" contained sufficient flexibility. The Government member of Japan did not support the amendment of the Government member of Colombia. He noted that punishment had a preventive function and it could not be avoided, including imprisonment if necessary. The Government member of Australia referred to the findings of a Royal Commission, which had recommended prison sentences as a last resort, and a Law Reform Commission, which had sought wide discretion regarding imprisonment. In the light of these findings, he strongly supported the draft Office text. The Government member of Ecuador stated that the amendment he had offered concerning incompatibility with the cultural background of these peoples, would not prejudge the situation. In the light of the diversity of opinion, the Workers' and the Employers' members supported the retention of the draft Office text. The Government members of India and New Zealand and the Employers' members withdrew their amendments in favour of the Office text. The Government member of New Zealand once again drew attention to his concerns on this paragraph. The other amendments were not adopted.

101. In response to a question from the Government member of India a representative of the Secretary-General stated that the Office did not understand the provision to mean that imprisonment would be forbidden, but rather that preference be given to other forms of punishment. The Government member of Venezuela expressed doubts regarding the explanation by the Office.

102. Article 10 was adopted unchanged.

Article 11

103. The single amendment on this Article was withdrawn by its sponsor, the Government member of Ecuador.

104. Article 11 was adopted unchanged.

Article 12

105. An amendment submitted by the Government member of Japan was not seconded and was not discussed. The Government member of Ecuador submitted an amendment which proposed to enable indigenous and tribal peoples to use their mother tongue in legal proceedings. The Workers' members expressed a preference for the use of the word "institutions" rather than "organisations" as appeared in the proposed amendment. The Government member of Argentina recalled that this issue had been raised during the first discussion. He felt that the Office text was sufficiently flexible. While the intentions of the amendment were laudable, it would be difficult to implement in many countries. This view was shared by the Employers' members and several Government members. The amendment was withdrawn.

106. Article 12 was adopted unchanged.

PART II. LAND

107. The Committee had 101 amendments before it on Part II of the proposed Convention concerning land, and it decided to refer the entire Part (Articles 13 to 19) to a Working Party. The Working Party was composed as follows: five Government members (Argentina, Australia, Canada, India, Norway); five Employers' members (Mr. Amos, Mr. Barrenechea, Mr. Bruchet, Mr. Mukadi, Mr. de Regil); and five Workers' members (Mr. McLeod, Mr. Murray, Mr. Murry, Ms Sayers, Mr. da Silva). The representatives of four international non-governmental organisations made statements to the Committee on Part II of the proposed Convention before the Working Party completed its examination of these questions.

108. The representative of the Nordic Sami Council expressed appreciation for the co-operation of representatives of Nordic Governments and advice from the Office during its activities relating to the revision of Convention No. 107. He reiterated some of the concerns on land which the Council had expressed during the first discussion in 1988. Firstly, he recalled that the indigenous and tribal peoples' own concepts of their rights to land were not reflected in national legal systems. He referred to the legal systems in Nordic countries in this regard and said that the indigenous and state concepts could not be fairly resolved unless the States took steps to harmonise them. The speaker also expressed satisfaction that the collective aspects of land rights had been accepted and were reflected in Article 13, and hoped that they would also be reflected in other Articles. In this regard, the use of the term "territories" was the only appropriate means of spelling out that the relevant provision was dealing with a collective group having certain rights which were held collectively. The speaker expressed the special concern felt by the Sami people over the loss of their coastal fishing rights which could have a disastrous effect on their lives and culture. Finally, he stressed that the special needs his people shared with other peoples should be addressed in Part II of the revised Convention.

109. A representative of the Co-ordinator for Indigenous Peoples' Rights, speaking on behalf of the Inuit Circumpolar Conference and the National Indian Youth Council, stated that, like self-determination, the assertion of indigenous land and territorial rights presented a challenge to State assertions of supremacy, and considered that it would be similarly resisted in the Committee. He added, however, that indigenous and tribal peoples had been encouraged by the movement towards principles based on concern for the human condition of these peoples. The extent to which the revised Convention would accelerate this process would depend on its ability to reach beyond notions of absolute sovereignty, particularly in addressing land and territorial rights. The speaker stressed that for these peoples, land and territory were central to life. Land was the core of the collective body of the people, upon which its survival depended, not simply a material possession. He stated that the discriminatory tendencies which had diminished the status of land holdings in colonial times persisted. The question of lands was therefore one of restoring rights previously denied, not of granting or creating new rights. For this reason, the Convention must reflect the historical nature of indigenous lands

and territorial entitlements in order that rights extended to lands which peoples have used or occupied. The speaker referred to the collective nature of indigenous land and territorial rights, which should be a premise for their development. He stressed the importance of using the term "territory" in the Convention in order to capture the essential nature of indigenous and tribal peoples' relationships with the Earth, which was fundamental to their survival as distinct peoples, and to their social and cultural integrity. He stated that objections to the use of the term "territory" demonstrated the same misunderstanding of international law that appeared when objections to the use of the term "peoples" were put forward.

110. The representative of the International Organisation of Indigenous Resource Development expressed the hope that the Committee would consider the crucial issue of land rights with a full understanding of the practical effects of its decisions. The speaker referred to the fact that States claimed ownership over lands, and that the indigenous and tribal peoples who were the original owners had to try to reclaim their rights. These peoples' loss of land, which was their primary characteristic, had led to their current diminished economic, social and cultural state. He stressed that these peoples wanted the Convention to be binding and expressed the hope that the international community would be able to find the means to require that the land of indigenous and tribal peoples be restored and protected.

111. A representative of the Co-ordinator for Indigenous Peoples' Rights rejected what he perceived as an attempt by the Committee to cut indigenous and tribal peoples off from their fundamental human rights. He stated that representatives of the indigenous non-governmental organisations and other non-governmental organisations which supported them had walked out following the decision on the use of the term "peoples" in the Convention. He considered also that the Committee's decision on Article 6.2, in failing to require these peoples' consent before adopting measures which affected them, undercut the foundation of mutual respect of peoples that was necessary for the revised Convention to be meaningful to them. As far as land rights were concerned, he felt that the Committee to be meaningful to them. As far as land rights were concerned, he felt that the Committee was moving away from the minimum rights necessary for the survival of indigenous and tribal peoples. He maintained that the Committee, in its revision of Convention No. 107 – a revision that was not sought by these peoples – was acting to preserve the power of governments over these peoples and their territories.

112. The Working Party held four sittings. Its Chairman reported to the Committee that the key issues identified concerned the use of the term "land and territories"; the form and extent of land rights to be recognised; surface and sub-surface resources; and the question of removal or relocation of indigenous peoples from areas inhabited by them.

113. The Government members had stressed the need to arrive at a text which would be relevant to a wide variety of countries and which would not present constitutional and other legal impediments to ratification. The Employers' members had noted that the ultimate goal was the adoption of a viable text

that would find the widest possible support and acceptance. While recognising the need to allow for a certain flexibility which would facilitate ratification of a revised Convention, the Workers' members had felt strongly that the proposed revision of the provisions concerning land should in no way diminish the rights already enshrined in the existing Convention.

114. Central to the discussion was the use of the term "territories", the deletion of which had been proposed in several amendments. In discussing Article 13, the Workers' members stated that this term was the only appropriate one to describe the special relationship which indigenous peoples collectively attach to specific geographic areas. Article 13 enshrined respect for cultural and spiritual values of indigenous peoples, with no implications for ownership or national sovereignty. The Employers' members and some of the Government members stressed that the unqualified use of the term "territories" anywhere in the Convention would give rise to serious, if not insurmountable, legal and constitutional problems in many countries which could jeopardise the prospects for ratification. Several proposals were made to find a formulation which would meet these concerns. The Employers' members and the Government members felt that retention of "territories" would be acceptable if "or" were to replace "and". The Workers' members then suggested for Article 13 the words "lands or territories, or both as applicable". The Working Party agreed to this. There was also discussion of the terms "lands", but the Working Party did not pursue this.

115. Following further discussion on Article 13, the Working Party recommended the adoption of the following text:

In applying the provisions of this Part of the Convention, governments shall respect the special importance for the cultures and spiritual values of the peoples concerned of their relationship with the lands or territories, or both as applicable, which they occupy or otherwise use, and in particular the collective aspects of this relationship.

116. During consideration of Article 14, views diverged as to the use of the terms "ownership", "possession" and "use". The Government members stressed that the addition of the word "use" would help to expand the scope of the rights conferred by this Article. They also argued that for practical reasons the forms of legal recognition of these rights had to be rendered sufficiently flexible to reflect the varying national constitutional and legal circumstances. The Workers' members, however, suggested that this carried the risk of reducing the effect of the obligation incorporated in the Article, and the consequence would be a lesser protection than that provided in Convention No. 107. The Working Party was unable to reach agreement.

117. The Working Party then discussed the amendment proposed by the Workers' members which would have added the word "territories" after "land" in Article 14. The Employers' members stated that introduction of "territories" in the manner suggested was unacceptable for the reasons stated in the discussion on Article 13. Moreover, for some Governments and the Employers' members, the unqualified use of the word "traditionally", as proposed by the Workers' members, posed serious legal difficulties. In addition, neither the Government members nor the Employers' members could accept

the Workers' members' proposal to use the past tense of "occupy" and "use". Such a proposal would introduce retroactive recognition of claims with far-reaching consequences. It was decided that Article 14, 15 and 16 should be referred back to the Committee.

118. Following clarification by the Office, consensus was reached on retaining the text of Article 17, paragraph 1, as set out in Report IV (2B), on the understanding that all amendments to this paragraph would be withdrawn. The Government and Employers' members preferred the Office text of Article 17, paragraph 2, and regarded it as a realistic proposal which would bring about an improvement for indigenous and tribal peoples. They regarded the Workers' members proposed amendment as being too restrictive. They also felt that governments had a role to play in preventing alienation of land in circumstances which would in the end be prejudicial to the interests of the peoples concerned. The Workers' members considered that the Office text did not really address itself to the issue of inalienability, which was a fundamental concern of these peoples. They proposed a text for paragraph 2 which had been submitted in the working Party and which read as follows:

The lands and territories of the peoples concerned shall ordinarily be recognised as inalienable. Alienation of lands and territories shall only be possible under procedural arrangements established in consultation with the representative institutions of the peoples concerned.

The Government and Employers' members continued to support the Office text. In the circumstances, the Working Party decided that this paragraph should be referred to the Committee for decision between the Office text and the Workers' proposal.

119. The Working Party agreed to a proposal by the Workers' members to accept the Office text of Articles 17 (1) and (3), 18 and 19 on the understanding that all amendments would be withdrawn.

120. The Chairman expressed his gratitude to the Working Party for the considerable efforts it had made to assist the Committee in this most important element of its task.

121. A representative of the Workers' members made a statement clarifying some aspects of the report of the Working Party. He appreciated the difficulty in summarising the intensive discussion which had taken place. He pointed out that the Workers' members only supported the wording which had been agreed for Article 13 in the spirit of consensus; it was not their preferred wording and had not been proposed by the Workers' members. Moreover, he said that they did not argue that there were no implications for ownership or national sovereignty in Article 13, rather that no rights in relation to ownership were directly addressed in this Article. As far as Article 14 (1) was concerned, he pointed out that the Workers' members only supported the retention of the Office text if it were to remain unamended and unequivocally recognised ownership and possession.

122. The Chairman noted that, despite the advances which had been made by the Working Party, the Committee was still some way from adopting by consensus a text on the important and delicate issue of land. In order to avoid the adoption by numerous

votes of a text that was unlikely to be lucid and could well be contradictory, as well as jeopardising adoption of the Convention and its subsequent ratification, he made the following suggestion concerning consideration of Part II of the proposed Convention. On the basis of the Working Party's report, which proposed texts for Articles 13 and 17(2), as well as agreed solutions for Articles 17(1) and (3), 18 and 19, he would consult with governments and the Employers' and Workers' groups with a view to formulating and submitting to the Committee for its consideration a new complete text for Part II. Prior to these consultations, he invited Committee members to address the critical aspects of the land issue.

123. All the speakers fully supported the proposal as to how to proceed. Many of them considered that the Office text, for the most part, particularly Articles 17 to 19, was to be preferred. Also, most of the speakers were willing to accept the Working Party's text for Article 13. Many speakers stressed the need to adopt a Convention which went beyond the provisions of Convention No. 107 in this regard, and which could be widely ratified.

124. The Government member of Norway referred to an amendment submitted by several Government members to include the word "use" in Article 14. He explained that the intention had been to extend the rights that should be protected, not to weaken the paragraph.

125. The Employers' members noted that they had difficulties with Article 14(1) and felt that it should be more flexible. They would accept the inclusion of "use" in the provision. The inclusion of "territories" in Article 14 would create a different interpretation. Turning to Article 15, they were awaiting the opinions of governments since many States would find it difficult to implement the draft Office text in the light of their national legislation. They considered that the text of Article 15(2) in the draft before the Committee would violate the States' ownership of sub-surface resources. Article 16 was basically an administrative issue for governments. The principle of compensation, as well as the possibility of the return of lands, should be included. They noted that if indemnification was provided, the option to return lands would be removed. The Office text was not clearly drafted in this regard. They were unable to accept the concept of retroactivity in relation to traditionally occupied territories. The Office text of Articles 17(1) and (3) was preferred, as well as for Articles 18 and 19.

126. The Government member of Canada recalled the three main concerns he had expressed during the general discussion. The Working Party's formula for Article 13 was acceptable as it adequately provided for the situation where rights were vested in lands not territories. His delegation had problems with Article 14 as it was drafted and recognised that the inclusion of "use" could cause problems for some countries. He proposed "ownership or possession". He supported the Employers' members views concerning the use of "occupied" rather than "occupy" which could cause major problems for most countries. Article 15, as drafted, would be acceptable if the Working Party's text for Article 13 was adopted. He agreed with the basic intent of Article 16. He preferred the Office text for Article 17, but was prepared to accept

the Workers' members proposal on Article 17(2) for the sake of consensus. He also accepted the Office text for Articles 18 and 19.

127. The Government member of Bolivia agreed that Article 15 as drafted was unacceptable for many States. Article 15(2), which would vest ownership of sub-surface resources with people living on the land, was incompatible with provisions of the Bolivian Constitution, which reserves the ownership of such resources exclusively for the State; these can be granted to private individuals on a concessionary basis, but in no case can ownership be transferred.

128. The Government member of Australia noted that while the ownership of sub-surface resources was largely vested in the constituent states and territories of Australia, legislation existed which gave indigenous and tribal peoples a major say in resource development. In the Northern Territory, where the Commonwealth owned the resources, these peoples had the right of veto over exploitation. He was at a loss to see why a requirement that these peoples should be consulted in respect of resource development which would have a large social impact would violate the principle of state ownership.

129. The Government member of Argentina felt that the term "treaties" should not be used in Article 14(4). Agreements between peoples and the State would be public contracts under national law. He supported the Government member of Canada as regards the use of "territories" in conjunction with "as applicable"; and supported the Government member of Bolivia regarding Article 15. He considered that Article 16(3) would be very difficult to adapt to national legislation. He supported the text proposed by the Workers' members for Article 17(2), provided the term "territories" was not used.

130. The Government member of India supported the views expressed by the Government members of Argentina and Canada regarding the use of "land" and "territories". He considered that more flexibility should be provided in the text of Article 14(1) so that different situations would be covered. He joined with other speakers in expressing reservations about Article 15 as concerned sub-surface resources which were owned by the State. He felt that Article 16 should emphasise a comprehensive rehabilitation package for displaced peoples. Although admirable, the concept of "land for land" would not work where land was scarce.

131. The Government member of Brazil noted that from the outset his delegation had stressed that the Convention should be as universal as possible. Some of the terms used in Articles 13 to 15 caused difficulties in this regard and it was important that the Committee reach agreement. She preferred the use of "lands" in Article 13 and, in Article 14, favoured rights of possession and use of land by these peoples in view of the State's ownership of indigenous land. She pointed out that in Brazil people had the right to share sub-surface resources and for this reason her Government had submitted an amendment to include water and energy producing resources. With regard to the displacement of peoples (Article 16) she noted that this was only possible in special cases in Brazil and that the peoples affected were entitled to compensation.

132. The Government member of the USSR recalled that his delegation had submitted an amendment to Article 14(1) in accordance with national legislation concerning the possession of land by virtue of property and use. Thus the three terms "ownership, possession and use" would be required in order to be in accordance with national legislation. Regarding Article 15, the State had exclusive right of ownership of natural resources. Before any exploitation commenced, however, the consent of all those living in the territory was required. In relation to Article 16, relocation should be limited to the cases put forward in the amendment of the Workers' members. He supported the Workers' members' proposed text for Article 17(2).

133. The Government member of Japan noted the differences of legal systems between countries as far as lands, territories and resources were concerned. He also noted the differences of the relationship with lands and resources between indigenous and tribal peoples. For this reason, the text of Articles 14 to 16 should be more flexible and give due regard to the different conditions. He supported the views expressed by the Government member of India concerning the inability to accept the concept of "land for land".

134. The Workers' members had the feeling that the revision of the Convention was leading to a worse position for indigenous and tribal peoples than obtained in Convention No. 107. If the proposed text weakened the draft Office text they would have great difficulty in supporting it. They supported the use of "territories" and noted with interest the views put forward by the Government members of Canada and Norway regarding "use", which they felt could be a basis for consensus on Article 14. They also noted the view of the Government member of Canada on the amendment they had submitted to Article 17(2).

135. The Government member of Venezuela recalled that the main problem in Part II of the Convention was the use of the term "territories", which in his country referred exclusively to the national territory over which the State exercised jurisdiction and had sovereignty according to the national Constitution. He supported the views of the Government members of Argentina and Bolivia on Articles 14(2) and 15(2) and noted that there were fundamental reasons preventing the support of some of the amendments to these paragraphs. Regarding Article 16, he noted that under the legal system applicable in Venezuela, rights of property and possession belong to the State. He considered that the text of Article 17 should be more flexible in order to deal with the universal nature of the text.

136. The Government member of the United States reiterated his support for the draft Office text and was encouraged to hear the Workers' members' views on it. He noted that under United States law, surface and sub-surface rights to their lands belonged to the tribes, but he appreciated the need to accommodate countries where this was not the case. He endorsed the development of broad concepts which could deal with the needs of these peoples and national governments without the threat of the loss of certain rights.

137. The Government member of Denmark could not support any weakening of the Office text. He supported the views expressed by the Government members of Australia and the United States regarding Article 15(2) and noted that the question was one of relationship with the land. He noted that the people of Greenland, who shared its resources with Denmark, had the right of veto over the exploitation of these resources. He stressed the importance of environmental protection and considered that this would have greater chance of success if indigenous and tribal peoples were involved.

138. The Government member of New Zealand interpreted Article 14(1) as requiring governments which ratify this Convention to recognise the rights of indigenous peoples to ownership and possession of the lands which they have occupied over time by right of tradition and which they currently occupy and accepted the text. She noted that in some cases mineral rights belonged to the State and that there would be problems if, under Article 15(2), specific benefits were given to all landowners. She had some doubts on the provisions concerning benefits received by the larger community. In Article 16(1) she expressed a preference for the use of "traditionally occupy" and stressed that in Article 17 it should be clear that the land referred to was the same as in Article 14. In Article 17(1) she expressed a preference for the use of "recognised" instead of "respected".

139. The Government member of Ecuador expressed general agreement with the Office text, but referred also to the amendments his Government had submitted. He considered that the process of determining lands referred to in Article 14(2) should involve the representation of indigenous and tribal peoples. He suggested that unoccupied lands, such as national parks, which had been possessed by these peoples should be included in their territories. Concerning Article 15, he considered that the right to surface resources should include their use and that governments, as owners of sub-soil resources, should promote agreements on their use with these peoples. He supported the concept of contracts in this regard put forward by the Government member of Argentina. For Article 16 he expressed a preference for "re-settlement and relocation" rather than "removal" and felt that compensation should cover damage caused by the relinquishment of lands. He agreed with the Workers' members' text for Article 17(2) provided it included a general condition that the sale of land possessed by these peoples should in principle be prohibited without their agreement.

140. The Government member of Colombia felt that "lands and territories" should be used throughout the text. He agreed with other speakers on the need to discuss the word "use", but felt that the inclusion of the words "or use" in Article 14(1) would weaken it. He considered that the right of these peoples to use lands and territories they temporarily occupied should be clearly stated in Article 14(3). He agreed with the views expressed by the Government member of Australia on Article 15 and stressed the need for consultation before resource exploitation could take place. He referred also to the need for consultations before these peoples could be removed from their territories. He felt that Article 17(2) was poorly drafted and supported the Workers' members

in the need to ensure that lands should be inalienable.

141. The Government member of Portugal referred to her Government's reasons for its intervention in the revision of Convention No. 107, which concerned its interest in human rights and its historical and current responsibilities for indigenous and tribal peoples. She preferred the use of "lands and territories" throughout the text since territories was a concept to which these people were attached. She also supported the concept of ownership, possession and use of land and territories but noted that one could not be substituted for the other.

142. A representative of the Workers' members expressed understanding of the difficulty of achieving a universally applicable Convention. While there was recognition of the diversity of indigenous and tribal peoples, she said there was a failure to understand that they shared among themselves concepts of life and relationships with land and nature. What differed were the national legal systems. She considered that international law should set standards to be attained, even if this would involve changing national legislation. She stressed the fundamental relationship between these peoples and the land and noted the relationship with lands and territories which was mentioned in Article 13. She emphasised that these peoples required ownership of land on which they lived, which was the basis for their existence. Failure to use the term territories would be a retrograde step. She urged the Committee to recognise the indigenous and tribal peoples' right to the ownership, possession and use of lands and territories, and to protect these peoples against exploitation under Article 16, rather than allowing governments to prescribe under what exceptional circumstances compensation would be paid for removal from land. She noted that some countries were concerned that too many rights were being granted to these peoples and that the revised Convention would give them too much power. The traditional rights of indigenous peoples to lands should be recognised, as well as the rights of those who were currently acquiring land. The issue of resource rights was vital to these peoples' development. They did not wish to remain dependent on States but rather to be able to ensure their own survival. She had difficulty in understanding the extreme position taken by the Employers' members in the Working Party concerning the ownership of resources, and wondered whether they were afraid of economic development being impeded. She stated that the text of the revised Convention could not be weaker than that of Convention No. 107, particularly as far as land was concerned, if the credibility governments needed to obtain with indigenous and tribal peoples was to be achieved and maintained.

143. Following his consultations with Government members and with the Employers' and Workers' groups concerning Part II of the draft Convention, the Chairman indicated that he would propose that the Committee consider a "package" text dealing with Articles 13 to 19, with the exception of Article 17(2) which would be considered separately. Articles 13 to 16 had been amended in the light of the Working Party's deliberations (for Article 13) and in the light of his discussions. Articles 17(1), 17(3), 18 and 19 in the package were the draft Office texts, in ac-

cordance with the Working Party's recommendations. He suggested that the package of Articles would constitute a basis to reach a firm understanding in order to finalise the task the Committee had been given by the Conference. He felt that in view of the agreements which had been reached concerning the issues dealt with in Part II of the draft Convention, only amendments to Article 17(2) should be considered. The Chairman then put the consolidated text for Part II of the draft Convention, with the exception of Article 17(2), before the Committee. This approach received general support, though a number of members expressed reservations on various aspects of these texts.

144. The Government member of Brazil congratulated all those involved in reaching a consensus on the package of Articles and expressed his full awareness of the fact that there had been very difficult negotiations. He noted that major concessions had been made and that the resulting wording showed the force of the Committee's determination. Although some points were not ideal from his delegation's point of view, he was prepared to accept them as drafted as far as Articles 13, 15, 16, 17(1), 17(3), 18 and 19 were concerned. He stressed, however, that the solution which had been found with regard to ownership in Article 14 would create insurmountable problems for Brazil and would practically remove the possibility of his country ratifying the Convention. He recalled that the new Brazilian Constitution recognised the permanent possession of traditionally occupied lands by indigenous and tribal peoples, whose rights were imprescriptible and inalienable and the lands could not be transferred. They had the rights to the exclusive use of surface resources, including water and participation in the results of the exploitation of sub-surface resources. He registered his Government's serious reservations.

145. The Government member of the United States expressed appreciation for the deep commitment and effort expended in achieving consensus on the Articles concerned in the face of deeply divergent points of view. His Government accepted the Articles as proposed. He noted, however, that lack of clarity made many parts very difficult to interpret, and he felt that this could pose a problem for governments concerning adoption of the Convention. He considered that many of the clauses which were apparently intended to strengthen the rights of indigenous peoples could in fact be taken to weaken those rights. He also felt that there could be a number of unintended consequences in the revised Convention, particularly as far as Article 14 was concerned. He believed that the use of "ownership and possession" rather than the more flexible "ownership or possession" could make it impossible for governments to ratify the revised Convention. He noted that "ownership and possession" should not be interpreted to support policies like "Allotment" (1877) and "Termination" (1953) which have had a decidedly negative effect on Indians. Both the tribes and Congress have rejected these policies.

146. The Government member of Argentina joined in thanking those involved in preparing the consolidated text. He recalled that his delegation had tried to promote a text which could be ratified by his country and would help indigenous and tribal

peoples. He felt, however, that the draft Articles contained provisions which could cause problems in relation to some national Constitutions. For this reason it would be better to avoid what could prevent ratification of the Convention. He considered that the definition of lands in Article 13, paragraph 2, was vague. The inclusion of the word "consult" in Article 15, paragraph 2, would, he believed, also make it more difficult for the Convention to be ratified by his country, and reserved his Government's position in this respect.

147. The Chairman sought the agreement of the Committee on the adoption of the package of Articles in Part II of the draft revised Convention. The texts were adopted by consensus.

148. Articles 13, 14, 15 and 16, as amended, were adopted. Articles 17(1), 17(3), 18 and 19 were adopted without change.

149. The Government member of Venezuela, after expressing his gratitude to those responsible for the drafting of Part II of the Convention, stated that his Government, like other Latin American governments, had serious difficulties with respect to the substance of these Articles. He reserved his Government's position.

150. The Government member of Canada thanked all the members of the Committee for their efforts towards achieving a consensus text which would be widely acceptable. Her delegation accepted Articles 15, 16, 17(1), 17(3), 18 and 19. Other elements of the text, however, raised major concerns. As far as Article 14 was concerned, she noted that in Canada individual rights of ownership of land were available to everyone. Regarding Articles 14(1) and (2), which dealt with collective land rights. She stated that the phrase "rights of ownership and possession" did not accommodate the cases of countries such as her own where indigenous rights in land could be other than those of ownership. While indigenous groups in Canada sometimes had complete rights of ownership to their land, in most instances, such as Indian reserve lands, the rights were in the form of extensive rights of use, possession and occupation. Domestic courts had interpreted the aboriginal rights in land as being those of traditional rights of use and occupation. She pointed out that in many cases Indians had expressed a preference for the retention of these rights and had consequently chosen not to avail themselves of collective rights of ownership. She stated that use of the term "rights of ownership and possession" implied a requirement that indigenous land rights must always be those of both ownership and possession and that this would not be compatible with the Canadian situation. A second concern of her delegation had to do with Article 13(2). The definition of the term "land" in that Article, for the purposes of Articles 15 and 16, was vague in its reference to "the concept of territories which covers the total environment of the areas which they occupy or otherwise use". She questioned the meaning of "total environment" and expressed a preference for the formulation proposed by the Working Party for Article 13, which referred to "lands, or territories, or both, as applicable". Her delegation regretted that, because of her Government's serious and valid concerns, it could not join in a consensus applicable to all elements of the package

deal. It would not, however, stand in the way of consensus.

151. The Government member of India recalled his earlier statements that the concept of territories did not apply to the tribal situation in his country and had suggested using the word "areas". Any use of the term "territories" without a qualification would not be acceptable. He had also supported using "lands or territories, or both, as applicable". He felt that paragraph 2 of Article 13 which defined the use of "land" in Articles 15 and 16 lacked the flexibility of paragraph 1, since it still included the term "territories". It was also ambiguous and did not lead to clear interpretation. He reiterated that in India "territories" had political connotations and meant only the territories of the nation. He expressed his Government's reservations on Article 13.

152. The Government member of Ecuador noted that the texts which had been adopted did not cover some matters which were very important for his country. Nevertheless, he did not intend to oppose the adoption of the text although he considered that it should have deleted "lands" and "or both, as applicable" and should have had an addendum covering ownership. He expressed his Government's reservations on Article 13(1) and on Article 15(2) which he felt should have been drafted along the lines of an amendment submitted by his delegation which emphasised, *inter alia*, that sub-surface resources were the property of the State. He expressed regret that his delegation's proposals for a new Article 20, which concerned territories of indigenous and tribal peoples which were divided by international frontiers, were not considered by the Committee.

153. The Government member of Japan expressed his appreciation of the efforts involved in reaching a consensus on the issue of land in the draft Convention. He noted, however, that due to the fact that, under Japanese law, ownership of natural resources was vested in the State, problems remained in the text as far as his delegation was concerned. He would, however, follow the consensus.

154. The Government member of the USSR stated that he was able to support the consolidated text. However, he expressed the reservations of his Government on Article 14(1) because his country's Constitution gave the State exclusive right of property on lands. This paragraph might considerably reduce the likelihood of ratification.

155. The Government member of Portugal joined with previous speakers in congratulating those who made consensus on the land issue possible. She expressed support for the consolidation of texts of articles in Part II. She expressed, however, her preference for the draft Office text of Article 15(2) which she felt was a clearer statement, and agreed with other speakers who had voiced concern over the ambiguity of this Article. She expressed her delegation's reservations on Article 15(2).

156. The Government member of Peru congratulated those who contributed to producing a text on land which protected the rights of all the peoples concerned. He would support the consensus on these articles. He agreed with other speakers that some problems remained and that the ambiguities in the text could lead to interpretations which would affect the

Peruvian Constitution. In order to avoid such possible conflicts, he felt that the Committee should not have used terms such as "territories" and should have refrained from introducing consultative machinery which might imply the right to accord or deny approval and thereby lead to concepts of sovereignty outside the Constitution. In Peru sovereignty was indivisible and related solely to the nation. Without prejudice to this, however, it was considered that indigenous populations should be consulted but in a flexible manner and within the framework of the interest of the entire nation. The Constitution established that the territory of the Republic, which included its soil, sub-soil, waters and airspace, was inviolable. Natural resources, whether renewable or non-renewable, were national property. Lands of rural and native communities were inalterable and imprescriptible, unless the interest of the community dictated otherwise or was based on public necessity or utility. He therefore had reservations on the interpretations of the text.

157. The Government member of Colombia echoed the gratitude expressed by other speakers concerning the development of a text on land. He recalled his delegation's objective of producing a Convention which was an improvement on Convention No. 107 and doubted whether this had been achieved as regards rights to the land inhabited by the peoples concerned and the natural resources contained therein. He felt that the Articles on land which had been adopted contained a number of deficiencies and were difficult to interpret. For these reasons it was possible that the Convention might not be ratified by some countries, which would be regrettable for indigenous and tribal peoples. He stressed that it was of paramount importance to include a statement on the concept of land with respect to the Spanish and French texts. He felt that it would be necessary to apply Article 35 of the revised Convention to its full extent in order that the revised Convention could not adversely affect previously adopted Conventions. He noted that the legal position in Colombia regarding these peoples was superior to what had been adopted and that his Government was seeking to improve matters further.

158. As concerned Article 17, paragraph 2, the Committee began by considering the amended version put forward by the Workers' members in the Working Party. The Employers' members proposed to subamend the text proposed by the Workers' members by deleting the word "territories". The Workers' members opposed the subamendment. During the ensuing discussion, support for both the amendment and the subamendment was expressed. The Government member of Argentina, in supporting the subamendment, recalled that in the Working Party, he had supported the Workers' members' proposal, subject to the removal of "territories". He felt that the inclusion of the term "territories", which was not covered by the definition in Article 13(2), might cause confusion in the context of this Article. This was because only land which was possessed could be sold, and this could not be the meaning of the word "territories" according to the preceding discussions. The Government member of India noted that Article 17(2) derived its force from Article 14(1), since the right to alienate land could arise only from ownership. He recalled his previously expressed res-

ervations regarding the use of "territories" and supported the subamendment. The Government member of Venezuela supported the statements of the Government delegates of Argentina and India. The Government member of Peru wondered why the Workers' members insisted on using a term which caused consistent and considerable problems for many governments. He suggested that this was a terminological difficulty and not a conceptual one and that they should therefore look for a different word from "territories" which, without causing difficulties to States, could include the legitimate interests of the indigenous communities. Several other Government members supported the subamendment. The Government member of Portugal recalled her previous support for the inclusion of "territories" and opposed the subamendment. She stated that, in Portugal, the condition of inalienability was not restricted to property which was owned. The subamendment was opposed by several other Government members. The subamendment was rejected in a vote by show of hands, by 2,016 votes in favour, 2,139 against, with 210 abstentions. At the request of the Employers' members, a record vote was taken, and the subamendment was rejected by 2,016 votes in favour, 2,100 against, with 252 abstentions.

159. The Employers' members, as a result of the foregoing discussion, felt that the amendment to Article 17(2) proposed by the Workers' members contained many difficulties for many countries. They expressed support for the draft Office text. The amendment was rejected in a vote by show of hands, by 2,142 in favour, 2,142 against, with 84 abstentions. Under article 65(10) of the Standing Orders of the Conference, the amendment was not adopted. At the request of the Workers' members a record vote was taken, and the subamendment was rejected by 2,184 votes in favour, 2,184 against, with no abstentions. Under article 65(10) of the Standing Orders, the amendment was not adopted.

160. The Government member of Panama regretted that it had not been possible to reach a more flexible position which would have been consistent with the use of "lands or territories" as used in Article 13. Her delegation had therefore abstained from the vote on the subamendment on Article 17, paragraph 2, submitted by the Employers' members, and had been unable to support the amendment proposed by the Workers' members, because under the Constitution of Panama, the national territory could never be transferred or alienated. While she felt that it would have been possible to improve the Office text, she congratulated the Chairman on reaching a successful conclusion.

161. Article 17(2) was adopted without change.

162. The Workers' members and the Government member of Colombia sought from the Office information on the meaning of "lands" in relation to existing ILO instruments. A representative of the Secretary-General stated that the term "lands" was used in Convention No. 107 but was not defined therein. He recalled that when Convention No. 107 and its accompanying Recommendation No. 104 were adopted in 1957 there was one sentence in the relevant Conference Committee's report concerning Recommendation No. 104 which appeared to be relevant. In the *Record of Proceedings* (p 732) of the 40th

Session of the International Labour Conference, it was stated, inter alia, that "The Committee agreed that the term 'land' as used in this Part was generic and should be understood to include rivers, lakes and forests." The speaker noted that this referred specifically to the Recommendation, not the Convention, and indicated that the Committee of Experts on the Application of Conventions and Recommendations had never had the occasion to interpret the meaning of "lands" as used in Convention No. 107.

163. The Government member of the United States sought a clarification from the Office on the term "ownership" as used in Convention No. 107. A representative of the Secretary-General said that the problem of dealing with the meaning of "ownership" in Convention No. 107 had often arisen in the Committee of Experts on the Application of Conventions and Recommendations, which had recognised on a number of occasions that the exact contents of the concept of ownership varied in different countries and under different legal systems. The Committee of Experts had concluded that it was difficult to say precisely that what was called "ownership" in one country had exactly the same implications in another country. The Committee of Experts had also concluded on a number of occasions that firm, permanent and assured possession did not constitute a violation of the requirement of ownership in Convention No. 107, which was considered to be among the ILO's "promotional" Conventions in many respect. This concept had been considered to be a good interim measure until full conformity with Convention No. 107 had been achieved. While the Committee of Experts had not found an exact equivalence between "possession" and "ownership", it had not found the firm assurance of possession and use to be in violation of the requirement for "ownership".

PART III. RECRUITMENT AND CONDITIONS OF EMPLOYMENT

PART IV. VOCATIONAL TRAINING, HANDICRAFTS AND RURAL INDUSTRIES

PART V. SOCIAL SECURITY AND HEALTH

PART VI. EDUCATION AND MEANS OF COMMUNICATION

PART VII. MIGRATION ACROSS BORDERS

PART VIII. ADMINISTRATION

PART IX. GENERAL PROVISIONS

PART X. FINAL PROVISIONS

164. The Workers' members indicated that, subject to the same action being taken by the Employers' members and Government members, they would withdraw their amendments to Articles 20 to 36 and support the Office text. They recalled the lengthy consideration of the issues in Parts III to X of the Convention which took place during the first discussion in 1988, and noted that the agreements which had been reached had been reflected in the draft Office text. The Employers' members supported the proposal. Various Government members also supported the proposal and agreed to withdraw their amendments. The Government member of Brazil expressed his Government's view that Article 32, which covered the complex issue of migration across borders, was beyond the jurisdiction of the ILO and expressed reservations on this point.

165. A representative of the Secretary-General informed the Committee that the decision to adopt Article 36 meant that Convention No. 107 would be closed to further ratifications when the present Convention came into force, but that it would remain in force for those countries which had ratified it until they ratified the new Convention. He also explained the conditions which governed the entering into force of the revised Convention, and its ratification, in accordance with the standard final Articles.

166. Articles 20 to 36 were adopted without change.

**Examination of the resolution on ILO action
concerning indigenous and tribal peoples submitted
by the Governments of Denmark, Finland, Norway and Sweden**

167. The Government member of Denmark, in introducing the resolution, stated that it had been drafted in the hope that agreement on the revision of Convention No. 107 would be achieved in much the way it had been. It was also based on the basic principle motivating the revision, namely that the relationship between States and indigenous and tribal peoples should be based on co-operation instead of assimilation and on mutual respect instead of paternalism. The speaker considered it important that in addition to reporting its activities to the Conference, the Committee should point out to the international organisations cited in the Preamble that they shared the ILO's responsibilities concerning the implementation of the Convention, and that the Committee relied on their co-operation in this regard. The speaker highlighted the leading role of the ILO in dealing at an international level with the situations facing indigenous and tribal peoples. He considered that the member States which numbered these peoples among their citizens could benefit from ILO activities in this area. He stated that the crux of the resolution was to seek increased ILO activity, subject to budgetary constraints, as far as these peoples were concerned, including bringing indigenous and tribal organisations together in order to improve their relations with the international community. He considered that this would assist governments in their activities in relation to the new Convention, and would ensure that the spirit of the work undertaken by the Committee would be followed up.

168. The Government member of Norway stated that six amendments to the draft resolution had been submitted. The sponsors had examined and accepted five amendments (submitted by the Government members of Australia, Colombia, Peru, Portugal and the Employers' members). They felt that one amendment, proposed by the Government member of Colombia, was outside the scope of the resolution and they did not accept it. The Government member of Colombia said that his delegation had submitted the amendment to the introductory paragraphs of the draft resolution with the objective of reaffirming the principle of equality of rights between indigenous and tribal peoples and other persons in national communities. The Workers' members stated that they had been prepared to accept the resolution as it was drafted, but they could also support the five amendments accepted by the sponsors. The Government member of Colombia withdrew this amendment. The Employers' members supported the text of the draft

resolution and the five amendments. The Government member of Bolivia stated that the draft resolution, which added an important dimension to the Committee's work, had been enriched by the amendments. The amendments were adopted.

169. The resolution, as amended, was adopted unanimously.

**Adoption of the Report, the Proposed Convention
and the Resolution**

170. In the course of the consideration of paragraphs 1 to 169 of the report, alterations with a view to clarifying, correcting or supplementing the text of the report were requested by several members of the Committee.

171. Subject to the modifications agreed on, the Committee adopted the report unanimously.

172. The Committee proceeded to examine and adopt the proposed Convention, Article by Article and as a whole.

173. The Committee proceeded to examine the resolution paragraph by paragraph and adopted it unanimously.

174. The Employers' members expressed their gratitude and appreciation to the Chairman for his skills during the meetings and during the many discussions which took place outside the meetings and which played a major part in achieving a good solution to the difficult task given to the Committee. They expressed their appreciation to the Workers' members as well.

175. The Workers' members fully supported the Employers' members in praising the Chairman's work. They expressed appreciation for the way they had been able to work closely with the Employers' members towards achieving a result of the Committee's activities which they would be able to support in the plenary discussions.

176. The Government member of Canada, on behalf of other Government members, noted that the Committee had dealt with complex issues which went beyond the subjects normally encountered by the ILO. She felt that each of the groups had played a major part in achieving a workable compromise. While she recognised that the proposed Convention neither reflected all the aspirations of indigenous and tribal peoples, nor met all the concerns of governments, it was a significant improvement on Convention No. 107.

177. The Chairman expressed his appreciation for the co-operation of the Government members and the Employers' and Workers' members in dealing with such a complex issue in a constructive and forward-looking manner. He recognised that each of the groups had overcome their own difficulties in achieving consensus. He thanked the Working Party for its extensive efforts towards achieving the consensus. He expressed his appreciation for the presence of non-governmental organisations who had clearly expressed the concerns and aspirations of indigenous and tribal peoples. He considered that the proposed Convention which the Committee had unanimously adopted represented a major landmark in the

PART I. GENERAL POLICY

Article 1

1. This Convention applies to:

- (a) tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations;
- (b) peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonisation or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

2. Self-identification as indigenous or tribal shall be regarded as a fundamental criterion for determining the groups to which the provisions of this Convention apply.

3. The use of the term "peoples" in this Convention shall not be construed as having any implications as regards the rights which may attach to the term under international law.

Article 2

1. Governments shall have the responsibility for developing, with the participation of the peoples concerned, co-ordinated and systematic action to protect the rights of these peoples and to guarantee respect for their integrity.

2. Such action shall include measures for:

- (a) ensuring that members of these peoples benefit on an equal footing from the rights and opportunities which national laws and regulations grant to other members of the population;
- (b) promoting the full realisation of the social, economic and cultural rights of these peoples with respect for their social and cultural identity, their customs and traditions and their institutions;
- (c) assisting the members of the peoples concerned to eliminate socio-economic gaps that may exist between indigenous and other members of the national community, in a manner compatible with their aspirations and ways of life.

Article 3

1. Indigenous and tribal peoples shall enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination. The provisions of the Convention shall be applied without discrimination to male and female members of these peoples.

2. No form of force or coercion shall be used in violation of the human rights and fundamental freedoms of the peoples concerned, including the rights contained in this Convention.

Article 4

1. Special measures shall be adopted as appropriate for safeguarding the persons, institutions, property, labour, cultures and environment of the peoples concerned.

2. Such special measures shall not be contrary to the freely-expressed wishes of the peoples concerned.

3. Enjoyment of the general rights of citizenship, without discrimination, shall not be prejudiced in any way by such special measures.

Article 5

In applying the provisions of this Convention:

- (a) the social, cultural, religious and spiritual values and practices of these peoples shall be recognised and protected, and due account shall be taken of the nature of the problems which face them both as groups and as individuals;
- (b) the integrity of the values, practices and institutions of these peoples shall be respected;

- (c) policies aimed at mitigating the difficulties experienced by these peoples in facing new conditions of life and work shall be adopted, with the participation and co-operation of the peoples affected.

Article 6

1. In applying the provisions of this Convention, governments shall:
 - (a) consult the peoples concerned, through appropriate procedures and in particular through their representative institutions, whenever consideration is being given to legislative or administrative measures which may affect them directly;
 - (b) establish means by which these peoples can freely participate, to at least the same extent as other sectors of the population, at all levels of decision-making in elective institutions and administrative and other bodies responsible for policies and programmes which concern them;
 - (c) establish means for the full development of these peoples' own institutions and initiatives, and in appropriate cases provide the resources necessary for this purpose.
2. The consultations carried out in application of this Convention shall be undertaken, in good faith and in a form appropriate to the circumstances, with the objective of achieving agreement or consent to the proposed measures.

Article 7

1. The peoples concerned shall have the right to decide their own priorities for the process of development as it affects their lives, beliefs, institutions and spiritual well-being and the lands they occupy or otherwise use and to exercise control, to the extent possible, over their own economic, social and cultural development. In addition, they shall participate in the formulation, implementation and evaluation of plans and programmes for national and regional development which may affect them directly.
2. The improvement of the conditions of life and work and levels of health and education of the peoples concerned, with their participation and co-operation, shall be a matter of priority in plans for the overall economic development of areas they inhabit. Special projects for development of the areas in question shall also be so designed as to promote such improvement.
3. Governments shall ensure that, whenever appropriate, studies are carried out, in co-operation with the peoples concerned, to assess the social, spiritual, cultural and environmental impact on them of planned development activities. The results of these studies shall be considered as fundamental criteria for the implementation of these activities.
4. Governments shall take measures, in co-operation with the peoples concerned, to protect and preserve the environment of the territories they inhabit.

Article 8

1. In application of national laws and regulations to the peoples concerned, due regard shall be had to their customs or customary laws.
2. These peoples shall have the right to retain their own customs and institutions, where these are not incompatible with fundamental rights defined by the national legal system and with internationally recognised human rights. Procedures shall be established, whenever necessary, to resolve conflicts which may arise in the application of this principle.
3. The application of paragraphs 1 and 2 of this Article shall not prevent members of these peoples from exercising the rights granted to all citizens and from assuming the corresponding duties.

Article 9

1. To the extent compatible with the national legal system and internationally recognised human rights, the methods customarily practised by the peoples concerned for dealing with offences committed by their members shall be respected.
2. The customs of these peoples in regard to penal matters shall be taken into consideration by the authorities and courts dealing with such cases.

Article 10

1. In imposing penalties laid down by general law on members of these peoples account shall be taken of their economic, social and cultural characteristics.
2. Preference shall be given to methods of punishment other than confinement in prison.

Article 11

The exaction from members of the peoples concerned of compulsory personal services in any form, whether paid or unpaid, shall be prohibited and punishable by law, except in cases prescribed by law for all citizens.

Article 12

The peoples concerned shall be safeguarded against the abuse of their rights and shall be able to take legal proceedings, either individually or through their representative bodies, for the effective protection of these rights. Measures shall be taken to ensure that members of these peoples can understand and be understood in legal proceedings, where necessary through the provision of interpretation or by other effective means.

PART II. LAND

Article 13

1. In applying the provisions of this Part of the Convention governments shall respect the special importance for the cultures and spiritual values of the peoples concerned of their relationship with the lands or territories, or both as applicable, which they occupy or otherwise use, and in particular the collective aspects of this relationship.
2. The use of the term "lands" in Articles 15 and 16 shall include the concept of territories, which covers the total environment of the areas which the peoples concerned occupy or otherwise use.

Article 14

1. The rights of ownership and possession of the peoples concerned over the lands which they traditionally occupy shall be recognised. In addition, measures shall be taken in appropriate cases to safeguard the right of the peoples concerned to use lands not exclusively occupied by them, but to which they have traditionally had access for their subsistence and traditional activities. Particular attention shall be paid to the situation of nomadic peoples and shifting cultivators in this respect.
2. Governments shall take steps as necessary to identify the lands which the peoples concerned traditionally occupy, and to guarantee effective protection of their rights of ownership and possession.
3. Adequate procedures shall be established within the national legal system to resolve land claims by the peoples concerned.

Article 15

1. The rights of the peoples concerned to the natural resources pertaining to their lands shall be specially safeguarded. These rights include the right of these peoples to participate in the use, management and conservation of these resources.
2. In cases in which the State retains the ownership of mineral or sub-surface resources or rights to other resources pertaining to lands, governments shall establish or maintain procedures through which they shall consult these peoples, with a view to ascertaining whether and to what degree their interests would be prejudiced, before undertaking or permitting any programmes for the exploration or exploitation of such resources pertaining to their lands. The peoples concerned shall wherever possible participate in the benefits of such activities, and shall receive fair compensation for any damages which they may sustain as a result of such activities.

Article 16

1. Subject to the following paragraphs of this Article, the peoples concerned shall not be removed from the lands which they occupy.

2. Where the relocation of these peoples is considered necessary as an exceptional measure, such relocation shall take place only with their free and informed consent. Where their consent cannot be obtained, such relocation shall take place only following appropriate procedures established by national laws and regulations, including public inquiries where appropriate, which provide the opportunity for effective representation of the peoples concerned.

3. Whenever possible, these peoples shall have the right to return to their traditional lands, as soon as the grounds for relocation cease to exist.

4. When such return is not possible, as determined by agreement or, in the absence of such agreement, through appropriate procedures, these peoples shall be provided in all possible cases with lands of quality and legal status at least equal to that of the lands previously occupied by them, suitable to provide for their present needs and future development. Where the peoples concerned express a preference for compensation in money or in kind, they shall be so compensated under appropriate guarantees.

5. Persons thus relocated shall be fully compensated for any resulting loss or injury.

Article 17

1. Procedures established by the peoples concerned for the transmission of land rights among members of these peoples shall be respected.

2. The peoples concerned shall be consulted whenever consideration is being given to their capacity to alienate their lands or otherwise transmit their rights outside their own community.

3. Persons who are not members of these peoples shall be prevented from taking advantage of their customs or of lack of understanding of the laws on the part of their members to secure the ownership, possession or use of land belonging to them.

Article 18

Adequate penalties shall be established by law for unauthorised intrusion upon, or use of, the lands of the peoples concerned, and governments shall take measures to prevent such offences.

Article 19

National agrarian programmes shall secure to the peoples concerned treatment equivalent to that accorded to other sectors of the population with regard to:

- (a) the provision of more land for these peoples when they have not the area necessary for providing the essentials of a normal existence, or for any possible increase in their numbers;
- (b) the provision of the means required to promote the development of the lands which these peoples already possess.

PART III. RECRUITMENT AND CONDITIONS OF EMPLOYMENT

Article 20

1. Governments shall, within the framework of national laws and regulations, and in co-operation with the peoples concerned, adopt special measures to ensure the effective protection with regard to recruitment and conditions of employment of workers belonging to these peoples, to the extent that they are not effectively protected by laws applicable to workers in general.

2. Governments shall do everything possible to prevent any discrimination between workers belonging to the peoples concerned and other workers, in particular as regards:

- (a) admission to employment, including skilled employment, as well as measures for promotion and advancement;
- (b) equal remuneration for work of equal value;
- (c) medical and social assistance, occupational safety and health, all social security benefits and any other occupationally related benefits, and housing;
- (d) the right of association and freedom for all lawful trade union activities, and the right to conclude collective agreements with employers or employers' organisations.

3. The measures taken shall include measures to ensure:
- (a) that workers belonging to the peoples concerned, including seasonal, casual and migrant workers in agricultural and other employment, as well as those employed by labour contractors, enjoy the protection afforded by national law and practice to other such workers in the same sectors, and that they are fully informed of their rights under labour legislation and of the means of redress available to them;
 - (b) that workers belonging to these peoples are not subjected to working conditions hazardous to their health, in particular through exposure to pesticides or other toxic substances;
 - (c) that workers belonging to these peoples are not subjected to coercive recruitment systems, including bonded labour and other forms of debt servitude;
 - (d) that workers belonging to these peoples enjoy equal opportunities and equal treatment in employment for men and women, and protection from sexual harassment.

4. Particular attention shall be paid to the establishment of adequate labour inspection services in areas where workers belonging to the peoples concerned undertake wage employment, in order to ensure compliance with the provisions of this Part of this Convention.

PART IV. VOCATIONAL TRAINING, HANDICRAFTS AND RURAL INDUSTRIES

Article 21

Members of the peoples concerned shall enjoy opportunities at least equal to those of other citizens in respect of vocational training measures.

Article 22

1. Measures shall be taken to promote the voluntary participation of members of the peoples concerned in vocational training programmes of general application.

2. Whenever existing programmes of vocational training of general application do not meet the special needs of the peoples concerned, governments shall, with the participation of these peoples, ensure the provision of special training programmes and facilities.

3. Any special training programmes shall be based on the economic environment, social and cultural conditions and practical needs of the peoples concerned. Any studies made in this connection shall be carried out in co-operation with these peoples, who shall be consulted on the organisation and operation of such programmes. Where feasible, these peoples shall progressively assume responsibility for the organisation and operation of such special training programmes, if they so decide.

Article 23

1. Handicrafts, rural and community-based industries, and subsistence economy and traditional activities of the peoples concerned, such as hunting, fishing, trapping and gathering, shall be recognised as important factors in the maintenance of their cultures and in their economic self-reliance and development. Governments shall, with the participation of these people and whenever appropriate, ensure that these activities are strengthened and promoted.

2. Upon the request of the peoples concerned, appropriate technical and financial assistance shall be provided wherever possible, taking into account the traditional technologies and cultural characteristics of these peoples, as well as the importance of sustainable and equitable development.

PART V. SOCIAL SECURITY AND HEALTH

Article 24

Social security schemes shall be extended progressively to cover the peoples concerned, and applied without discrimination against them.

Article 25

1. Governments shall ensure that adequate health services are made available to the peoples concerned, or shall provide them with resources to allow them to

design and deliver such services under their own responsibility and control, so that they may enjoy the highest attainable standard of physical and mental health.

2. Health services shall, to the extent possible, be community-based. These services shall be planned and administered in co-operation with the peoples concerned and take into account their economic, geographic, social and cultural conditions as well as their traditional preventive care, healing practices and medicines.

3. The health care system shall give preference to the training and employment of local community health workers, and focus on primary health care while maintaining strong links with other levels of health care services.

4. The provision of such health services shall be co-ordinated with other social, economic and cultural measures in the country.

PART VI. EDUCATION AND MEANS OF COMMUNICATION

Article 26

Measures shall be taken to ensure that members of the peoples concerned have the opportunity to acquire education at all levels on at least an equal footing with the rest of the national community.

Article 27

1. Education programmes and services for the peoples concerned shall be developed and implemented in co-operation with them to address their special needs, and shall incorporate their histories, their knowledge and technologies, their value systems and their further social, economic and cultural aspirations.

2. The competent authority shall ensure the training of members of these peoples and their involvement in the formulation and implementation of education programmes, with a view to the progressive transfer of responsibility for the conduct of these programmes to these peoples as appropriate.

3. In addition, governments shall recognise the right of these peoples to establish their own educational institutions and facilities, provided that such institutions meet minimum standards established by the competent authority in consultation with these peoples. Appropriate resources shall be provided for this purpose.

Article 28

1. Children belonging to the peoples concerned shall, wherever practicable, be taught to read and write in their own indigenous language or in the language most commonly used by the group to which they belong. When this is not practicable, the competent authorities shall undertake consultations with these peoples with a view to the adoption of measures to achieve this objective.

2. Adequate measures shall be taken to ensure that these peoples have the opportunity to attain fluency in the national language or in one of the official languages of the country.

3. Measures shall be taken to preserve and promote the development and practice of the indigenous languages of the peoples concerned.

Article 29

The imparting of general knowledge and skills that will help children belonging to the peoples concerned to participate fully and on an equal footing in their own community and in the national community shall be an aim of education for these peoples.

Article 30

1. Governments shall adopt measures appropriate to the traditions and cultures of the peoples concerned, to make known to them their rights and duties, especially in regard to labour, economic opportunities, education and health matters, social welfare and their rights deriving from this Convention.

2. If necessary, this shall be done by means of written translations and through the use of mass communications in the languages of these peoples.

Article 31

Educational measures shall be taken among all sections of the national community, and particularly among those that are in most direct contact with the peoples concerned, with the object of eliminating prejudices that they may harbour in respect of these people. To this end, efforts shall be made to ensure that history textbooks and other educational materials provide a fair, accurate and informative portrayal of the societies and cultures of these peoples.

PART VII. MIGRATION ACROSS BORDERS

Article 32

Governments shall take appropriate measures, including by means of international agreements, to facilitate contacts and co-operation between indigenous and tribal peoples across borders, including activities in the economic, social, cultural, spiritual and environmental fields.

PART VIII. ADMINISTRATION

Article 33

1. The governmental authority responsible for the matters covered in this Convention shall ensure that agencies or other appropriate mechanisms exist to administer the programmes affecting the peoples concerned, and shall ensure that they have the means necessary for the proper fulfilment of the functions assigned to them.

2. These programmes shall include:

- (a) the planning, co-ordination, execution and evaluation, in co-operation with the peoples concerned, of the measures provided for in this Convention;
- (b) the proposing of legislative and other measures to the competent authorities and supervision of the application of the measures taken, in co-operation with the peoples concerned.

PART IX. GENERAL PROVISIONS

Article 34

The nature and scope of the measures to be taken to give effect to this Convention shall be determined in a flexible manner, having regard to the conditions characteristic of each country.

Article 35

The application of the provisions of this Convention shall not adversely affect rights and benefits of the peoples concerned pursuant to other Conventions and Recommendations, international instruments, treaties, or national laws, awards, custom or agreements.

PART X. FINAL PROVISIONS

Article 36

This Convention revises the Indigenous and Tribal Populations Convention, 1957.

Resolution on ILO action concerning indigenous and tribal peoples

The General Conference of the International Labour Organisation,
Having adopted the Indigenous and Tribal Peoples Convention, 1989, and

Determined to improve the situation and status of these peoples in the light of the developments which have taken place since the adoption of the Indigenous and Tribal Populations Convention (No. 107) in 1957, and

Convinced of the vital contribution that indigenous and tribal peoples from the regions of the world make towards national societies, and reaffirming their socio-cultural identity, and

Motivated by its firm desire to support the implementation and enhancement of the provisions of the revised Convention;

National action

1. Calls upon member States to consider ratifying the revised Convention at the earliest possible time; to fulfil the obligations laid down in the Convention; and to implement its provisions in the most effective manner.

2. Calls upon governments to co-operate in this respect with national and regional organisations and institutions of the peoples concerned.

3. Calls upon governments and employers' and workers' organisations to engage in a dialogue with the organisations and institutions of the peoples concerned about the most appropriate ways of securing the implementation of the Convention, and to establish appropriate consultative machinery enabling indigenous and tribal peoples to express their views on all aspects of the Convention.

4. Calls upon governments and employers' and workers' organisations to promote educational programmes, in collaboration with the organisations and institutions of the peoples concerned, in order to disseminate knowledge of the Convention in all sectors of national society including programmes consisting of, for example:

- (a) materials on the content and objectives of the Convention;
- (b) information at regular intervals on the measures taken to implement the Convention;
- (c) seminars designed to promote a better understanding, the ratification, and the effective implementation of the standards laid down in the Convention.

International action

5. Urges the international organisations cited in the preamble of the Convention and others, within existing budgetary resources, to collaborate in developing activities to achieve the objectives of the Convention within their respective fields of competence, and urges the ILO to facilitate the co-ordination of such efforts.

ILO action

6. Urges the Governing Body of the International Labour Office to instruct the Director-General to take the following action, within existing budgetary resources, and to propose the allocation of further resources in future budgets for these purposes:

- (a) promoting the ratification of the Convention and supervising its application;
- (b) assisting governments in developing effective measures for implementing the Convention with the full participation of the indigenous and tribal peoples;
- (c) providing the organisations of the peoples concerned with information and training on the scope and content of this Convention and of other ILO Conventions that may be of direct concern to them, and possibilities for exchanging their experiences and knowledge;
- (d) strengthening the dialogue between governments and employers' and workers' organisations about the objectives and content of the Convention, with the active participation of organisations and institutions of the peoples concerned;
- (e) conducting a general survey, at an appropriate time, under article 19 of the ILO Constitution on the measures taken in member States for the implementation of the revised Convention;
- (f) producing, analysing and publishing relevant, comparable and up-to-date qualitative and quantitative information on the social and economic conditions of the peoples concerned;
- (g) developing technical co-operation programmes and projects that will directly benefit the peoples concerned, addressing the severe poverty and unemployment affecting them. These activities should include income and employment generation schemes, rural development, including vocational training, promotion of handicrafts and rural industries, public works programmes and appropriate technology. These programmes should be financed by the regular budget, subject to existing budgetary constraints, and by multi-bilateral and other sources.

CONTENTS

	Page
<i>Fourth item on the agenda: Partial revision of the Indigenous and Tribal Populations Convention 1957 (No. 107):</i>	
Report of the Committee on Convention No. 107	1
Proposed Convention concerning indigenous and tribal peoples in independent countries	25
Resolution on ILO action concerning indigenous and tribal peoples	32



Provisional Record

Seventy-sixth Session, Geneva, 1989

Third Item on the Agenda: Information and Reports on the Application of Conventions and Recommendations

Report of the Committee on the Application of Standards

CONTENTS

PART ONE: <i>General Report</i>	2
PART TWO: <i>Observations and Information concerning Particular Countries</i>	25
I. <i>Observations and Information concerning Reports on Ratified Conventions (article 22 of the Constitution)</i>	25
A. General Observations and Information concerning Certain Countries	25
B. Observations and Information on the Application of Conventions	28
C. Table of Detailed Reports on Ratified Conventions	103
D. Statistical Table of Reports on Ratified Conventions (article 22 of the Constitution)	104
II. <i>Observations and Information concerning the Application of Conventions in Non-Metropolitan Territories (articles 22 and 35 of the Constitution)</i>	105
A. General Observations and Information concerning Certain Territories	105
B. Table of Detailed Reports on the Application of Conventions in Non-Metropolitan Territories	105
III. <i>Submission to the Competent Authorities of the Conventions and Recommendations Adopted by the International Labour Conference (article 19 of the Constitution)</i>	106
IV. <i>Reports on unratified Conventions and Recommendations (article 19 of the Constitution)</i>	109
Reports received by 22 June 1989 on the Social Security (Minimum Standards) Convention, 1952 (No. 102), for Part V of the Convention (Old-Age Benefit), and the Invalidity, Old-Age and Survivors' Benefits Convention (No. 128) and Recommendation (No. 131), 1967, with regard to old-age benefit	109
<i>Index by Countries to Observations and Information Contained in the Report</i>	110

Report of the Committee on the Application of Standards

PART ONE

GENERAL REPORT

A. Introduction

1. In accordance with article 7 of its Standing Orders, the Conference set up a Committee to consider and report on item III of its agenda: "Information and reports on the application of Conventions and Recommendations". The Committee was composed of 207 members (108 Government members, 33 Employers' members and 66 Workers' members). It also included 16 Government deputy members, 30 Employers' deputy members and 79 Workers' deputy members.¹ In addition, 31 non-governmental international organisations were represented by observers.²

2. The Committee elected its Officers as follows:

Chairman: Mr. J.-J. Elmiger (Government member, Switzerland);

Vice-Chairmen: Mr. A. Wisskirchen (Employers' member, Federal Republic of Germany) and Mr. J. Houthuys (Workers' member, Belgium);

Reporter: Mr. M. Kchaou (Government member, Tunisia).

3. The Committee held 23 sittings.

4. Pursuant to its terms of reference, the Committee considered the following questions: information on the submission to the competent authorities of Conventions and Recommendations adopted by the Conference, supplied under article 19 of the Constitution; reports on the application of ratified Conventions, supplied under articles 22 and 35 of the Constitution; and reports requested by the Governing Body under article 19 of the Constitution on the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Invalidity, Old-Age and Survivors' Benefits Convention (No. 128) and Recommendation (No. 131), 1967, in so far as they applied to old-age benefits.³ The Committee, by a decision of the Conference, was also called to examine the report of the fifth session (October 1988) of the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers.

5. As usual, the Committee began its work with a discussion of general questions relating to the application of Conventions and Recommendations and the discharge by member States of their obligations under the ILO Constitution in regard to such instruments. The Committee then discussed the general survey made by the Committee of Experts on the Application of Conventions and Recommendations and devoted to social security protection in old-age and the above-mentioned report of the Joint ILO-UNESCO Committee of Experts. Finally, it considered a number of individual cases concerning the application of ratified Conventions or compliance with the obligations to supply reports and to submit Conventions and Recommendations to the competent national authorities. The examination of these cases – which was the essential work of the Committee – was based mainly on the observations contained in the report of the Committee of Experts and on the written and oral explanations provided by the governments concerned. The Committee also relied on its discussions in previous years, on comments received from employers' and workers' organisations or, where appropriate, on the report of other ILO supervisory bodies. In view of the short time available, the Committee followed its usual practice of making a selection among all of the Committee of Experts' observations and limited itself to discussing a limited number of cases, which did not reduce the importance of the other cases mentioned in the report of the Committee of Experts and concerning which government should take the necessary measures in accordance with the observations made in the report. A summary of the information, supplied by governments, of the discussions in the Committee and of any conclusions reached by it, is set out in Part Two of this report.

Obligations binding member States

6. Each year the report of the Committee of Experts made an evaluation of the obligations binding member States.

7. On the positive side there was the number of ratifications, as was indicated in paragraph 14 of the general report of the Committee of Experts, the total number of ratifications stood at 5,401 as at 31 December 1988, thanks to the registration of 90 new ratifications coming from 27 member States during 1988. This notable improvement in the number of ratifications after a somewhat downwards trend which had been noted in previous years and which had worried the members of the Committee was noted with satisfaction by the Employers' and Workers' members

¹ For changes in the composition of the Committee, see the reports of the Selection Committee. *Provisional Record* Nos. 4 to 41.

² For the list of organisations, see the reports of the Selection Committee. *Provisional Record* Nos. 4 and 4c.

³ Report III (Parts 1 to 3) to the International Labour Conference: *Summary of reports (articles 19, 22 and 35 of the Constitution)*; Report III (Part 4A): *Report of the Committee of Experts on the Application of Conventions and Recommendations*; Report III (Part 4B): *Social Security Protection in Old-Age*.

and by several Government members (Algeria, Australia, Belgium, Greece, Morocco, Nigeria, Portugal). The Employers' members, however, recalled that ratification was only one step in the commitment of countries, a step which had to be followed by implementation in law and in practice, as well as the supply of reports.

8. The progress achieved in ratifications was highlighted by some members of the Committee. The Government member of Norway, speaking on behalf of the five Nordic countries (Denmark, Finland, Iceland, Norway, Sweden) observed, on the one hand, that a large number of Conventions had still not been ratified by member States and, on the other hand, that ratifications seemed to come mainly from developed countries over the past years. The Government member of Tunisia considered that particular attention should be devoted to the Conventions concerning human rights and recalled the scant ratification of them; he suggested that the Committee of Experts should devote a section in the general part of its report to these Conventions as was done for Convention No. 122. Indeed, the Workers' member of Chile cited the example of his country which had not ratified any Convention for 19 years. The spokesman for the Workers' members expressed the concerns of the Workers' members at the low number of ratifications of the Conventions on social security and old-age benefits (see, in this respect, the summary of discussions on the general survey of the Committee of Experts below). The still unsatisfactory number of ratifications (45) of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) was raised again, particularly by the Workers' member of Pakistan.

9. Some factors favourable to ratification or, on the contrary, difficulties which created obstacles, were mentioned. The Government member of Bulgaria considered that the dialogue carried out by the Committee encouraged the creation of favourable conditions for ratification of Conventions. The Government member of Saudi Arabia considered that the assistance of the Office would be highly appreciated during the preparatory stages when ratification was being looked at. The Government member of the Islamic Republic of Iran stated that this Committee should encourage and help member States in the ratification process while at the same time respecting the sovereignty of each State and the ideological or religious principles on which they were founded. Referring to the example of his country, the Government member of Somalia indicated that the Council of Ministers was considering the ratification of 12 Conventions following prior consultations with the national employers' and workers' organisations and with the assistance of a mission by the Regional Adviser for Standards. On the other hand, the Employers' member of the United States considered that the variations he saw in the jurisprudence of the Committee of Experts (which is treated elsewhere in this report) were liable to create difficulties for countries which were trying to bring their legislation into conformity with the Conventions whose ratification was under study, as well as for countries which had ratified them.

10. Several other speakers informed the Committee of ratifications or ratification prospects involving

new Conventions for their respective countries. Belgium, having ratified three Conventions in 1988, was studying the possibility of ratifying the Labour administration Convention, 1978 (No. 150) and the Labour Relations (Public Service) Convention, 1978 (No. 151). In 1988 China had ratified the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159); in 1989 it had completed the preparatory work for the ratification of the Equal Remuneration Convention, 1951 (No. 100) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). In Czechoslovakia, the Minister of Labour had submitted for the approval of the Government the ratification of the following Conventions: No. 95 on the Protection of Wages, 1949; No. 120 on Hygiene (Commerce and Offices), 1964; No. 139 on Occupational Cancer, 1974; and No. 148 on the Working Environment (Air Pollution, Noise and Vibration), 1977. Examination of the ratification of the Seamen's Welfare Convention, 1987 (No. 163) and the Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164) was at a very advanced stage and other ratifications were envisaged. Gabon had ratified three new Conventions: Convention No. 144, the Collective Bargaining Convention, 1981 (No. 154) and the Termination of Employment Convention, 1982 (No. 158). Greece had recently ratified the Rural Workers' Organisations Convention, 1975 (No. 141) and the Human Resources Development Convention, 1975 (No. 142). Hungary had ratified the Safety and Health in Construction Convention, 1988 (No. 167) (as well as the amendments to the Constitution of the ILO). In Italy, the most recent ratification was dated May 1989 and concerned the Labour Statistics Convention, 1985 (No. 160), and several other Conventions were currently being examined. In 1988, Tunisia had ratified the Human Resources Development Convention, 1975 (No. 142) and the Labour Administration Convention, 1978 (No. 150); in 1989, it had ratified the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159). Uruguay had ratified in May 1989 the Rural Workers' Organisations Convention, 1975 (No. 141), the Labour Administration Convention, 1978 (No. 150), the Labour Relations (Public Service) Convention, 1978 (No. 151), the Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153) and the Collective Bargaining Convention, 1981 (No. 154). The Government of the USSR was preparing to ratify a whole series of Conventions. Work was under way towards the ratification of two maritime Conventions, No. 133 on Accommodation of Crews (Supplementary Provisions), 1970 and No. 147 on Merchant Shipping (Minimum Standards), 1976; the ratification of the Maximum Weight Convention, 1967 (No. 127) and the Asbestos Convention, 1986 (No. 162) was being prepared. The USSR also envisaged ratifying the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) and the Labour Statistics Convention, 1985 (No. 160). The Worker member of the United States, after recalling the ratification by his country in 1988 of Convention No. 144 and the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), indicated the substantial progress made towards ratification of the Labour Statistics Convention, 1985 (No. 160); major progress had also been made regarding the Abolition of Forced Labour Convention,

1957 (No. 105) which would represent the first ratification by the United States of a human rights Convention, and work was advancing for several other Conventions in this field. The Government member of the United States noted that her Government had long felt that, even though in practice United States law met or exceeded, in almost every case, that which was set out in international labour Conventions, an improved record of ratification was an important objective towards which to strive.

11. On the negative side of the evaluation of the obligations binding member states were the denunciations of Conventions. In paragraph 15 of the report of the Committee of Experts, it was stated that in 1988 the Underground Work (Women) Convention, 1935 (No. 45) had been denounced by Australia, Ireland, Luxembourg and the United Kingdom. Luxembourg had also denounced the Protection against Accidents (Dockers) Convention, 1929 (No. 28), whereas the denunciation by the Netherlands of the Employment Injury Benefits Convention, 1964 (No. 121), which was mentioned in the report of the Committee of Experts, had been withdrawn by the Government (see below). The total number of denunciations not accompanied by the ratification of a revised Convention now stood at 53.

12. The Workers' members of the Committee expressed their concern at the number of denunciations. The Employers' members observed that the denunciations mentioned were, to some extent, linked to changes in opinion as to whether special protection for women was still justified or whether it constituted an obstacle to equality of opportunity and treatment. According to the representative of the World Federation of Trade Unions (WFTU), this argument based on equality seemed to be advanced more to aggravate the situation of protected categories of workers in the name of equality instead of being used to improve the situation of everyone; he considered this trend towards denunciation worrying and dangerous and hoped that it would be fought more energetically. The Government member of France thought that a high number of denunciations of a certain type of Convention should be seen as a signal; the Organisation should, in his opinion, accelerate its re-examination of certain instruments which were perhaps no longer well-suited to modern conditions. In the Employers' members' opinion, the Organisation should in any case investigate these questions so as to be in a position to react, where appropriate, more rapidly. The Government member of the Netherlands had already announced to the Committee the withdrawal of his Government's decision to denounce which had been opposed by the workers' organisations. This decision had been based on the belief in a divergence between the instrument and the Dutch legislation due basically to the fact that the principle of occupational risk contained in the Convention had been replaced by the principle of social risk in the Netherlands. Consultations between Office experts and the Dutch authorities had permitted clarification of the situation and the removal of doubts. One of the lessons which the Government member had drawn from this affair was that it showed the necessity of close co-ordination between the lawyers of the Office and national jurists: their interpretation of ILO standards might differ widely, although neither of them was authoritative since, as

was known, only the International Court of Justice was competent in this regard. The Government member of France observed further that the circumstances surrounding the denunciation of Conventions were not easy. That could perhaps explain, in part, the "false" denunciation of Convention No. 121 by the Netherlands.

B. General questions relating to international labour standards

Standard-setting activities and the supervisory system

13. This year 53 speakers took part in the discussion of general questions relating to international labour standards. This was the highest number ever recorded. But beyond this purely quantitative aspect – which was doubtless not without importance – it was the sense and the content of the interventions which epitomised the essential characteristic of this session. Indeed, after many years of difficult dialogue in the search for compromise solutions on questions of substance affecting often divergent or even antagonistic interests and positions, the Committee this year had heard one common voice speaking on the major problems which had so often stirred it in previous years. As the Workers' members had pointed out in concluding this discussion, this was the first time that such wide unanimity on the principle of the universality of standards, the objectivity, impartiality and independence of the supervisory system, the role and work of the Committee of Experts and the nature of the links between the supervisory bodies had been achieved. Another subject which had been widely discussed was that concerning the application of the Employment Policy Convention, 1964 (No. 122), especially its conflicting relationship with the massive debt problem of developing countries and the implementation of structural adjustment policies. A reflection of this discussion, as faithful as possible regarding the essential points, but not at all exhaustive, appears in the following paragraphs.

14. This year the Conference was celebrating the 70th anniversary of the International Labour Organisation. The Committee of Experts had seized this occasion to recall the considerations written into the Preamble of the ILO's Constitution in 1919, namely, that universal and lasting peace could be established only if based on social justice, were still, in 1989, the framework in which it carried out its functions (see paragraph 10 of its general report). The importance of an anniversary in an organisation such as the ILO did not lie in its festive celebration, but in the critical review, in the positive sense of the term, of its past achievements and in the prospective review that would be made of its future achievements. The discussions within this Committee had unambiguously shown unanimity as regarded the permanence of the ILO's basic objectives, the unique value and dynamism of its standard-setting activities and the attachment shown more and more clearly by member States and occupational groups to its aims and values.

15. Several speakers recalled the importance of the established standards of the ILO, patiently elaborated and unceasingly complemented since its beginnings. According to the Government member of the Netherlands, the ILO's instruments were the founda-

tion of the ILO itself. The Government member of the United States observed that a good number of these standards dealt with basic and inalienable workers' rights. Representative from developing countries, for example, the Government member of India and the government member of Malaysia speaking on behalf of the members of the Association of South-East Asian Nations (ASEAN), the Workers' members of China and Pakistan, stressed the importance of standard-setting activities for the promotion of balanced economic and social development, for guaranteeing the legitimate freedoms and rights of workers particularly at the trade union level, and finally, for replying to the wishes and hopes of the workers of these countries. A representative of the socialist countries, the Government member of Bulgaria, along with many other members, was of the view that, by their impact on the contents of national legislation and their guiding role in the search for solutions to the problems linked to the protection of human rights and of the most underprivileged social groups, to the guarantee of full employment, to safety and health at work, international labour standards made an important contribution to the promotion of social justice which was an essential prerequisite for long-lasting peace.

16. This widely attested confirmation of the value and more than ever topical nature of the principles and standards of the ILO required affirmation – or reaffirmation as the Government member of India wished – of a commitment to the aims of the ILO and an undertaking to take up the challenges that the world of tomorrow would present. Certain representatives made statements along these lines. The Government member of the USSR informed the Committee that a message had been sent to the President of the 76th Session of the International Labour Conference from the President of the Council of Ministers of the USSR in which the Council stated that the USSR shared and fully supported the objectives and principles of the ILO, whose task of drawing up Conventions and Recommendations, covering practically all aspects of working life and protection of the social concerns of workers, was of primordial importance. This speaker recalled that the USSR regarded highly the ILO's contribution to strengthening stability in the international community. The development of co-operation with the Office – to which "perestroika" had greatly contributed – could be further consolidated in new fields in his opinion. Another speaker, the Workers' member of Pakistan, also informed the Committee of the commitment, duly noted by the Director-General of the ILO, of his country's new Government to bring the national labour policy into conformity with the Conventions of the ILO.

17. Looking at current events, the Employers' members stated that the Committee of Experts had quite rightly referred to the principles set out in the Preamble to the Constitution of the ILO and that present-day developments towards peace – if they could continue without reversals – could have positive results in the social field. For their part, the Workers' members observed that, during the past year, even if the news was worrying in a good number of countries, many political developments had enabled reforms and improvements in economic and social situations in others. They stressed that such

reforms had to be accompanied by the enjoyment of freedom and by the exercise of democracy so as to result in lasting peace based on justice, in the service of the most destitute and most vulnerable.

18. As for future standard-setting activities, although the Government member of Norway considered that the Organisation should first try to review and modernise existing standards, others were in favour of pursuing the elaboration of new standards. The world was changing, techniques were evolving and developments did not always involve progress for the workers and, indeed, were often accompanied by increased risks that countries had to be able to overcome. The instruments of the ILO should be able to adapt to these changes and to new requirements. These were basically the opinions expressed by, in particular, the Government members of Czechoslovakia and Morocco, as well as by the representative of the WFTU. The Government members of Norway and Portugal drew attention to the importance of ensuring the greatest and most energetic participation possible of all member States in the process of drawing up standards. In this regard, the Government member of Norway, speaking on behalf of the Nordic countries, stated that he was in favour of initiatives to arrange the procedures along these lines given that they would facilitate more extensive ratification and better compliance with the Conventions. The Government member of Portugal regretted that the Office had received such a low number of replies to the questionnaire on night work and on safety in the use of chemical substances in the workplace.

19. The wish was expressed, in particular by the Government member of Norway, speaking on behalf of the Nordic countries, to see attempts made to find types of flexibility for standards when they were being formulated which would allow the aim of universality in standard-setting activities to be reconciled with the heterogeneous nature of national situations. To this end the above-mentioned speaker proposed that, in the future, the ILO seek to adopt standards which, without giving up its essential aspirations, would be framed in such a way that countries with different political systems at different stages of development would be able to ratify them. He emphasised, however, that this flexibility should apply only to the formulation, and not to the implementation, of standards. The Government members of Australia and Saudi Arabia spoke along the same lines. For his part, the Government member of Malaysia, speaking on behalf of the ASEAN countries, wondered whether, by reason of the tremendous disparity between nations in terms of industrial and economic development, it was possible to establish a set of universally applicable labour standards. In his opinion, the most appropriate way might be to adopt only standards which laid down sufficiently broad and basic guidelines and which left considerable flexibility in other respects to enable ratifying States to adapt them according to local traditions. He stressed, however, that in arguing for more flexible standards, ASEAN countries were not apologising for any manifestation of laxity in the application of ratified Conventions by developing countries, in particular when Conventions concerning workers' rights, the right to organise, the principles of freedom of association and the right to collective bargaining were involved.

20. As was indicated above, the interventions concerning the supervisory system showed a notable improvement over the discussions of previous years on the subject. Employers' members, Workers' members and Government members, in the main, recognised the quality of the work of the Committee of Experts carried out faithfully with respect to its tradition of independence, objectivity and impartiality. These principles applied to the Conference Committee, which continued to apply the methods of work which had been agreed upon in 1980. Appreciation had been particularly expressed for the part of the Committee of Experts' report (paragraph 7) where it indicated that its own working methods included the spirit of mutual respect, co-operation and responsibility which had consistently prevailed in the Committee's relations with the International Labour Conference and its Committee on the Application of Standards, whose proceedings the Committee took fully into consideration, not only in respect of general matters concerning standard-setting activities and supervisory procedures, but also in respect of specific matters concerning the way in which various States fulfilled their standard-setting obligations. The Employers' and Workers' members noted with interest this clarification made by the Committee of Experts on the relationship of the two supervisory bodies and of their roles. Many Government members referred to this. The Government member of the USSR, after recalling this numerous interventions during previous sessions of the Conference, welcomed the above-mentioned statement of the Committee of Experts on the relationship between that Committee and this Committee. Since, in his opinion, all possibilities for co-operation and interaction between the various supervisory bodies had not yet been exhausted, he hoped that there would be still further movement in this direction.

21. As regarded the interpretation of Conventions, the Employers' members indicated that, if the report of the Committee of Experts was the very basis of the Committee's work, this was not to say that all the opinions and evaluations of the Committee of Experts had to be shared, and different views would be expressed if necessary in concrete cases. The Employers' member of the United States stated, basically, that the jurisprudence of the Committee of Experts was sometimes unstable, evolving and variable. The Employers' member of Sweden recalled the views expressed by the Employers' members on the supervisory system and on the respective roles played by the Committee of Experts and the Conference Committee. Only one body – the International Court of Justice – could make authoritative interpretations of international labour Conventions. Recourse to it had seldom been sought, probably because there had been considerable satisfaction with the way the system functioned. None the less, the role of the International Court of Justice as the ultimate arbiter should always be borne in mind. A Convention had to be interpreted in line with the principles laid down in the Vienna Convention on Treaties (1969), which the speaker enumerated. He drew attention to a representative case he thought showed an over-interpretation of Convention No. 96, based on a faulty reading of the preparatory works many years ago. In his view, this year's report of the Committee of Experts unfortunately contained a number of over-interpretations,

especially regarding basic human rights Conventions and in particular Convention No. 87. Even though his country had not been mentioned in this connection, he thought that some of the comments were inadmissible. In the long term, he believed over-interpretations would only erode the credibility of the supervisory system. A drastic cut was needed in the number of reports examined by the Committee of Experts each year. This should be combined, however, with a rather strict application of the constitutional annual interval where a report had given rise to critical observations. If the Committee of Experts' burden were lightened, then more than one expert would be able to examine the application of a particular Convention. These speakers reiterated that it was neither for the Committee of Experts nor the Office to provide conclusive interpretations of Conventions since the only competent body for this was the International Court of Justice according to article 37 (1) of the Constitution of the ILO.

22. Commenting on the statement of the Employers' member of Sweden, the Workers' member of the United Kingdom was opposed to this stance which he considered dangerous, particularly when it came to a Convention such as Convention No. 87: what was, for some, only a legal nicety was hard reality for workers, for example, when there was imprisonment for having exercised the right to strike. The Workers' member of the Netherlands, referring to the statement of the Employers' member of the United States concerning the changes in the jurisprudence, observed that if it was normal that the doctrine of the Committee of Experts had undergone developments, this in no way meant that one could talk of incoherencies.

23. At the closure of the general discussion, the representative of the Secretary-General stated that the Committee of Experts had itself recognised, and recalled on many occasions – particularly in 1987 when it re-examined its terms of reference, governing principles and working methods – that: "its terms of reference do not require it to give definitive interpretations of conventions, competence to do so being vested in the International Court of Justice by article 37 of the Constitution; nevertheless, in order to carry out its function of evaluating the implementation of Conventions, the Committee has to consider and express its views on the meaning of certain provisions of Conventions". In 1921, in a document to which the Office still referred, it was clearly indicated that no particular authorisation had been granted to it to interpret provisions of Conventions. However, it was considered to be part of the task for which the Office was created to strive to provide the fullest information possible on the intentions of the Committee and the Conference which had drafted the Convention. In this way, the Office considered that there would be greater uniformity in interpretation. Thus the last time the Governing Body has examined the question of the interpretation of Conventions, in 1982, it had concluded that the current practice concerning interpretation was entirely satisfactory. The representative of the Secretary-General indicated that it was within the power of governments disagreeing with the interpretations given by the supervisory bodies to have recourse to the International Court of Justice. In two cases, the Committee of Experts had drawn attention to this option. On the questions of the right

to strike and essential services, it could be said that the jurisprudence of the supervisory bodies was consistent. On the right to strike, both the Committee of Experts and the Committee on Freedom of Association had considered this right to be one of the essential means available to workers and their organisations to promote and to defend their economic and social interests. This principle had always been supported by both supervisory bodies which, over time, had fixed the conditions in which this right could be exercised. The Committee on Freedom of Association and the Committee of Experts had also admitted that once the principle of the right to strike had been established, this right could be subject to restrictions, or even prohibition, in essential services in the strict sense of the term, namely those whose interruption would endanger the life, personal safety or health of the whole or part of the population. However, to this principle relating to the prohibition of strikes in essential services, they had added the notion that this principle would lose all meaning if such services were defined too broadly. This jurisprudence had not varied.

24. The Workers' members fully subscribed to this declaration.

Constitutional procedures of complaint and representation and other procedures

25. At paragraphs 18 to 26 of its report, the Committee of Experts provided indications, on the one hand, on the cases in which there had been recourse to the constitutional procedures of complaint and representation and, on the other hand, on the conclusion of the Committee on Freedom of Association to which the attention of the Committee of Experts had been drawn.

26. At paragraph 19 of the general report of the Committee of Experts, mention was made of the withdrawal of the complaint presented by the Government of Tunisia under article 26 of the Constitution on the observation, by the Libyan Arab Jamahiriya, of the Protection of Wages Convention, 1949 (No. 95), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the Equality of Treatment (Social Security) Convention, 1962 (No. 118) after a settlement between the parties has been reached through the good offices of the Office. The Employers' members and the Workers' members expressed their satisfaction with the settlement of this case and the way in which this had been achieved. This example was, in the opinion of the Employers' members, an ideal type of solution.

27. The situation, however, was different in another case mentioned in paragraph 20 of the report of the Committee of Experts. This concerned the current examination by the Governing Body of a complaint concerning the observance, by Nicaragua, of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) presented by several Employer delegates to the 73rd Session (1987) of the Conference under article 26 of the Constitution. The Employers' members pointed out that the examination of the matter had had to be carried over on several occasions because

of the lack of adequate information transmitted by the Government. They wished to stress the unacceptability of such an attitude by the Government. Referring to the same case, the Workers' member of the USSR was of the view that this Committee should take into account the statements and conclusions contained in the document approved by the Governing Body at its May 1989 session, a document which had not been available when the Committee of Experts made its report based on the conclusions approved by the Governing Body at its February-March session.

28. At paragraph 24 of its general report, the Committee of Experts referred to a complaint submitted to the ILO by the Congress of South African Trade Unions (COSATU) against the Republic of South Africa concerning violations of freedom of association. In accordance with the procedure for the examination of complaints concerning violations of trade union rights, established in 1950 by agreement between the United Nations and the ILO, the Secretary-General of the United Nations requested the Government of South Africa to consent to the referral of the complaint to the Fact-Finding and Conciliation Commission on Freedom of Association of the ILO. The Government of South Africa replied that it would be premature to transmit the complaint to that Commission. Commenting on this case on behalf of the five Nordic countries (Denmark, Finland, Iceland, Norway, Sweden), the Government member of Norway regretted the refusal of the South African Government to allow the procedure to follow its course. He expressed the hope that effective pressure could be brought to bear on the Government to persuade it to change its decision.

29. If, as mentioned above, the constitutional procedures had resulted – at least in one case – in a satisfactory conclusion, there remained, in the opinion of the Workers' members, many serious problems still unsolved: 70 complaints concerning freedom of association and the right to bargain collectively were still under examination. As regarded this type of complaint and examination procedure, the Workers' member of Tunisia regretted that Office interventions were complex, slow and therefore ineffective; in his opinion, ways had to be found to make the Committee on Freedom of Association truly representative of the trade union movement.

Application of the Employment Policy Convention, 1964 (No. 122)

30. As in previous years, the Committee of Experts this year included, in paragraphs 51 to 57 of its report, general comments on the application of Convention No. 122. These comments represented a summary of the examination of 50 government reports. The Committee of Experts stated on this occasion that it was "more convinced than ever of the need for exchange of information among countries which had ratified the Convention: the need to study different experience and difficulties, and to evaluate the strategies and policies adopted". Aware of the complexity of its task, given the nature and breadth of the Convention, the Committee of Experts based its examination and comments firstly on the governments' reports, which were often detailed. In each case it relied on the expertise of the economists in the Em-

ployment and Development Department of the ILO and the regional employment teams (such as PREALC in Latin America). Where necessary, it took advantage of the work of the new Employment Committee of the Governing Body, whose mandate had been carefully defined to avoid overlap with its own work. Finally, and this merited recall in the context of the discussions this year, the Committee of Experts took into account, since it had started making its general comments, the information, ideas, suggestions or recommendations arising from the exchange of views which took place in the Conference Committee on this subject. The Conference Committee had noted in its report to the Conference in June 1988 (paragraph 50) that the dialogue which had been taking place between the Committee of Experts and the Conference Committee was considered to be exemplary. The Committee of Experts would no doubt be comforted in its approach by the opinions and wishes expressed this year within the Committee – and to which reference was made in this report – regarding the necessary relationship of the two supervisory bodies.

31. To give some concrete examples, there was agreement on the analyses made on the question of the international aspect, or globalisation, of employment problems. These problems, noted by the Committee of Experts in paragraph 57 of its report, concerned “all countries, whatever their level of development or economic or employment system. Every country has to deal with problems of economic restructuring, structural adjustment, employment promotion and the skills of the workforce in one way or another”. Some might say that this was evident, but if a number of countries had had to battle for some time with these difficulties others had only met them recently and the examination of the application of Convention No. 122 could be of new interest there. The Committee of Experts noted that almost everywhere practices of exclusion, marginalisation, segregation and discrimination were still rife. It therefore appeared opportune to recall the need to promote the “main” goal of full, productive and freely chosen employment set out in the Convention, attributing to it the necessary weight among the priorities of economic and social policies.

32. The discussion within the Committee of the general comments of the Committee of Experts had been enriched by the interventions, in addition to those of the spokesmen of the Workers’ and Employers’ members, of a great many speakers, mainly Government and Workers’ members, representative of the various regions of the world and of different economic and social systems. They were practically unanimous in recognising the central and priority nature of the question of employment, unemployment and underemployment, the value of the goals of Convention No. 122, and in appreciating the analyses presented by the Committee of Experts in its general comments. In this respect, they referred to the Director-General’s Report on Recovery and Employment and its discussion in plenary. Its work of summarising and its approach to the problems were particularly praised by the Government member of Venezuela, who suggested similar treatment for other Conventions; the Committee of Experts was encouraged to pursue its action, for example, by the Workers’ member of the USSR. As for the means of implementa-

tion to bring about the employment objectives, the positions were not always the same, naturally, between the groups which represented conflicting interests and between the countries which had different economic and employment systems. There was quasi-unanimity expressed as regarded the aims and the evaluations of the Experts. The Employers’ members expressed certain reservations as to the pertinence of giving priority to one objective of economic and social policy, be it that of employment, to the detriment of other economic and financial factors; they also questioned the capacity of the Committee of Experts to cover such a vast field of States’ internal policies. Although they were eminent jurists, the Experts were perhaps not predestined to treat questions of employment policy. Caution seemed to the Employers’ members to be advisable. They also drew attention to the risk of overlapping of work between the Committee of Experts and the Governing Body Employment Committee.

33. The part of the Committee of Experts’ comments which gave rise to the most numerous and the most committed discussions was that appearing in paragraph 55, devoted to particular difficulties encountered by governments of developing countries, mainly in Africa or Latin America, in formulating and implementing an employment policy in an international economic environment marked, in particular, by the massive debt problem. On the basis of information supplied, in one case, by a workers’ organisation and, in two other cases, by the governments in their respective reports, the Committee of Experts was able to note the relationship of cause and effect between the problems of external debt, balance of payments, structural adjustment policies, and those of employment. In the first case, that of a Latin American country, it was alleged that the stabilisation and structural adjustment programmes had affected social policy measures and the conditions and standards of living. In the case of an African country, the Government had decided to abandon the adjustment programme prepared in agreement with the International Monetary Fund (IMF) on account of its negative effects on the economy and employment. The third reference concerned another Latin American country which recently experienced serious social tensions and whose government stated in its report that the measures imposed by the international financial institutions were “diametrically opposed to the aims of the Convention”.

34. Many of the members who spoke referred to or commented on the examples mentioned by the Committee of Experts and others presented additional information or evidence to the Committee. They expressed their agreement with the analyses and concerns of the Committee of Experts concerning the impact of the high level of external debt, interest rates, or the deterioration in exchange rates (for example, the Government members of Morocco and Venezuela). More precisely, several speakers referred to the structural adjustment programmes adopted, usually, in agreement with the international economic and financial organisations (IMF, World Bank) and to their perverse or counterproductive effects on employment and revenue. The application of Convention No. 122 was directly involved. The Government member of Nigeria referred to the example of his country where the debt problem hindered the

efforts of his Government to maintain employment or create new jobs. Several other members also stressed the difficulties created by these situations for the application of Convention No. 122, as well as for the application of other basic Conventions; the tensions arising from policies put into place had, in many cases, resulted in severe restrictions on trade union rights and human rights. These points of view were put forward particularly by the Government member of Argentina, the Workers' members of China, Pakistan, Spain and the United Kingdom, while the representative of the WFTU and the Employers' member of Argentina highlighted one of the consequences of unemployment and inflation; namely, the development of the unstructured sector. More generally, speakers from African countries described as "crucial" the debt problem in Africa, where the situation was such that it had become economically and socially worrying, politically dangerous and liable to question the sovereignty of States (Workers' members of Liberia and Senegal; a similar opinion on the "political" risks was also expressed by the Workers' member of the United Kingdom).

35. Several of the speakers, who had stressed the responsibility of the international financial organisations for having neglected or minimised the social cost of structural adjustment policies and programmes, stated that the ILO should be more visible and active. The High-Level Meeting on Employment and Structural Adjustment (November 1987) recalled the constitutional responsibility of the ILO and the fact that it was for it to examine and consider the action programmes and economic and financial measures in the light of their effect on employment and social conditions. The Meeting concluded that the ILO should promote tripartite consultations and co-operation in the service of adjustment and that it should monitor respect for its standards on employment, fundamental rights and tripartism. Last year, the Committee had had an initial discussion on this meeting (see paragraphs 54 and 55 of its report). This year, several of the speakers mentioned above stressed the need to ensure a follow up to the conclusions of the above-mentioned Meeting (in particular, the Government members of Australia, France, Uruguay and the Workers' member of Pakistan). For its part, the Committee of Experts was invited to continue its action in this regard, particularly by the Government members of Tunisia and Venezuela.

36. The Committee of Experts' examination of reports from industrialised market economy countries showed a continuation of the trend towards rising employment and falling levels of unemployment, already noticed last year (see paragraph 53 of the 1989 report). This improvement was noted by the Employers' members and the Workers' members of the Committee. The spokesman of the latter, however, stressed that the good economic indices registered these last years should not hide the fact that a mass of workers were included from labour markets, namely, 15 million unemployed in the 12 countries of the EEC, or 30 million in the countries of the OECD.

37. A certain number of comments were made on the measures of employment policy referred to in the report of the Committee of Experts. The Government member of Norway pointed in particular to the comment of the Committee of Experts that the best

results had been obtained by countries pursuing employment policies along the lines of the goals of the Convention, and through methods of implementation set out in it. The Government members of Italy and Spain drew attention to the importance of training programmes, the encouragement of creating independent employment for the unemployed, and the measures taken to help young people or women in the framework of employment policies. The Employers' members mentioned the reference made in the Experts' report to the reduction in working time, in relation to the aims of employment, and stressed that this measure should be evaluated differently according to whether or not it was accompanied by maintenance of remuneration.

38. But in the end, it was the concerns expressed by the Committee of Experts with regard to certain special, or "flexible", types of employment in relation to the goal of full employment set out in the Convention, which received attention. The Workers' member of Finland – who preferred to talk of "irregular" or "atypical" types of employment when referring to part-time or temporary work – and that of Spain, as well as the representative of the WFTU, shared the Committee of Experts' concerns as to the conformity of these types of employment, when they were not voluntary, with the goal of full employment of Convention No. 122. According to the Workers' member of Spain, the practice of replacing stable employment by precarious forms of employment (such as short-term renewable contracts) was unacceptable, especially when the undertakings received financial aid from the government for the creation of this type of position. For the Workers' member of Finland, new standards were needed to protect workers since these types of employment were being further developed. The spokesman of the Workers' members expressed a slightly different opinion, making a distinction between flexibility in employment – which could be acceptable if negotiated – and precarious employment – which could only constitute a temporary solution in periods of crisis. The spokesman of the Employers' members, who criticised the way in which the Committee of Experts presented the problem, clarified the Employers' position on this question. He stated that they rejected descriptions like "precarious" or "atypical" because of their negative connotation and that they had never suggested that such alternative forms of work were the ideal solution for ensuring full employment. In their opinion, however, such work opportunities were certainly preferable to unemployment and could really offer an opportunity to achieve full employment, as had seen these last few years. Another important factor was that more and more people were voluntarily seeking it out. Speaking generally, this was an inevitable consequence of structural changes in production and services which were also linked to reductions in working hours. The Employers' members wished to state clearly that these flexible forms of work should not lead to a diminution in workers' protection. With the Workers' members, they stated that they were in favour of recourse to collective bargaining for the organisation of this type of work relations. Speaking more generally, consultation and negotiation machinery were recognised as special means for implementing a policy to promote labour productivity and employment, as had been pointed out, for example, by

the spokesman of the Workers' group and the Government member of the Federal Republic of Germany. The Employers' members, highlighting along with the Committee of Experts that the unemployed had no pressure groups, stated that common, concerted action was necessary with regard to this category of the active population.

39. Proving the assertion that employment problems concerned all countries, the Committee of Experts had devoted a part of its general comments (paragraph 56) to the problems and employment policies in socialist countries with planned economies. On the basis of often detailed reports and information supplied by these countries, the Committee of Experts had been able to gauge the amplitude of changes which were occurring in the field of labour management in the framework of the current process of restructuring the economies of these countries. It stated its interest in following developments in the situation and in examining the way in which the global or sectoral policies now in place would allow the conciliation of the goal of full employment and the guarantee of the right to work with that of "real" employment at the level of the undertaking. Several representatives of these countries intervened and presented the Committee with information corroborating or complementing the comments of the Committee of Experts. The Government member of the USSR recognised that, in socialist countries, the reform of economic institutions and the development of independent workers' collectives also gave rise to employment problems. In the USSR, for example, 16 million people would probably lose their jobs over the next 15 years. During the past two years, the State had found new jobs for 3 million workers. Although the Government had run into certain difficulties in this connection, it was pursuing its policy of full employment based on recognition of the right to work; a decree had been adopted in 1987 which was intended to guarantee full employment to the population, to improve the placement system and to strengthen social guarantees. The right to work would be guaranteed to all persons whose posts had been cut out. The Workers' member of the German Democratic Republic stressed the role of trade unions in the implementation of employment policies. It was one of the first and foremost duties of trade unions to participate in the conception of methods to struggle against unemployment, in securing workers' security in employment, and in informing them of planned rationalisation measures. Referring to his country, he stated that the constant participation of workers' representatives in the preparation of workers for new jobs and the supervision of the implementation of social measures accompanying rationalisation had been highly successful. The co-operation of unions in introducing new techniques had been particularly significant in ensuring the reintegration of workers. He also stated that the trade unions in socialist countries would continue to send comments on their experiences regarding employment and would thus reply to the request for information made by the Committee of Experts. The representative of another socialist country, the Government member of Hungary, also informed the Committee of his country's experience, where the aims and tasks of the employment policy had also been redefined. To be able to put these aims – which concerned main-

ly the raising of labour productivity and the guaranteeing for workers of the maintenance of social protection – into practice, an employment fund had been created. It would particularly serve in financing recycling costs, unemployment benefits and in providing financial assistance for the creation of small enterprises. His Government intended to reform the employment agencies, particularly by introducing computers, and it wanted to be able to benefit from the ILO's experience and that of member States in this field. Finally, the Workers' member of the USSR observed that the current reforms introduced, among other things, a greater employment flexibility, and he indicated that labour flexibility was designed above all to lighten and improve working conditions; in fact, in his country, the problem of unemployment did not arise, at least for the moment, with the same acuity as in market economy countries. Commenting on paragraph 56 of the report of the Committee of Experts, the Employers' and Workers' members of the Committee showed their interest in the reforms currently under way in socialist planned economy countries, which put particular emphasis on the notions of productivity, responsibility and autonomy. The Employers' members were also surprised, as regards the socialist countries with planned economies, that the Committee of Experts had noted with interest, but no critical note, the new efforts being made, as well as the measures aimed at introducing greater flexibility, in particular in the form of part-time work. They wondered whether the Committee of Experts had practised that which it had always rejected; namely, the application of double standards. The Workers' member of the USSR expressed his disagreement with the statement of the Chairman of the Employers' group to the effect that the Committee of Experts was duplicating the work of the Governing Body Committee of Employment, quoting from the report "The principal means at the ILO's disposal – standards and technical co-operation – should be used together by emphasizing their complementarity in order to reach the goals of the Convention; namely, full, productive and freely chosen employment".

Application of Conventions to off-shore industrial installations and in export processing zones or enterprises.

40. As indicated in its general report, between 1981 and 1987 the Committee of Experts considered the applicability of international labour Conventions to offshore industrial installations used in the exploration and extraction of mineral and petroleum resources at sea. In 1987, a preliminary study was carried out by the Office with a view to defining the main problems to be examined. During the last Session of the Committee, the Workers' members had expressed the hope that the study in question would be finished for the 76th Session of the Conference and that the Committee of Experts would continue its examination as planned. The Committee was informed that a preliminary report had been concluded during 1988, the general lines of which were set out in the general part of the report of the Committee of Experts (paragraphs 42 to 47). That Committee felt that it would be premature at this stage for it to comment on the various points raised in the information presented and hoped that in due course a comparative study of the law and practice of a selected num-

ber of countries would be carried out. The Employers' members shared the Committee of Experts' view that it was premature to carry out an evaluation on the state of the situation. For the Workers' members – many of whom were attentive to the problems of seafarers – now was the time to go further with a view to defining the way in which such installations could be better protected through different approaches. They questioned the adequacy of the attention given to these activities in the reports supplied by governments and in those of the Committee of Experts. In this connection, the representative of the WFTU considered that priority should be given to the financing and rapid completion of the comparative study suggested by the Committee of Experts; the increased number and size of these installations had provoked dramatic accidents which had evidenced the serious safety problems.

41. As regarded the application of Conventions in export processing zones or enterprises, the Committee of Experts, which had also examined the question in 1981, recalled that it was continuing its consideration within the framework of its regular supervision of the application of ratified Conventions, namely, in the observations and direct requests addressed to the countries concerned. In this regard, the Government member of Venezuela did not want the analysis thus carried out through Conventions and individual comments to deprive the Committee of a future study of the question in the general part of the Committee of Experts' report.

Role of employers' and workers' organisations

42. In its report, the Committee of Experts indicated that, since its last session, it had received a total of 154 observations from occupational organisations, including 113 from workers' organisations. The Workers' members highlighted the importance of this figure which witnessed – as noted by the Committee of Experts – the interest shown by employers' and workers' organisations in the implementation of standards and reflected the constant efforts of the supervisory bodies and the Office to supply interested organisations with full information on their role. In this regard, the Government member of Portugal highlighted in her intervention the growing importance of occupational organisations in the field of adoption, ratification and implementation of standards. The Committee of Experts also indicated that 75 of the 154 observations received had been transmitted directly to the Office. The Workers' members welcomed this way of proceeding which bore witness of the confidence these organisations had in the ILO, subject to the fact that it should not hinder dialogue with the Government.

43. The Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), the real incentive for the promotion of tripartism, had, to date, received 45 ratifications. The Committee of Experts repeated its hope, based on the favourable ratification prospects it had noted in its 1982 General Survey, of seeing an increase in the number of commitments undertaken by member States as regarded this instrument. Several speakers expressed full support for the encouragement of its ratification and/or stressed the importance of the instrument (in particular, the Workers' members and Government mem-

bers of Australia and the Federal Republic of Germany). According to one of them for example (the Government member of the Federal Republic of Germany), the tripartite structure and tripartite co-operation of the Organisation were characteristics which differentiated the ILO from all other organisations within the United Nations system. They were the real strength of the ILO since they encouraged dialogue, co-operation and the settlement of differences. This was particularly important for countries where the national machinery for such co-operation was insufficient. On the occasion of the 70th anniversary of the ILO, it was important to recall that tripartite co-operation had opened the door to social progress, particularly in the field of human rights. Tripartism was useful for dialogue between different political and socio-economic systems and it contributed to social justice. Several countries informed the Committee of the measures taken and progress achieved in these fields. The Government member of Hungary, in particular, mentioned the creation this year of a tripartite committee which was considered to be an important step towards the establishment of permanent tripartite consultations on labour questions; he also referred to the development of trade union pluralism during the past year, which had involved the creation of eight new independent unions. Finally, the Workers' member of the USSR stated that, in his country, the workers were actively involved in the ratification process through their membership in a tripartite committee.

Promotional activities concerning standards

44. Paragraphs 58 to 63 of the Committee of Experts' report contained information on the use of the direct contacts procedure and other forms of assistance to member States in the field of international labour standards. During 1988, direct contacts missions concerning freedom of association took place in Colombia, Côte d'Ivoire, Haiti and Nicaragua. Direct contacts took place in Bangladesh concerning the Indigenous and Tribal Populations Convention, 1957 (No. 107) and Guatemala concerning the Abolition of Forced Labour Convention, 1957 (No. 105). Another direct contacts mission was undertaken in the Dominican Republic and Haiti with a view to the implementation of the recommendations made in 1983 by the Commission of Inquiry concerning Haitian workers in the sugar plantations of the Dominican Republic. The Regional Advisers on Standards, whose task consisted essentially in assisting governments to fulfil their obligations under the ILO Constitution and ratified Conventions, visited 20 countries in Africa, America, and Asia and the Pacific. Nineteen officials, two employers and four observers from 23 countries undertook training in the International Labour Standards Department. This Department organised two regional seminars on international labour standards designed for government officials directly responsible for questions relating to international labour standards and, in particular, on the fulfilment by States of the obligations deriving from the ILO Constitution and ratified Conventions. In addition, the Regional Advisers on Standards participated in the work of a number of seminars organised by other ILO departments in various regions of the world. National tripartite seminars on international labour standards were held in five countries

and six seminars on freedom of association were organised for workers' and employers' organisations.

45. The Committee welcomed the continuation of these activities which aimed at assisting member States of the Organisation in better fulfilling their obligations concerning standards and the standards-setting procedures of the ILO. Several speakers (for example, the Government members of Gabon and Somalia, the Workers' member of Pakistan) attested to the usefulness of these programmes. The Government member of Hungary stated his country's interest in these programmes. The Committee, convinced of the special interest which developing countries had in such promotional activities since it had been shown that their problems concerning standards were often due to administrative and financial difficulties, agreed that these activities should be strengthened. The representative of the Secretary-General assured the Committee that this would be the objective aimed at within the limits of available resources.

46. The promotional activities mentioned above took place in the context of action aimed at strengthening the links between international standards and technical co-operation. In this regard, the Committee of Experts welcomed the new measures envisaged in the Programme and Budget for 1990-91 and expressed the hope that they would contribute to a better application in practice of the ILO's standards. The Committee of Experts indicated that it would continue to draw the attention of governments to the value of requesting ILO technical assistance for overcoming difficulties in the application of ratified Conventions. In addition, in the part of its general comments relating to the Employment Policy Convention, 1964 (No. 122) (paragraph 52), it stated that, in the examination of the application of this instrument, it looked favourably on an approach taking account of the inherent relations between standards-setting instruments, the supervision of their application and technical co-operation programmes. The inter-relationship, referred to at length throughout this report, of the two supervisory bodies was also evidenced in this field, as was seen from the above and the intervention of the Government member of the United States, who recalled that the links between standards and technical co-operation activities had become major themes, thanks largely to the support they had received from members of the Conference Committee over the years. This support had not diminished this year.

Reports on ratified Conventions

47. As each year, the Committee of Experts made an assessment of the way in which States fulfilled their constitutional obligations concerning the supply of reports on ratified Conventions. The statistics contained in the report of the Committee of Experts showed generally the continuation of problems noted year after year and, in certain cases, a downward trend in the situation, for example, as regarded the percentage of reports received by the due date (less than 10 per cent) or by the end of the Committee of Experts' session (slightly less than 75 per cent). The Employers' members and the Workers' members expressed their concern at these persistent facts, as did several Government members directly or indirectly (for example, France, Norway, the USSR speaking

of "a dangerous trend"). Several members supplied information on the reasons for these shortcomings, based mainly on their own experience. It was common knowledge that most often administrative and technical problems were involved and this did not only concern developing countries (as was pointed out, for example, by the Government members of India and Nigeria). Certain Government members from developed countries stated that they had met similar problems, especially when a large number of Conventions had been ratified, and, in particular, Convention No. 144 which required tripartite consultations for the preparation of reports (indications along these lines were given, in particular, by the Government members of France and the Netherlands. The Government member of Uruguay also spoke in this connection, stressing the importance of technical assistance. The Government member of the United States hoped that reporting difficulties were not being used as a means of delaying or avoiding the supervisory process. A certain number of suggestions were made to the Committee concerning the measures to take to mitigate these difficulties. A request was made for a thorough analysis of the reasons behind this state of affairs and for use to be made of all forms of assistance that the Office could supply for the preparation of reports or for the training of qualified personnel; other suggestions, particularly from the Employers' members, included the revision of the report forms, the spacing out of requests for reports and the deferral of the due date in order to alleviate as far as possible the burden of work on the Committee of Experts and governments; finally, some speakers drew attention to the collaboration of the social partners. The representative of the Secretary-General stated that the Office had taken note of these suggestions and would examine them with due care.

48. While some data contained in the report of the Committee of Experts might give rise to concern, other information contained positive aspects which the Employers' members, in particular, noted. The statistics concerning the percentage of reports on Conventions containing indications on their practical application were quite encouraging (63 per cent). The Employers' members stressed the indispensable nature of the information requested in this connection; transmission of such information should become the rule. They noted with interest the Committee of Experts' statement that, in the majority of cases, no comment was called for regarding the way in which ratified Conventions were implemented (paragraph 91 of the report). The number of cases of progress registered – even if this showed a certain decrease – continued to give satisfaction. These cases were generally considered as proof of the effectiveness of the supervisory machinery. One illustration of this argument was supplied by the Government member of the USSR in relation to the cases of progress registered for his country concerning the Holidays with Pay Convention, 1936 (No. 52) and the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

Seventh African Regional Conference

49. Several speakers referred to the Seventh African Regional Conference of the ILO which was held in Harare from 27 November to 7 December 1988

and which was mentioned in paragraphs 27 to 29 of the general part of the report of the Committee of Experts.

50. The Employers' members recalled and stressed, on this occasion, the importance they attached to the work of regional conferences. The Workers' members noted in particular that, in its resolution concerning respect for human rights and basic freedoms, the Conference had recalled the role played by the ILO in the defence of workers' rights through its supervisory machinery. The Workers' member of Pakistan noted that the Conference had reaffirmed the principle of the indivisibility of human rights. The Workers' member of Liberia referred to the conclusions and recommendations of the Conference concerning co-operatives and training in rural and urban zones. Finally, the Government member of Nigeria pointed out that, in its resolution on economic development and social progress in Africa, the Conference requested the Director-General of the ILO to strengthen links between technical co-operation and international labour standards.

Functions in regard to other international and regional instruments

51. At paragraphs 30 to 39 of the general part of its report, the Committee of Experts supplied information on the co-operation activities of the Office with other international organisations relating, in particular, to the application of certain international or regional instruments.

52. The Employers' and Workers' members declared their support for these activities, highlighting the importance of co-operation between the various international organisations.

53. Various other speakers referred to particular aspects of these activities mentioned in the report of the Committee of Experts. The Government member of the USSR, referring to the United Nations Convention on the Elimination of all Forms of Discrimination against Women, indicated to the Committee that the Presidium of the Supreme Soviet had revoked the reservation made when it ratified the Convention in 1980 concerning non-recognition of the obligatory jurisdiction of the International Court of Justice (this decision also affected five other international instruments concerning human rights); in addition, and more generally, he highlighted the fact that the process of harmonising national legislation with international covenants and treaties was being pursued actively. Referring to the same instrument, the Government member of Spain drew attention to the co-operation supplied by the Office in this field which greatly interested his Government. The Government member of Norway and the Employers' members mentioned the call, contained in a recommendation of the Committee on the Elimination of Discrimination against Women, to ratify the Equal Remuneration Convention, 1951 (No. 100), of the ILO and to establish systems for the objective evaluation of work. Although they were not opposed to job evaluation, the Employers' members were of the opinion that this was not an automatic guarantee against discrimination in remuneration, especially when it involved evaluation of jobs carried out exclusively either by women or by men. Moreover, the Workers' member of Chile informed the Committee of the rati-

ficatin by his country of the International Covenant on Economic, Social and Cultural Rights, certain provisions of which were in conformity with those of Convention No. 87. Referring to the European Code of Social Security, the Government member of Norway noted with satisfaction that the Steering Committee of Experts' conclusions, thus expressing its confidence in the ILO's supervisory procedures. With regard to collaboration with other international organisations, the Workers' member of Japan expressed his satisfaction at its development, but expressed concern at the activities of certain bodies such as the International Monetary Fund and the World Bank whose imposition of conditions on indebted countries was detrimental to trade union rights (see, on this question, the section concerning the application of Convention No. 122).

Relations with the European Communities

54. The Committee dealt with two themes in this connection. The first concerned the question of the relationship between the rights and duties deriving from the ILO Constitution and the rights and duties under the treaties establishing regional groups. The Committee of Experts in its report (paragraphs 114 to 116) looked at one particular aspect of this problem, that of submission of certain instruments to the appropriate authorities of the European Communities. At its previous session, the Workers' members of the Committee had particularly expressed concern at the consequences of a division of competence between the Communities and their member States for submission and ratification of certain ILO instruments. In its report, the Committee of Experts wished to stress the submission to the appropriate bodies of the European Communities did not fulfil the obligations of the member States concerned under the provisions of article 19 of the Constitution of the ILO or those deriving from ratification of Convention No. 144. The Employers' members observed that respect of the submission obligation was rather complicated, but need not become impossible; the member States of the European Communities had to fulfil their obligations towards the ILO and that went particularly for consultations with employers' and workers' organisations which had to be maintained. Other members of the Committee spoke on those points (in particular, the Workers' members, the Government members of France and the Federal Republic of Germany, the Workers' member of the Netherlands) and observed that the question of submission of instruments to the competent authorities was only one aspect of a more general problem which affected the whole standards-setting process of the Organisation. The transfer of certain elements of sovereignty to a supranational organisation was something new which raised certain difficulties because of the obligations of member States under the ILO's Constitution. The Government member of France noted that the question was becoming more and more topical and new problems were arising which might, according to the Workers' member of the Netherlands, seriously affect the work of the Conference at its current session when it was elaborating new instruments concerning safety in the use of chemical substances in the workplace. The speakers mentioned above expressed the hope that high-level contacts between the two organisations would allow appropriate solutions to be

found to the legal problems as a whole. The representative of the Secretary-General confirmed that such contacts had indeed taken place with this in mind.

55. The second type of problem discussed concerned the forthcoming entry into force (1992) of the single European market. The Workers' members stated that the single market formed by the 12 countries of the Community could give rise to real hope for economic growth and employment. However, they pointed to the need to give a social dimension to Europe on the economic, monetary and financial planes. In their opinion, and in the opinion of the Government member of the Federal Republic of Germany, international labour standards had a determining role to play in the creation of a "base" for basic social rights. The Government member of the Federal Republic of Germany indicated that his Government wanted the social dimension of Europe to take root, whereas the Workers' member of the United Kingdom regretted that his country was not among those pushing for this.

C. Reports requested under article 19 of the Constitution

Social Security (Minimum Standards) Convention, 1952 (No. 102); the Invalidity, Old-Age and Survivors' Benefits Convention (No. 128) and Recommendation (No 131), 1967, in so far as they applied to old-age benefits

56. The Committee examined the Committee of Experts' general survey based on the reports requested under article 19 of the Constitution and regarding the application of the above-mentioned instruments in so far as they concerned old-age benefits. In addition to the information supplied under article 19 of the Constitution, the survey took account of the information supplied under article 22 of the Constitution by States which had ratified Conventions Nos. 102 and 128. Thus, reports from 116 countries – 105 States and 11 non-metropolitan territories – were examined. The general survey also took into account the comment received from employers' and workers' organisations.

General observations

57. The Committee was unanimous in expressing its appreciation of the quality of the Committee of Experts' general survey which supplied valuable information on the general situation of old-age protection through social security, as well as on the problems facing States in this area. The Employers' members, however, regretted that the information supplied by governments was not always sufficiently full and detailed, and this weakened the impact of the survey. The Committee also wished to underline the importance it attached to general surveys in general since they allowed a global view of the subjects covered by the specific instruments involved, independent of their ratification. In this context, the Government member of Bulgaria also referred to the usefulness of the discussions which took place each year in the Committee and during which basic questions for the ILO were broached; this exchange of views constituted a useful prerequisite to the implementation of international standards.

58. The Committee stressed the role of social security in general and the need to ensure the protection of the elderly, whose pensions were often their only means of support. In this connection, it was recalled that social security had always been of the highest priority for the ILO and that Conventions No. 102 and 128, as well as Recommendation No. 131, had been classified by the Governing Body as instruments requiring priority promotion. In this context, the Workers' members observed that social security should not be considered a luxury, but was the most beautiful achievement since the end of the Second World War. The Workers' member of Greece considered the right to old-age benefit as the workers' due in that it represented a deferred wage paid to them upon their retirement. The pertinence and topicality of systems for old-age protection in developing countries were also stressed. The Government member of Nigeria noted, in particular, that following the disintegration of the extended family system, many adults had ceased to live with their parents; the latter were subsequently obliged to fulfil their own needs themselves and required financial assistance in the form of pensions.

59. The Workers' members, while stressing that it was first for Governments to ensure a decent standard of living for the elderly, stressed the duty of solidarity which workers and employers should respect since the real danger in this field was that of individualism. In this respect, they saw a perfect illustration of tripartism in old-age pension benefits financed by employers' and workers' contributions as well as by fiscal resources. The Employers' members also considered that while State intervention in old-age protection was necessary, solidarity should coexist with self-responsibility.

60. The Government member of Bulgaria indicated that old-age protection went beyond the scope of the application of the instruments discussed in the general survey of the Committee of Experts. It affected numerous other questions which the ILO should look at, such as social services, the suppression of social alienation factors and the improvement in health services. The question of medical care of the elderly was also raised. In particular, the Workers' member of Chile recalled the desperate situation of many pensioners in his country and stressed the need to grant the elderly the right to medical benefits.

61. The Committee expressed its concern at the relatively poor number of ratifications registered for Conventions No. 102 and 128 (32 and 14, respectively). The Workers' members stated that, although convention No. 102 had been ratified by 11 countries of the European communities, only two of their members were bound by Convention No. 128. They hoped that the Committee of Experts' general survey would be able to give new impetus to ratification, as had been the case after the 1961 general survey. Conventions Nos. 102 and 128 contained numerous flexibility clauses which should be better known thanks to the survey. In this respect, the Employers' members wondered whether the opportunities for flexibility provided by these instruments were really sufficient. In addition, after noting that the Committee of Experts had considered that certain difficulties mentioned by States in their reports were purely formal

obstacles, they highlighted the need to launch an information campaign to overcome them and to encourage intensive co-operation between the Office and the States involved. They also indicated that the relatively low number of ratifications should not be imputed uniquely to the ill will of governments in that old-age protection schemes existed in countries which had not ratified the Conventions. The Government member of Iraq indicated that his country had no difficulty in applying the Conventions on social security in so far as they concerned old-age or invalidity benefits. The Government member of Spain stressed the complexity of the social security instruments and pointed out that, while the Committee of Experts' survey allowed some doubts to be dissipated, the question of the conformity of provisions of Spanish legislation concerning the suspension of benefits still required certain clarifications. In the opinion of the Government member of the United States, his country's legislation gave full effect to Conventions Nos. 102 and 128. The Government member of Nigeria, for his part, highlighted economic, financial and administrative difficulties.

62. Several members requested explanations on the situation in their country concerning ratification prospects for Conventions No. 102 and 128. The Government member of Czechoslovakia stated that when preparing its report under article 19 of the Constitution, his Government had realised that ratification of these Conventions was possible given the flexibility clauses contained in them and that it was very likely that ratification would be approved during the second half of the year. The Government member of Nigeria indicated that his Government would consider ratification of the two Conventions once the conversion of the national provident fund into a social security scheme – which was currently under study – would be completed. The Workers' member of the USSR explained that his country was engaged in the regular ratification procedure and indicated that the adoption in two to three years' time of the new law on pensions – in which the unions were actively collaboration – should enable Conventions Nos. 102 and 128 to be ratified. Finally, the Government member of Denmark stated that, although the general survey had not been able to dissipate certain concerns held by his country, he was prepared to request his Government to look at the matter again. In addition, several speakers, including the Government members of Denmark, Iraq, Spain, Sweden and the United States as well as the Workers' members of Byelorussian SSR, Chile, China, Pakistan, Spain, Ukrainian SSR and the USSR, supplied information on national legislation and practice as regarded old-age protection.

Incidence of economic and demographic factors

63. The Committee devoted a large part of its discussion to economic and demographic problems which affected the financing of social security schemes. It was recognised that social security schemes in many countries were starting to feel financial imbalance due to, on the one hand, the increase in burdens following from inflation and the ageing of the population, and, on the other hand, the reduction of resources for social security following increased unemployment and the economic crisis.

64. Referring to the general conclusions of the Committee of Experts, the majority of speakers stressed the impact of the economic situation on the development of social security programmes and on their financing. The economic crisis, unemployment, underdevelopment and inflation were mentioned as major obstacles to the implementation of Conventions Nos. 102 and 128. The Workers' members recalled that the creation of social security schemes and the financing of old-age benefit required major resources; in certain developing countries as well, it was understood that in the hierarchy of priorities, social security came immediately after satisfaction of the population's basic needs. But even in industrialised countries, the economic crisis had had negative repercussions on the level of old-age benefit, for it was politically easier to reduce the protection of non-active workers than to reduce the wages of the working population. The Workers' member of Liberia considered that, despite the enormity of the problems encountered by developing countries, it was necessary to commence action in this area. The Employers' members stressed that the prosperity of the economy was a determining factor for ensuring adequate old-age protection. They also indicated that periods of economic recovery and recession always had positive or negative repercussions at the social level. Whatever the old-age protection scheme, the active population should find the necessary means of ensuring its financing.

65. The Workers' member of the Ukrainian SSR recalled one particularly worrying point raised by the Committee of Experts. The economic situation of many countries, especially in the developing countries beset by external debt, had brought about major reductions in the resources allocated to social programmes and pensions. In this respect, several speakers insisted on the need for better respect for and integration of the social factor in economic policies. The Government member of Senegal pointed to the negative effects of structural adjustment policies on social security schemes and old-age benefit in particular. In numerous developing countries, indebtedness, which was a consequence of poverty, had necessitated the adoption of policies which did not always take account of the social dimension and the long-term consequences. She stressed that such policies could only be effective if the "social security variable" was taken into account, so that there was a real human dimension in adjustment policies. The Government member of Bulgaria stated that the improvement of old-age protection was directly linked to the problems of economic recovery which were discussed in the report presented this year to the Conference by the Director-General of the ILO. The ILO therefore had to give more sustained assistance so that the aspirations of countries to economic development did not overshadow the need to resolve social problems. In the same vein, the Workers' member of Liberia referred to the importance of looking at social security as a first priority in the framework of economic development programmes.

66. Discussion also took place in the Committee on demographic changes and, more particularly, on the ageing of the population as well as the problems arising from this for the financing of pension schemes. The decrease in the birth rate noted in numerous industrialised countries, as well as a period of

often shorter activity, reduced the number of active workers, whereas the longer life expectancy involved an extension of the period of payment of old-age pensions. On the contrary, as the Workers' and Employers' members pointed out, in developing countries the very high proportion of young persons raised quite different questions concerning employment and the struggle against poverty.

67. The Employers' members stressed the fact that the difficulties facing old-age protection schemes could only be overcome by a whole set of measures. In addition, they considered it a little strange that the Committee of Experts attributed these difficulties mainly to external economic factors whereas the overall social policy, including old-age protection, was an integral part of the national economic and social situation in a country. The Government member of Denmark considered that people were currently becoming more sensitised to the need to complement through savings the pensions that they would receive upon retirement, even if there was a certain scepticism towards saving because of monetary erosion. He recognised, however, that it was not easy to convince the workers of this when they only received a small salary.

68. Whatever the solutions adopted, the Workers' members insisted that the elderly should not be the victims of any reorganisation concerning the financing of their retirement. They also launched a warning against certain dangerous tendencies such as the development of private insurance plans which provided advantages to certain categories of workers. The Employers' members stated that the question of old-age benefits involved long-term obligations and, for the individual, an entire life's planning. It was therefore essential for workers and employers – who bore the main share of the costs of pension systems – to have the necessary information sufficiently in advance.

Maintenance of the purchasing power of benefits

69. The discussion in the Committee put an accent on the dramatic effects of inflation on pensioners' budgets. The Government member of Senegal highlighted the need to adopt urgent measures in this area. The Workers' members insisted on the priority of envisaging adjustment machinery for pensions that would be effective. It was in fact indispensable that means be found to protect the purchasing power of pensioners since no pension scheme would be able to fulfil its long-term objectives if the increase in the cost of living and in the standard of living, in general, was not taken into account. In this respect, the Workers' member of the United Kingdom stressed that, in practice, it was preferable to opt for a lower benefit, the amount of which was guaranteed in the face of inflation, than an apparently better pension in the short term which would be subsequently eroded by inflation. The Employers' members considered that the need to adjust benefits was recognised by everyone although the most appropriate solution had not been found. Pensions, as well as wages, could appear to be protected to some extent by indexation, but this was not genuine protection against inflation to the extent that it created an inflationist mentality. Other measures were necessary to strangle inflation, such as increased productivity through technological innovation and investment, as well as the develop-

ment of training. While admitting that indexation was not in itself a solution to inflation, the Workers' member of the United Kingdom recalled that, by contributing to social security, workers postponed for the moment the purchase of goods and services which they might have been able to acquire earlier; it would therefore be unfair, and even fraudulent, to make them bear the consequences of a depreciation in the value of money.

Scope of the instruments

70. The Committee agreed upon the need to pursue efforts to increase the number of workers covered by social insurance. The general survey of the Committee of Experts showed that, in a good number of countries, certain categories of workers such as independent workers, agricultural workers, home workers, occasional, seasonal and temporary workers, did not enjoy any protection. In addition, in numerous developing countries, public sector workers were the only ones to receive old-age benefit. In this context, the Government member of Senegal pointed out that the development of the informal sector and independent work contributed to a reduction in the resources at the disposal of social security institutions and deprived workers in these sectors of protection at the end of their careers. The situation of elderly workers in agriculture in most developing countries and certain industrialised countries was considered to be particularly worrying. The Workers' member of Greece considered that this question should be one of the preoccupations of the ILO. The Employers' members observed that progress in this field was slow and hoped for the progressive extension of social protection.

Pensionable age and other pension requirements

71. The question of fixing a fair pensionable age was the subject of a certain number of interventions. The Employers' members insisted on the need to take account of its impact on employment and on the financing of pension schemes. While subscribing to the Committee of Experts' opinion that the pensionable age should not become merely an instrument of employment policy, they considered that account had to be taken of the relationship between the two; the burdens had to be spread judiciously between the active population, the unemployed and the pensioners in order to achieve an appropriate balance between them. The Government member of Denmark indicated that, in his country, the age at which workers took retirement was below the legal pensionable age. While one of the possible responses to this phenomenon would be to lower the retirement age, he considered it more likely that the trend would be in the opposite direction, this being partly explained by demographic changes and partly by the fact that society could not afford to waste the talents of older workers.

72. The Employers' members referred to various ways of applying flexibility to the pensionable age introduced in different legislation and indicated that these new possibilities should not be considered as a means of reducing unemployment, but rather as an extension of the individual's self-determination. This greater freedom to choose the age when a worker can retire also implied the acceptance of financial conse-

quences, namely, the increase or reduction in old-age benefit depending on the retirement age.

73. Several speakers referred to the situation of workers who did not fulfil the minimum contribution conditions or insurance contributions required by law in order to receive old-age benefit. The Government member of Senegal considered this problem particularly worrying for part-time workers or workers holding fixed-term contracts whose old-age benefit was often highly inadequate, or even non-existent, when it was of a contributory nature calculated on the basis of the level of remuneration and the length of employment. She considered that the ILO should urgently examine this type of contract. The Workers' member of Spain mentioned similar problems facing certain categories of workers – youth in particular – who were often forced to accept employment contracts which did not involve social security. In this regard, he stressed the importance of having minimum pensions for workers who could not complete the employment period required by the law.

74. The Workers' member of Spain also expressed the hope that the Committee of Experts would be able to reflect further on the maintenance of rights in the course of acquisition. In this regard, the Government member of the United States referred to measures taken in his country to strengthen co-ordination between the national social security scheme and the federal pension programme, on the one hand, and private insurance bodies, on the other hand, so as to facilitate the labour mobility of workers.

Equality of treatment

75. Many members spoke of the social security situation of migrant workers. The Workers' members pointed out that foreign workers were, in the field of old-age benefit, subjected to at times extremely different treatment to that enjoyed by nationals. In this regard, the Workers' member of Pakistan noted that foreign workers contributed to the well-being of society and that they should consequently benefit from the social protection scheme established by the State just as other workers did. He welcomed the comprehensive measures adopted within the European Communities to ensure the protection of migrant workers and expressed the hope that other host countries would do the same. The Workers' member of Greece regretted that the general survey of the Committee of Experts merely touched upon the situation of migrant workers. He observed that workers who were not covered by multi- or bilateral social security agreements were often deprived of their pension when they returned to their country of origin and that even workers protected by such agreements faced administrative difficulties leading to delays in the payment of their pensions. He hoped that the Committee of Experts would be able to give more thought to the subject and would make recommendations on these problems. In this connection, however, it had to be noted that the Committee of Experts had undertaken in 1977 a general survey on equality of treatment between nationals and foreigners in the field of social security during its examination of reports due under article 19 of the Constitution on Convention No. 118.

76. Several speakers also raised the question of equalising the pensionable age for women and for

men, since the examination of national legislation had shown that this age was often lower for women. The Employers' members considered that the controversy on this subject would lose its importance in so far as workers were to enjoy greater freedom to decide the age when they would retire. The Government member of Sweden recalled that the Committee of Experts in 1985 had suggested that it would be appropriate to consider the adoption of international standards on equal treatment for men and women in social security matters. Now this question was among the items proposed for discussion by the Governing Body at its forthcoming November Session when it was to decide on the agenda of the 1991 International Labour Conference. She expressed her Government's support for the inclusion of this question on the agenda of a future session of the Conference. The Workers' members expressed the wish that the discussion to take place in the Governing Body with a view to the possible adoption by the Conference of new standards on this subject would not be limited just to the question of equalising the pensionable age. In this respect, the Committee was informed by the representative of the Secretary-General that the possibility of a new instrument on equality of treatment between men and women in social security matters, which was proposed for discussion by the Governing Body at its forthcoming November Session, was aimed at eliminating both direct and indirect discrimination in social security, and not only the inequalities existing with respect to the pensionable age.

Technical assistance, information and studies

77. The discussion which took place in the Committee brought out the need for the Office to continue to supply to developing countries, in particular, as intense technical assistance as possible. As had been stressed by the general survey of the Committee of Experts, the creation of social security schemes or their improvement had been helped by the technical assistance and advice provided by the Office to governments which had requested it.

78. The Workers' member of China indicated that extensive reforms had recently been undertaken regarding economic restructuring and social security and that the concrete assistance of the symposia carried out by the Office had been of the greatest usefulness to workers in this regard. The Government member of the United States referred to paragraphs 21 to 25 of the survey which described the technical co-operation, studies and research conducted by the Office and he welcomed the assistance provided by the Office experts particularly in relation to the adoption of guide-lines and of social security legislation, the publication of actuarial studies, the organisation of seminars and courses, as well as the exchange of experience and information through publications and research projects on current issues. He stressed that the link existing between the ILO's technical co-operation and standard-setting action constituted a responsible and co-operative approach to the renewing of national practices under ILO instruments. The Worker member of Pakistan recalled that the low percentage of protected persons and high unemployment were factors preventing the ratification of the Conventions in developing countries, and he high-

lighted the valuable assistance that the Office could give towards improving the methods and functioning of social security institutions. The Worker member of the United Kingdom pointed to the considerable efforts made by the Office to help governments in setting up pension schemes. He considered that the assistance provided by the Office should be aimed at setting up a framework capable of expanding in conjunction with developments in the country's economy. The Office had to tailor its advice to the needs of countries, to their stage of development and to their future prospects, as well as to their current means. The Worker member of Liberia referred to the sending of an expert by the International Confederation of Free Unions (ICFTU), which had enabled major progress to be made in this field. Certain members referred to the importance of governments having up-to-date and reliable statistical information which was absolutely indispensable for the organisation and operation of social security schemes. That was why the Workers' member of the United Kingdom thought that the Office should also help governments to set up or improve effective statistical systems.

79. The Government member of Bulgaria insisted on the fact that problems of comparing old-age benefit with changing economic circumstances required the ILO to carry out a systemisation of practice in the different States in this area. He considered that it was desirable that these questions be examined from a practical point of view in co-operation with other international organisations. The Workers' member of the USSR stated that, in his country, the measures taken to increase the level of the minimum old-age pension to the level of the minimum wage, together with the drafting of the bill on pensions, needed in-depth studies, especially as regarded the experience of other industrialised countries and the co-operation of the ILO.

80. The Committee was convinced that the general survey of the Committee of Experts was extremely useful. It also welcomed the particularly constructive exchange of views which had taken place between its members. The discussion had shown that there was general agreement regarding the importance of the role of social security and pension schemes in particular, even though a broad range of approaches was possible in the search for solutions and although one sole system did not apply. On several occasions, accent had been placed on the need to ensure for everyone a decent old age benefit which would take account of developments in the cost of living. Such an objective was the most basic concern of social justice; beyond the responsibility of social security institutions, the whole collectivity should be sensitised to the need to give pensioners a fair share of what they had given to society when they had been part of the working population. In addition, the Committee noted with interest that the general survey would receive the widest possible distribution among member States, representative employers' and workers' organisations at both the international and national levels, as well as in universities and social security institutions. It also noted that the suggestions and proposals made during this discussion would be transmitted to the Department of Social Security of the Office. In conclusion, the Committee expressed the hope that the general survey of the Committee of Experts and the

discussion would contribute to the improvement of the protection of the elderly by mobilising all forces at the international and national levels.

D. Report on the Fifth Session of the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers

81. The representative of the Director-General of the United Nations Economic, Social and Cultural Organisation (UNESCO) said that the issues pertaining to improvements in the professionalism required of teachers, which concerned primarily UNESCO, had to be considered in relation to the working conditions of teachers, which fell within the fields of competence of the ILO. The report of the Joint Committee would be submitted to the Committee on Conventions and Recommendations of UNESCO's Executive Board at its 132nd Session, scheduled for September 1989. The Director-General of UNESCO had incorporated many of its suggestions for actions in the proposed programme and budget for UNESCO for 1990-91, which would be examined by the General Conference of UNESCO in October-November 1989. At a time when UNESCO was planning to launch International Literacy Year, and to organise, in collaboration with the World Bank, UNICEF and the UNDP, a World Conference on Education for All, the report of the Joint Committee was indeed very timely. The Joint Committee's comments regarding the allegation received from a teachers' organisation in the Netherlands would be examined by UNESCO's Committee on Conventions and Recommendations. UNESCO shared the Joint Committee's concerns over the perceived decline in the quality of education, and the interlinkage that this had with the status accorded to teachers, who were an important factor in the development process.

82. More and more countries were resorting to the development of educational policies and plans, long, medium and short term, but UNESCO recognised the need to further encourage countries, particularly the poor countries, to develop such plans, and sustainable strategies of action consonant with overall development policies. Despite progress in the requirements for admission to teacher preparation programmes, there was a crisis in teaching as seen from the growing numbers of illiterates in the world today, and the growing numbers of underemployed and unemployed. UNESCO concurred with the Joint Committee's conclusions that the content of training programmes and the facilities accorded to teachers and learners had to be improved, and the participation of women teachers in technical and vocational education had to be increased to promote the currently inadequate enrolment of girls in this crucial area. UNESCO would encourage governments to include representatives of teachers' organisations in the conceptualisation and elaboration of educational policies as well as in the implementation and the evaluation of policies, plans and strategies of actions bearing on education and the status of teachers. UNESCO also supported the Joint Committee's conclusions regarding the need for better preparation of teachers and teacher educators. It emphasised, in its draft third medium-term plan, the development of relevant in-

service and continuing education, as well as the training of teachers and teacher educators in pedagogical skills. It had also encouraged education and training authorities to pay more attention to research, experimentation and evaluation. UNESCO had also taken note of the Joint Committee's suggestion that actions relating to early childhood education should be encouraged and that there should be concerted action by all parties to stimulate interest in developing better services for pre-school children. UNESCO hoped to undertake the various actions proposed by the Joint Committee, if budgetary allocations were available. These actions would be undertaken with the collaboration of intergovernmental institutions, with the ILO and with non-governmental organisations, particularly those of the teaching profession (the IFFTU, the WCOTP, the WCT and the FISE).

83. Referring to the Joint Committee's proposal to undertake a study on international standards adopted after the 1966 Recommendation which apply to teachers, she said that UNESCO had already carried out such a study. It was hoped that the ILO would now undertake a similar study and that a joint brochure on the outcome could be made available to member States and bodies interested in improving the status of teachers. The Director-General of UNESCO attached great importance to the valuable contribution that the Joint Committee made in carrying out its task of monitoring the progress made by member States in the implementation of a very important normative instrument bearing on the professionalism as well as on the working conditions of teachers. UNESCO would therefore continue to co-operate with the ILO in inciting governments to provide teachers with the necessary material conditions and social status that were commensurate with their important role in society.

84. The Employer' members acknowledged the great importance of these issues and expressed their gratitude for the report of the Joint ILO/UNESCO Committee of Experts. They fully supported the call for more complete information on the situation of teachers throughout the world, since reliable empirical data was the necessary basis for formulating further measures and recommendations. In every society, development depended upon the quality of teachers and they had no doubt that the status of teachers was of crucial importance. Education and training were more important than ever as they were closely connected to the world of work; there was therefore an even greater need for qualified teachers who could impart not only the subject-matter but also a desire to learn. Qualifications and status were of course intertwined; the recognition given by society to teachers determined their status. The Employers' members thought that the report of the Joint Committee had dealt with very important matters and that it contained possible solutions for solving problems. They supported the proposals for further studies made by the Joint Committee.

85. The Workers' members inquired about the composition of the Joint Committee of Experts, its mandate, the work it performed and the possibility of presenting complaints or observations in relation to the content of the Recommendation. The lack of prestige, discrimination, deterioration of conditions and denial of rights which teachers were facing was

all the more a source of concern because of the necessity to promote teaching in order to stimulate economic and social development. The status of teachers should be in line with the loftiness of their task and of their vocation. The means had to be found to follow up the outstanding study that the Joint Committee's report represented; it was regrettable that not enough governments had participated in its preparation. The Workers' members highlighted the double role of teachers' organisations: the quality of teaching and the defence of occupational interests. The Workers' member of Pakistan noted that in many Third World countries the illiteracy rate was growing and a sufficient percentage of the GNP was not being allocated to the educational sector. Teachers deserved more support, be that in the public or the private sector. There should be continuing job enrichment and participation of teachers as workers in decision-making which would enhance job satisfaction. The right of teachers to strike, which was derived from Convention No. 87, and the right to collective bargaining did not conflict with the overall public interest. The Workers' member of Senegal, citing strikes by teachers but also consultations between the government and teachers' unions in his country, contended that it was necessary to avoid the isolation of the teachers' union movement from the national or international workers' movement. In conclusion, the Workers' members referred to the possibility of drawing up Conventions or Recommendations concerning this very specific category of workers, teachers.

86. The Workers' member of the Netherlands, referring to the allegation annexed to the Joint Committee's report, welcomed the fact that an organisation of teachers had availed itself of the opportunity to lodge such a complaint, yet he wondered what would be the practical follow-up to a complaint based on a non-binding instrument. The ILO was the most appropriate body to deal with the increasing number of very serious cases involving severe violations of teachers' trade union rights, discrimination in the teaching profession, and so on. Although the competence of UNESCO in the case of many other aspects related to the status of teachers was not doubted, the question remained whether UNESCO was the most appropriate body to deal with the working conditions of teachers. The fact that the ILO was going to pay greater attention to these matters, through the newly instituted machinery, was to be welcomed. It hopefully would provide the ILO with practical and broadly accorded ideas for possible ILO instruments relating to the work of teachers throughout the world.

87. The representative of the International Federation of Free Teachers Unions, noting that the conditions of teachers had to be placed in the framework of a more general discussion on ways of promoting economic recovery and employment, cited the financial situation and indebtedness of many developing countries as an additional obstacle to the Recommendations's application. The Recommendation was an important tool but it did not provide a maximum guarantee as it was not an instrument that placed legal constraints on governments. Among other things, the ILO should consider preparing a general survey on the standards applicable to teachers. The representative of the World Confederation of Organisations

ations of the Teaching Profession, pointing out gaps in the otherwise excellent reporting of the Joint Committee, highlighted the deterioration in the status of the teaching profession throughout the world, owing in part to policies of structural adjustment, and the effects of extending the principles of new liberalism to the educational system. This had resulted in the degradation in conditions of work, employment, remuneration and a deprofessionalisation of the sector, causing teachers to leave the profession prematurely or to exercise it in parallel with other jobs. Repression and even assassinations, as well as interference in the internal affairs of teacher unions, further constituted ways of silencing teachers' demands. Not only the future of teachers was involved, but also the future of youth and therefore of nations was at stake. He regretted the absence of teachers' organisations in the Joint Committee. The representative of the World Federation of Trade Unions associated himself with the analysis and conclusions of the representatives of the international teacher's organisations as to the serious effect on teachers of reductions in public spending, including massive reductions in teacher positions, salaries and cutbacks in their professional training. Restrictive or privatisation policies would create structural imbalance more dramatic than the balance of the debts of the countries concerned. To sacrifice teachers was the equivalent of sacrificing youth and therefore, the future. The supervisory machinery of the Recommendation was not entirely satisfactory and the present Committee's examination of the Joint Committee's report could improve the implementation of its conclusions.

88. The representatives of the international teachers' and trade union organisations reiterated their views that workers in education should benefit from full freedom of association as did other workers in accordance with ILO standards, notably Conventions Nos. 87, 98 and 151, in addition to the Recommendation of 1966. They welcomed the recent decisions of the ILO's Governing Body to convene a joint meeting on teachers in 1991 and to institute a standing committee on teachers' problems. They further called upon the ILO to complement the existing Recommendation by the adoption of one or more Conventions specifically related to teachers.

89. The Government member of Japan paid tribute to the quality of the Joint Committee's report and agreed that the recruitment of excellent teachers should be given the highest priority in education policies, and he gave evidence of the situation prevailing in Japan. He stressed the importance of granting teachers the best salaries and conditions in the public service. His Government supported the two topical areas which the Joint Committee recommended for in-depth study: the continuing education of teachers; and stress, burn-out, turnover and difficulties in the exercise of the profession. His Government also supported the proposal that the dissemination of information on the 1966 Recommendation should be given a high priority, but it could not support the view that teachers who were public service employees should have the right to strike. He recalled that in the report of the intergovernmental conference which adopted in 1966 Recommendation, several countries had indicated their view, in cases where there were adequate alternative or compensatory measures available, paragraph 84 of the Recommendation would be con-

strued so that the right to strike was not conferred on teachers who were public service employees.

90. The representative of the Secretary-General noted that, subject to a more in-depth study, the majority of international labour Conventions applied to teaching personnel, particularly the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Labour Relations (Public Service) Convention, 1978 (No. 151). The ILO's supervisory bodies had clearly stated that teachers should enjoy the right to organise, the right to associate with organisations of their own choosing, the right to strike and the right to bargain collectively; in particular, the Committee on Freedom of Association had decided that teachers were not to be an essential service under ILO standards. The suggestions concerning the adoption of a Convention on the conditions of work and employment of teachers, and the desire to incorporate teachers' organisations more closely in the workings of the supervisory machinery for the application of the 1966 Recommendation were being discussed in consultation with UNESCO. The Committee, thanks to its discussions, had perfectly carried out the mission assigned to it.

E. Compliance with specific obligations

91. The Committee decided that, in examining individual cases relating to compliance by States with their obligations under or relating to international labour standards, it would follow the same working methods and apply the same criteria as last year, as amended or clarified in 1980 and 1987.

Submission of Conventions and Recommendations to the competent authorities

92. In accordance with its terms of reference, the Committee considered the manner in which effect was given to article 19, paragraphs 5 to 7, of the ILO Constitution. These provisions required member States within 12 months, or exceptionally 18 months, from the closing of each session of the Conference to submit the Convention and Recommendations adopted at that session to "the authority or authorities within whose competence the matter lies, or the enactment of legislation or other action", and to inform the Director-General of the ILO of the measures taken to that end, with particulars of the authority or authorities regarded as competent.

93. The Committee noted from the report of the Committee of Experts that considerable efforts had been made in a number of countries in the fulfilment of their obligations in regard to submission, namely Angola, Brazil, Ghana and Nepal. In the course of its session, the Committee was informed by various other States of measures taken to bring Conventions and Recommendations before the competent national authorities. It welcomed the progress which had been achieved, and expressed the hope that improvements would occur in countries that still experienced difficulties in complying with their obligations.

Failure to submit

94. The Committee noted with regret that no indication was available that steps had been taken to sub-

mit the Conventions and Recommendations adopted during the 67th and 74th Sessions of the Conference (1981 and 1986), to the competent authorities, in accordance with article 19 of the Constitution, by Grenada, Haiti, Islamic Republic of Iran, Papua New Guinea, Philippines, Saint Lucia, Seychelles, Sierra Leone and Suriname.

Supply of reports on ratified Conventions

95. The Workers' and Employers' members and many Government members expressed their concern at difficulties still being encountered by some governments in complying with their obligation to report on the application of ratified Conventions. Only 9 per cent of the reports due had been received by the date fixed by the Governing Body (9.5 per cent in 1988). By the date of the meeting of the Committee of Experts, however, this percentage had risen to 74.7, which represented a decrease compared to 1986, 1987 and 1988 (for which the figures were 79.2, 78.7 and 78.4 per cent respectively). Since then further reports have been received, bringing the figure to 84.4 per cent (as compared to 86 per cent in 1988 and 87.1 per cent in 1987).

96. This year, 63 per cent of the reports for which information on practical information had been requested contained such information, which represented a considerable increase over previous years (46 per cent in 1988, 53 per cent in 1987 and 52 per cent in 1986). The Workers' and Employers' members emphasised the importance of sending such information, since without it, it was impossible to know if a Convention was being applied.

97. It was recognised that shortcomings in complying with the reporting obligations were often due to a shortage of staff having the requisite knowledge and experience, particularly in developing countries. This underlined the importance of training measures and assistance by the International Labour Office, to which reference has been made earlier in this report. (See also paragraphs 44 to 46 above.)

Failure to supply reports and information on the application of ratified Conventions

98. The Committee noted with regret that no report on ratified Conventions had been supplied for the past two years by Cape Verde.

99. The Committee also noted with regret that the first report on ratified Conventions had not been supplied since 1986 by Jamaica (Convention No. 149). It stressed the special importance of first reports, on the basis of which the Committee of Experts could make its evaluation of compliance with the Conventions.

100. In this year's report, the Committee of Experts had noted that 30 governments had not communicated replies to most or all of the observations and direct requests relating to Conventions on which reports were due for examination this year, involving a total of 177 cases (compared with 224 cases last year and 185 two years ago). It was, however, informed that, since the meeting of the Committee of Experts, 14 of the governments concerned had sent replies which would be examined by the Committee of Experts next year.

101. The Committee noted with regret, however, that no information had yet been received regarding all or most of the observations and direct requests of the Committee of Experts to which replies were requested for the period ending 30 June 1988 from the following countries: Bahamas, Cape Verde, Denmark (Faeroe Islands, Greenland), Grenada, Jamaica, Lebanon, Madagascar, Mauritania, Mauritius, New Zealand (Niue Island), Papua New Guinea, Seychelles, Sierra Leone.

102. The Committee noted the explanations provided by the governments of the following countries concerning difficulties encountered in discharging their obligations: Denmark (Greenland, Faeroe Islands, administrative difficulties), Grenada (administrative difficulties), Haiti (political and administrative difficulties), Islamic Republic of Iran (technical and administrative difficulties), Jamaica (administrative and technical difficulties), Lebanon (state of war), Mauritius (administrative difficulties), New Zealand (Niue Island, communication difficulties), Papua New Guinea (technical and administrative difficulties), Sierra Leone (administrative difficulties), Suriname (political and administrative difficulties), Uganda (administrative difficulties). (Details of these explanations appear in the reports of the discussions of these cases, in Part Two of this report.)

Application of ratified Conventions

103. The Committee noted with particular interest the steps that had been taken by a certain number of governments to ensure compliance with ratified Conventions. This year, the Committee of Experts had been able to list, in paragraph 94 of its report, new cases in which governments had made changes to their law and practice following comments it had made concerning the degree of conformity of national legislation or practice with the provisions of a ratified Convention. There were 46 such cases, relating to 29 States and 3 non-metropolitan territories from all regions of the world having different social and economic systems. Almost 1,800 cases of progress have been recorded since the Committee of Experts began listing these cases in its report in 1964. These results are a tangible proof of the effectiveness of the supervisory system.

104. In the course of the present session, the Conference Committee was informed of a certain number of other instances in which measures had recently been taken or were about to be adopted by governments with a view to ensuring the implementation of ratified Conventions. While it was left to the Committee of Experts to examine these measures, the Conference committee welcomed these renewed signs of the efforts made by governments to comply with their international obligations and to act upon the comments of the supervisory bodies.

105. The Committee thought it appropriate to draw the attention of the Conference to a number of important cases which it had considered.

Cases of progress

106. The Committee noted with satisfaction that in a number of cases governments have introduced changes in their law and practice in order to eliminate divergencies previously discussed by the Committee.

In this respect, it referred to the report of the Committee of Experts and the discussion of individual cases which appears in Part Two of this report.

Special cases

107. The Committee considered it appropriate to draw the attention of the Conference to the discussions it had had regarding the cases mentioned in the following paragraphs, the full record of which will be found in Part Two of this report.

108. As regarded the application by the Central African Republic of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee took note of the explanations and information provided by the Government representative and of the discussion which had taken place in the Committee. The Committee noted with regret that the Government had not yet followed up on the promises it had made in 1986, 1987 and 1988 to receive a direct contacts mission. The Committee, while noting that certain divergencies in relation to provisions of the Convention had been eliminated in law and in practice, stated its concern over the imposition, by means of a new trade union Act, of a single trade union structure. The Committee expressed the hope that the Government would swiftly take all steps necessary to eliminate the serious and important divergences which still remained and to ensure full conformity with the Convention in the legislation and in practice. It hoped the Government would be able to report definite and substantive progress next year.

109. As regarded the application by Colombia of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee took note of the information supplied by the Government representative and the detailed discussions which had taken place within the Committee. The Committee noted with profound concern the comments made by the Committee of Experts, which spoke of the persistence of a number of grave divergencies between, on the one hand, law and practice and, on the other hand, the provisions of the Convention. It recalled in this respect the questions that had been raised by the Committee of Experts over many years. The Committee took note with interest of the report of the direct contacts mission that had travelled to Colombia in September 1988 and of the grave concern and recommendations of the Committee on Freedom of Association. The Committee requested the Government to take all necessary measures to bring the law and practice fully into line with the requirements of the Convention, *inter alia*, in attempting to reintroduce a situation propitious to the re-establishment of civil liberties and accordingly freedom of association, and to guarantee the physical safety of trade unionists. The Committee decided to request the Government to hold tripartite consultations and reminded it of the possibility of having resort to the ILO's assistance. The Committee expressed the firm hope that the Government would be able to report next year on substantial progress achieved in this field in view of the importance and gravity of the situation.

110. As regarded the application by the Dominican Republic of the Protection of Wages Convention, 1949 (No. 95) and the Abolition of Forced Labour

Convention, 1957 (No. 105), the Committee took note of the information provided by the Government representative and of the extensive discussion which had taken place. The Committee, taking note of the direct contacts which took place in October 1988, expressed its extreme concern over the situation of Haitian workers. It regretted that once again no government report had been received and that the Government representative had merely provided some information in regard to labour inspection and minimum wages. The Committee stressed that there had been no progress, either in legislation or in practice, on essential points raised over a number of years by the Commission of Inquiry, the Committee of Experts and the Conference Committee. The Committee further noted that the Dominican Republic had requested ILO assistance in order to ensure the application of the Conventions in both its legislation and practice. In this regard, the Committee considered that special efforts were called for so that the ILO could, as from the next harvest, verify the situation and ascertain on the spot that improvements which had been promised but were still awaited had in fact been made. It insisted upon the need for the Government to take the necessary measures the implementation of which should be verified in practice. The Committee also noted that the Government had requested ILO assistance in drawing up an agreement with Haiti concerning the migration of workers. The Committee trusted that any agreement drawn up with ILO assistance would particularly heed the comments of the supervisory bodies. The Committee also trusted that, whether or not such an agreement was concluded, the Government of the Dominican Republic would, without delay, take the measures necessary to give full effect to the comments made by the ILO supervisory bodies.

111. As regarded the application by Ecuador of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee took note of the information provided by the Government representative. The Committee recalled that the direct contacts mission of 1985 had, in agreement with the Government, prepared draft amendments designed to remove a serious divergence between the legislation and the provisions of the Convention and to give effect to the comments of the Committee of Experts. The Committee welcomed the fact that the draft legislation would be transmitted for examination by the Committee of Experts and expressed the hope that these drafts contained solutions to the existing difficulties and divergences with the Convention. The Committee took note of the assurances provided by the Government that these draft amendments would be implemented as soon as possible in order to bring the legislation into conformity with the Convention. The Committee expressed the hope that the Government would be in a position to show proof of progress in the application of the Conventions by next year. As for the application by Ecuador of the Abolition of Forced Labour Convention, 1957 (No. 105), the Committee took note of the information provided by the Government representative, and the discussion that took place in the Committee. It noted that at the time of the meeting of the Committee of Experts the report of the Government had not been received. Consequently, the Committee of Experts had merely been in a posi-

tion to recall its previous conclusions. The Committee, for its part, noted with concern that only certain measures had been taken to ensure conformity in law and in practice with the provisions contained in the Convention, and in this respect it expressed the firm hope that the Government would take, without any delay, the necessary measures in order to bring its law and practice into conformity with the Convention. The Committee hoped that it would be able to take note of substantial and real progress in the near future.

112. As regarded the application by Romania of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Committee took note of the oral and written information supplied by the Government and of the discussion which took place in the Committee. The Committee noted with great concern that the Committee of Experts' observations noted the persistence of serious divergences between, on the one hand, the law and practice and, on the other hand, the provisions of the Convention particularly as concerned political opinion and social origin. The Committee also noted the worrying allegations and information on the situation regarding national extraction. It expressed the firm hope that the Government would take in the very near future all the measures necessary to ensure full respect for the Convention and that these measures would take into account the Committee of Experts' observations. The Committee requested the Government to accept a study mission to establish the facts and report back to the Committee of Experts. In addition, it requested the Government to provide the Committee of Experts with the detailed information it had requested. The Committee strongly hoped that it would be able to note, in the near future, real and appreciable progress in the application, both in law and in practice, of the Convention.

113. As regarded the application by Turkey of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Committee took note of the information given by the Government representative and the various opinions and comments expressed during the discussion. The Committee noted the conclusions of the Committee of Experts, according to which there existed, both in law and in practice, profound divergences concerning the full application of the Convention. The Committee expressed the firm hope that the contemplated revision of certain sections of Martial Law No. 1402 would duly take into account the observations of the supervisory bodies of the ILO and would thus make it possible for the Government to continue its efforts so that the measures intended to ensure state security would be defined and delimited in such a way that they would no longer lead to any discrimination based on political opinions. The Committee trusted that in the near future the Government would communicate all the information requested so as to enable the Committee to be assured that the application of the Convention and real progress were achieved.

114. The Committee trusted that the governments concerned would take all the measures necessary to correct the deficiencies noted and invited them to use appropriate forms of ILO assistance, including direct contacts, to ensure that real progress would be achieved by next year in regard to the observance of

their obligations under the ILO Constitution and the Conventions in question.

Continued failure to implement

115. The Committee recalls that its working methods provide for the listing of cases of continued failure over several years to eliminate serious deficiencies in the application of ratified Conventions which it has previously discussed. This year the Committee did not list any case under this heading.

116. The Governments of the countries to which reference is made in paragraphs 108 to 113 are invited to supply the relevant reports and information which will permit the Committee to follow up the above-mentioned matters at the next session of the Conference.

Supply of reports on unratified Conventions and on Recommendations

117. As already indicated, reports had been requested in 1988, under article 19 of the Constitution, on the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Invalidity, Old-Age and Survivors' Benefits Convention (No. 128) and Recommendation (No. 131), 1967, in so far as they applied to old-age benefits. The Committee noted that, of the 402 reports requested, 271 (or 67.4 per cent) had been received.

118. The Committee noted with regret that, over the past five years, none of the reports on unratified Conventions and on Recommendations requested under article 19 of the Constitution had been supplied by: Jamaica, Paraguay, Sao Tome and Principe, Uganda.

Communication of copies of report to workers' and employers' organisations

119. Again this year, the Committee did not have to apply the criterion "The government has failed during the past three years to indicate the representative organisations of employers and workers to which, in accordance with article 23(2) of the Constitution, copies of reports and information supplied to the ILO under articles 19 and 22 have been communicated".

Participation in the work of the Committee

120. The Committee wanted to express its gratitude to the 50 governments which had collaborated with it in providing information on the situation in their countries and in participating in the discussions of individual cases.

121. However, the Committee regretted that, despite repeated invitations, the governments of the following States failed to take part in the discussions concerning their countries: Cape Verde, Madagascar and Mauritania.

122. The Committee noted with regret that certain countries which were not represented at the Conference (Bahamas, Fiji, Paraguay, Saint Lucia, Seychelles), as well as another whose representatives had had to leave the Conference before its closure (Sao Tome and Principe), had consequently been unable to participate in the Committee's examination of the cases relating to them. It decided to mention the

cases concerning these States in the appropriate paragraphs of this report and to inform the States concerned of this in accordance with the usual practice.

*
* *
*

123. In submitting its report to the Conference, the Committee expressed the reasoned hope to make, this year, a special contribution on the occasion of the 70th anniversary of the creation of the Organisation. As was pointed out in paragraph 13 of its report above, the general discussion, richer than ever, had enabled the Committee to observe that it had made an important step – a decisive one, it hoped – towards the reconciling of views on questions of substance such as: the universal value of standards, the complementary nature of the different supervisory bodies and the foundation of their working methods on the same principles of independence, objectivity and impartiality.

124. As one of the members of the Committee had pointed out during the general discussion, perhaps the most notable aspect in the development of the Organisation rested in the gradual extension of the notion of dialogue and in the way it was perceived. Reduced to basics – since it is not attached to behaviour and procedures and is only practised by a small number of protagonists – dialogue had progressively become a many-varied and irreplaceable thing, especially in its tripartite dimension, which made the Organisation unique. The Committee was one of those privileged places where dialogue could be pursued and deepened. The many Government representatives who replied to the Committee's invitation bore witness to their desire for co-operation and, be-

yond that, to their recognition of the value of the supervisory system.

125. Indeed, only the guarantee of the effective application of standards in good faith and on an equal basis for all could confer credibility on the standard-setting work of the ILO. This carried the message that the Organisation had addressed to the world 70 years ago, namely: that peace and social justice go hand in hand. Albert Thomas, at the Organisation's tenth anniversary, explained social justice not only as a means, but also as an end in itself. He added the phrase which has become famous: "The social factor must take precedence over the economic factor". Clearly the 70th anniversary has not yet seen this hope become a reality, as shown particularly by the discussions within the Committee concerning the Employment Policy Convention, No. 122. In a rapidly and widely changing world, where economic and social structures and even systems are in flux, where the need to take account of the social cost of adjustment policies is apparently still not fully appreciated, where the right to work and social achievements are often questioned in the name of economic rationality, the ILO has to double its efforts so that its international standards can promote balanced economic and social development, integrating that human factor which it was set up to defend.

Geneva, 23 June 1989.

(Signed) J.-J. ELMIGER
Chairman

M. KCHAOU
Reporter

PART TWO

OBSERVATIONS AND INFORMATION CONCERNING PARTICULAR COUNTRIES

I. OBSERVATIONS AND INFORMATION CONCERNING REPORTS ON RATIFIED CONVENTIONS (ARTICLE 22 OF THE CONSTITUTION)

A. General Observations and Information concerning Certain Countries

Congo. Since the meeting of the Committee of Experts, the Government has sent reports and its responses to the comments of the Committee of Experts on Conventions Nos. 5, 11, 13, 26, 29, 33, 87, 119, 149, 150 and 152.

Denmark. A Government representative noted the observation by the Committee of Experts that the reports from the Faeroe Islands had not been received. In regard to Greenland, it could be seen from the Appendix to that report that two out of five reports had not been supplied. His Government fully shared the concern expressed by the Committee of Experts. The speaker pointed out that the autonomous authorities in the Faeroe Islands and Greenland had very limited administrative resources. The Government pledged to provide all the necessary assistance to the Faeroe Islands and Greenland to make sure that reports due would be sent in the future.

The Workers' members deplored the fact that the Danish Government had not respected the important obligation to respond to certain direct requests. They were of the opinion that the present Committee should mention in its general report that the Government had not provided reports concerning these territories.

The Employers' members, supported the recommendation of the Workers' members.

The Committee took note of the information provided by the Government representative and of the difficulties mentioned. The Committee noted that no reply had been given to the comments of the Committee of Experts. It decided to mention this case in the appropriate part of its report.

Djibouti. Since the meeting of the Committee of Experts, the Government has sent the reports and replies to the Committee's comments relating to the application of Conventions Nos. 1, 5, 9, 10, 11, 13, 16, 19, 26, 29, 33, 36, 37, 38, 53, 58, 63, 69, 73, 81, 87, 91, 96, 98, 99, 100, 105, 120, 122, 123, 125 and 126.

Dominican Republic. Since the meeting of the Committee of Experts, the Government has sent the reports on Conventions Nos. 1, 5, 7, 10, 19, 26, 29, 45, 77, 78, 79, 81, 87, 88, 89, 90, 95, 98, 100, 105, 111 and 119. In addition, it has provided information in response to the comments made by the Committee concerning the application of Conventions Nos. 29, 81, 87, 95, 98, 105 and 111.

Ghana. In response to the comments made by the Committee of Experts, the Government has communicated information on the application of Conventions Nos. 26, 30, 98, 100 and 119.

In addition, a Government representative stated that his Government's delegation had been in touch with the Office and had provided information in reply to the Committee of Experts' comments on the Conventions mentioned above, together with copies of the legislation requested by the Committee of Experts. He announced that the Government would make every effort to include further details as available in its next Article 22 report.

The Workers' members commented that, through its contacts with the Office, the Government had already taken a great step forward; they also welcomed the assurance that every effort would be made to improve the communication of further details. They recalled the very great importance of the obligation to supply reports, and especially of replying to the Committee of Experts' observations and direct requests. Without replies to precise direct requests and observations, the ILO's supervisory machinery could not work. In this connection, they referred to the Committee of Experts' concern, expressed in paragraphs 87 and 88 of its report, about the large number of cases in which there had been no reply to its comments. Although there had been slightly fewer than in the previous year, the figure still stood at 177 cases. They hoped that, with contacts having been made and communication established despite administrative difficulties, the Government

would be able to send in its replies to comments in future; if necessary, other forms of assistance should be furnished to the Government.

The Employers' members commented that this was the first case to be considered in this session concerning the duty to reply to comments of the Committee of Experts; they intended to deal with all such cases in the same fashion by pointing at the importance, for the supervisory machinery, of compliance with the obligation to report, as well as of replying to direct requests and observations. Whilst not wishing in any way to rank the respective importance of the five Conventions on which the reports requested were missing, there were two very important ones: the Right to Organise and Collective Bargaining Convention (No. 98), 1949, and the Equal Remuneration Convention (No. 100), 1951. The importance of the obligation to report has already been raised by this Committee with the Government in 1985, and the Employers' members hoped very much that in future reports would indeed be sent as required and that, as far as possible, the Office could give any necessary assistance.

The Government representative indicated, with respect to the Minimum Wage-Fixing Machinery Convention (No. 26), 1928, that in Ghana adequate machinery existed for fixing minimum wages, through a tripartite committee; the minimum wage had last been fixed in February 1989 and was binding on all employers. As regards the Hours of Work (Commerce and Offices) Convention (No. 30), 1930, there was a national committee on labour, which had been reconstituted in February 1989, and whose functions included advising the Minister on procedural points for legislation on labour and industrial relations. This committee had furnished the Minister with a memorandum on the revision of hours of work in commerce.

The Committee took note of the information provided by the Government representative. The Committee noted that, at the time of the meeting of the Committee of Experts, the Government had not supplied answers to the comments of the Committee of Experts. It noted, however, that replies had now been handed to the Office. The Committee also noted the assurances given by the Government representative that the failure to send replies would no longer occur.

Grenada: A Government representative apologised for the fact that his Government had not fulfilled the promises given by its representative when he appeared before the Conference committee in 1988. His Government had not received report forms for Conventions Nos. 26, 58 and 99, although they did receive copies of the report of the Committee of Experts. He had now obtained copies of the relevant forms from the Office. His Government would make every effort to reply when the delegation returned after the Conference. The Workers' members reiterated that reporting was one of the central obligations of members of the Organisation. This included furnishing general information as well as responses to specific questions posed by the Committee of Experts on certain conventions. It was necessary to respond on time if possible, and in any event before the meetings of the Conference Committee. Bearing in mind the difficulties which this country had encountered, they hoped that it would be possible for the government to do better next year in sending reports on the conventions in respect of which they had been requested, including Conventions Nos. 26, 58 and 99.

The Employers' members associated themselves with the comments of the Workers' members. They noted that the Government had said that the relevant forms had not been received but that it was aware of the comments of the Committee of Experts. In that connection they put two questions to the secretariat: First, had there been an oversight which resulted in the questionnaires not being sent? Second, was it really necessary to send questionnaires if the government already knew of the comments of the

Committee of Experts? At any rate, it was necessary to note in the report of the present Committee that the replies had not been received.

The representative of the Secretary-General said that requests for reports were accompanied by questionnaires in the form approved by the Governing Body. Reports were systematically sent to governments. In order to help the Government in this case, additional copies would be provided.

The Committee has taken note of the information provided by the Government representative as well as of the difficulties to which he referred. The Committee, however, would like to point out that the Government has not supplied information regarding the comments of the Committee of Experts, and it notes the assurances provided by the Government representative that replies will be sent to the office immediately after the Conference. The Committee decided to mention this case in the relevant section of its report.

Guyana. Since the meeting of the Committee of Experts, reports have been received on Conventions Nos. 81, 100, 111, 124, 131, 135, 136, 137, 139, 142, 149, 150, and 151. In particular they provide partial replies on Conventions Nos. 111, 131, 136, 139, 149 and 150.

Iraq. Since the meeting of the Committee of Experts, the Government has sent the report on Conventions Nos. 92, 108, 147 and 152.

Italy. Since the meeting of the Committee of Experts, the Government has provided information in response to the comments made by the Committee concerning the application of Conventions Nos. 29, 92, 105, 111, 120, 129, 134 and 143.

Jamaica. In response to the comments made by the Committee of Experts, the Government has communicated the following information:

As regard a report due since 1986 on Convention No. 149, the ministry responsible for labour is encountering difficulties in obtaining the relevant information from the Ministry of Health and the Nurses Association of Jamaica. It hopes to be able to send a report by October 1989.

With respect to Convention No. 29, the ministry responsible for labour states that it awaits new information from the Ministry of Justice.

With reference to the Committee's observation concerning Convention No. 87, the Government hopes to be able to indicate in its next report the measures taken to bring its legislation into conformity with this Convention.

The Government will also indicate in its next report on Convention No. 98 the measures taken to ensure that a union with the greatest number of workers in a bargaining unit is entitled to negotiate collectively conditions of employment on behalf of its members.

Relating to a report on Convention No. 122, the ministry responsible for labour is encountering difficulties in obtaining information from various government agencies, statutory bodies and trade unions. The Government will endeavour to send the required report by October 1989.

As regards the reports under article 19 of the ILO Constitution on unratified Conventions, the ministry responsible for labour indicates that it has not been able to supply them in the absence of information from the trade unions and the Ministry of Welfare. The Government will ensure that a report is submitted by October 1989.

In addition, a Government representative apologised for his Government's failure to submit the reports required on a timely basis. This failure to submit reports and to reply to comments made by the supervisory bodies was a matter of deep concern to the Government.

Jamaica had been experiencing considerable administrative and technical difficulties in obtaining the necessary data from the relevant authorities in order to compile the required reports and to prepare meaningful responses to the comments made by the supervisory bodies. These problems arose mostly as a result of a rapid turnover of personnel in key areas of the ministry, this causing a drain on experience and expertise, adversely affected the Government's ability to deal with these matters in a timely and efficient manner.

Referring to the indications in the general report that assistance may be made available to governments who are experiencing administrative or technical difficulties in fulfilling their obligations and responsibilities in this matter, the speaker stated that the Government had already made contact with the Office to explore the possibility of such assistance at the earliest possible date.

Notwithstanding these difficulties very special efforts would be made to ensure that reports and responses to comments would be

submitted in the shortest possible time and in any event not later than October 1989.

In addition, the new administration installed after the general elections held last February indicated that it intended as a matter of priority to undertake a review of the labour and industrial relations law. In this exercise, attention would be paid to the legislative provisions needed to give effect to ratified Conventions. For this purpose, a tripartite labour advisory committee has been reactivated to assist the Minister of Labour in undertaking the review of the relevant legislation.

In view of the complexities involved and the number of acts and proposals to be considered, it was unlikely that any meaningful information would be available for submission in these matters by the October deadline, but it was expected that full and comprehensive information would be available for this Committee at its next meeting in June of 1990.

In regard to some of the outstanding reports and responses to comments by supervisory bodies, the Government representative called attention to the written response provided to the present Committee by the Government.

In conclusion the speaker reiterated his Government's commitment to submit the outstanding reports and responses without further undue delay.

The Workers' members have noted the administrative difficulties which have arisen in Jamaica. To be a member of the ILO implied a certain number of extremely important obligations to the supervisory system of the Organisation. In this particular case, there were three very specific obligations. The first was the obligation to submit a report after the ratification of a convention, in this case Convention No. 149 on Nursing Personnel. The second concerned the obligation to respond to the comments made by the supervisory bodies. Jamaica did not respond to the comments made by the Committee of Experts on Conventions Nos. 8, 29, 87, 98, and 122. The third obligation which Jamaica has failed to comply with is to provide reports requested under article 19. With the help of technical co-operation, it should be possible to remedy these gaps. The case of Jamaica should be included in the appropriate section of the report.

The Employers' members indicated that it would be correct to deal with these points altogether because they all concern an absence of information. First of all, it was a question of sending first reports on ratified conventions; reports which were particularly important for the evaluation of the degree to which a member State fulfilled its obligations undertaken when a new convention was ratified. Secondly, it was a matter of replies to the observations made by the supervisory bodies; in this case five conventions were involved. Finally, the last paragraph refers to the reports under article 19 of the constitution which Jamaica had not sent for five years. The Government representative provided information on the serious difficulties which the country was facing and in its written communication there were already some indications on the difficulties between the various competent authorities. The competent authorities lacked information which they had to obtain from other bodies. These were difficulties that practically every member State faced and had to resolve, and in particular these were difficulties typical of developing countries. This country should make efforts to fulfil its obligations and this duty could perhaps be facilitated by technical assistance, in particular with the help of instructions for explaining the way to fulfil this obligation of sending reports. They expressed the hope that in the future there would no longer be such shortcomings. I would be fitting this year to include this case in the appropriate part of the present Committee's report.

The Government representative indicated that he had no new information but that he wished to indicate that he had taken note of the important comments made by the present Committee. He gave assurances that the Government took its obligations seriously and reiterated the promise to send its reports in a timely and efficient manner.

The Committee took note of the explanations given by the Government representative and of the difficulties he had described.

The Committee found that, for several years, the Government had not supplied the first reports due, that it had not supplied any reply to the comments and observations made by the Committee of Experts, nor had it supplied any report under article 19 of the Constitution for the past five years.

The Committee noted the assurances given by the Government representative that this situation would no longer occur. In these circumstances, the Committee considered that the technical assistance of the Office could prove to be useful.

The Committee decided to mention these cases in the appropriate sections of its report.

Lao People's Democratic Republic. Since the meeting of the Committee of Experts, the Government has provided information

in response to the comments made by the Committee on the application of Conventions Nos. 4, 6 and 29.

Lebanon. Since the meeting of the Committee of Experts, the Government has sent the reports on Conventions Nos. 102, 128 and on Recommendation No. 131 under article 19 of the ILO Constitution.

In addition on the subject of the failure to send reports on ratified and non-ratified Conventions, a Government representative stated that his Government had always tried to provide information requested by the Committee of Experts, whose work was highly appreciated; this was even more the case when the country was peaceful. The speaker explained that the tragic situation which now prevailed was the main reason preventing the Government from complying with its commitments. Lebanon had always endeavoured to fulfil its obligations as much as possible and some evidence of its eagerness to provide these replies could be found in the Government's written reply concerning Conventions Nos. 102 and 128 and Recommendation No. 131. The speaker stressed the war situation, explaining that the Ministry of Labour itself was situated on the demarcation line in the capital and was constantly receiving bombshells. The speaker expressed the hope that the present Committee would understand this dramatic situation, and wished that his Government would be able to live up again to its commitments as soon as possible.

The Workers' members states that they appreciated the difficulties encountered in Lebanon and particularly the expression of good will given by the Government representative to fulfil their obligations under the ILO Constitution. However, they pointed out that no reply had been received concerning a high number of ratified Conventions, and stressed that this was an important commitment, without which supervisory bodies cannot function.

The Employers' members expressed their approval with the comments made by the Workers' members, adding that the missing information was due to objective factors, for which the Government was not responsible.

The Worker member of Liberia stated that the situation in that country was both complex and alarming and he expressed the hope that the Government would be able to submit its reports in the near future.

The Committee had taken note of the explanations given by the Government representative and of the difficulties which he referred to. The Committee noted that the Government had not given any replies to the comments of the Committee of Experts for the period under review. The Committee noted the good will expressed by the Government, which should enable it to comply with its obligations once circumstances make this possible. The Committee has decided to mention this case in the appropriate sections of its report.

Mauritius. The Government has indicated that reports on Conventions Nos. 26, 94, 98 and 99 were mailed to the ILO in mid-May, replying to the comments of the Committee of Experts.

In addition, see discussion under III.

Mongolia. Since the meeting of the Committee of Experts, the Government has sent the reports due and its responses to the comments made by the Committee on Conventions Nos. 87, 98, 103, 111 and 122.

Papua New Guinea. In reply to the comments made by the Committee of Experts, the Government indicated that it is encountering difficulties in discharging its obligations under Articles 19 and 22 of the Constitution. In particular, the constant changes in the National Government through "Vote of Non-Confidence" have prevented the submission of instruments to the competent authorities. As regards the reports due on Conventions Nos. 98, 99, 105 and 122, the Government indicated that they have not been completed because repeated requests for information from other organisations have been ignored.

In addition, regarding the failure to supply reports on ratified and non-ratified Conventions and on submission to the competent authorities, a Government representative stated that his Government highly respected the observations of the Committee of Experts but that, like many other developing nations, faced many administrative and technical difficulties in its efforts to comply with reporting obligations. The Labour Department was faced with negative response and lack of co-operation from various intergovernmental agencies responsible for the administration and compliance with Conventions ratified by his country and a critical shortage of manpower.

The speaker also explained, concerning the general observation mentioned on page 505 of the report of the Committee of Experts that the instruments adopted from the 66th to the 74th Sessions of the Conference could not be submitted to the Parliament because the Government was defeated through a vote of no

confidence, which further delayed the submission of instruments to Parliament. The new Government which came into power in July 1988 will be facing another vote of no confidence in July 1989; therefore, the representative could not give a commitment as to the time when the instruments would be submitted to Parliament. However, he assured the present Committee that it would be kept informed of the developments in due course.

The Workers' members expressed their appreciation that the Government representative came to explain the problems his Government was facing but nevertheless hoped that more information would come in due course since this information was crucial to initiate the control procedure. As regards the submission problems, they recalled that no reports had been submitted during the last seven sessions. They stated that more substantive information should be provided so that the Committee would not be in the same situation next year, and then emphasised the comments made by the Committee of Experts on page 505 of its report.

The Employers' members expressed their agreement with the Workers' members.

The Committee has taken note of the information, both oral and written, provided by the Government representative and of the difficulties he referred to. The Committee noted that no information had been received about the requests made by the Committee of Experts for the period under review and that no other measures had been taken to submit the instruments adopted by the Conference to the competent authorities, in conformity with the obligations under the Constitution. The Committee hoped that the necessary measures would be taken in the near future and decided to mention this case in the appropriate section of its report.

Sierra Leone. A Government representative stated that the acute shortage of staff in the Ministry of Labour had been and continues to be a major obstacle to the effective execution of the obligation to report to the ILO. The Government had authorised the newly appointed Minister of Labour to carry out major structural changes in the Ministry, and the International Relations Department would receive special attention. The speaker assured the Committee that the matters raised in paragraph 88 of the Report of the Committee of Experts were receiving urgent attention and that the Government would not have to stand again before the present Committee in the future, to reply to the same observations.

The Workers' members stated that they understood the problems mentioned by the Government representative but urged the Government to make every effort to overcome these staff shortages and present the reports requested, especially in view of the seven years' lapse noted.

The Employers' members recalled that under the ILO Constitution, each State which ratified a Convention should respect its obligations. Sierra Leone had ratified a whole series of Conventions in respect of which the Government had not provided information and had not replied to the direct requests of the Committee of Experts. It was not known for the last seven years whether the instruments had been presented to the competent authorities. The Employers' members stated they regretted this situation and recalled that any process of control depended on the submission of the information requested, which was the first step for the implementation of Conventions, in so far as a country wanted to put them into effect. Concerning the administrative difficulties mentioned by the Government representative, they exist everywhere in the world but they should not prevent compliance with obligations. They expressed the hope that the necessary changes would be made within the Ministry so that in the future the Government would supply the information requested in due course and that the Committee of Experts would not have to deplore the lack of information in its next report.

The Government representative added that his Government would make every effort to reply to the Committee's request for information.

The Committee has taken note of the information provided by the Government representative and of the difficulties which he mentioned. The Committee noted that no reply had been given to the observations and comments of the Committee of Experts. The Committee noted the measures taken and the assurance given by the Government so that the situation would not happen again in the future. The Committee has decided to mention this case in the appropriate sections of its report.

Uganda: A Government representative stated that his Government sincerely regretted the oversight in not submitting the required reports for all that time, but it would transmit the 1990 report to the Office on time.

The Employers' members observed that in the past five years the Government had not presented any reports under article 19 of the Constitution. These reports were, however, very important in

order to provide a general understanding of the practical and legal situation concerning the application of Conventions, even for member States who had not ratified the conventions. Each time these reports were not sent, the possibility for examining the situations as a whole was weakened. For this reason, it was very important that each country seriously comply with its obligations in this area. The Employers' members expressed the hope that the Government would fulfil its promise to transmit its reports next year. The Committee should, none the less, mention in its report that the Government had not transmitted its reports for the past five years.

The Workers' members recalled the importance of presenting reports under article 19 for the preparation of the general surveys. If a government abstained, year after year, from respecting its obligations to transmit reports on Conventions, whether or not it has ratified them, it was not possible to have an idea of the situation which prevailed in the country. Certainly, Uganda had known difficulties, but taking into account the importance of the general surveys, it would be advisable to mention in this Committee's report that this country had not sent its article 19 reports for the past five years.

The Worker member of Liberia indicated that it was not possible to accept the explanations made by the Government repre-

sentative according to which the Government omitted to send reports for the past five years simply out of forgetfulness. He stated that, as an African, he could understand the existence of other reasons but that it was difficult to accept the forgetfulness of a State member, taking into account the obligation which was assumed when a convention was adopted.

The Government representative indicated that the concerns expressed by the speakers on this question would be taken into consideration. The Committee noted the information supplied by the Government representative. The Committee found that the Government had not supplied the reports requested under article 19 of the Constitution for the past five years. The Committee noted the assurances provided by the Government that this situation would not occur again. The Committee decided to place this case in the appropriate section of its report.

Yugoslavia. Since the meeting of the Committee of Experts, the Government has sent the reports on Conventions Nos. 11, 29, 69, 74, 87, 92, 97, 98, 111, 135, 138, 143 and the first report on Convention No. 158. In addition, it has provided information in response to the comments made by the Committee on the application of Conventions Nos. 77 and 111.

B. Observations and Information on the Application of Conventions

Convention No. 3: Maternity Protection, 1919

Chile (ratification: 1925). The Government has communicated the following informations:

In reply to the Committee of Experts' observation on Article 3(c) of the Convention, the Government indicates that health care for pregnant women is expressly provided for in section 6(d) of Act. No. 18469, which makes them beneficiaries of the health payments scheme even when they are not affiliated. It applies to all Chilean women, not only those under public or private industrial or commercial enterprises. The same provisions apply to children under six for benefits under section 9 of the Act. Health benefits are payable throughout pregnancy, i.e. nine months or 36 weeks, and for up to six months or 24 weeks after the birth of the child. Section 9 of the Act gives all pregnant women the right to state protection during the pregnancy and up to six months from the birth, including ante-natal care and the confinement.

Under section 8(b) of the Act, beneficiaries have the right to medical assistance, including consultations, examinations, diagnostic and surgical procedures, hospitalisation, obstetric care and treatment, including the medication listed in the National Form, and other possible treatment. Under section 15, health benefits during pregnancy and for up to six months after the birth, including ante-natal care and attendance during confinement by a doctor or midwife, are free.

The confinement and obstetric care from which all pregnant women may benefit, even when they are not affiliated, is free and 100 per cent financed for those in groups A and B who have insufficient means. The State National Health Fund provides the finance.

Confinement and obstetric care for those with greater means and high incomes are financed 75 per cent by the State National Health Fund and 25 per cent by private insurance, which, in addition to traditional insurance companies, includes ISAPRES (health-care institutions), which finance various kinds of medical care such as confinement and obstetric care through affiliation and payment of a premium or monthly contribution.

The welfare services have state financing in the public sector and affiliates; the private sector is financed entirely by employers. The State's payment of only 75 per cent of the confinement and obstetric costs for rich and high-income people conforms with the principles of assistance and solidarity, whereby preferential treatment is accorded by the State to those in real need who cannot manage themselves. Thus, the spirit of the legislation has the objective of protecting those with small means by allowing them maternity benefits.

The Government notes the 1965 *General Survey of the Committee of Experts on Maternity Protection* with interpreted Article 3(c) of the Convention as establishing the right to free attendance by a doctor or midwife, including completely free medical care

during confinement, there being no question of requiring any participation by the woman in these expenses.

Since this interpretation by the Committee of Experts was not known, and with a view to re-examining the legislation and the financial implications of the State assuming 100 per cent of confinement costs of the well off, who do not need state help, the Government requests a copy of the General Survey.

Convention No. 5: Minimum Age (Industry), 1919

Brazil (ratification: 1934). The Government has communicated the following information:

In regard to the observation of the Committee of Experts concerning the prohibition of work in industry by persons under the age of 14 years, the Government is of the opinion that the national legislation is perfectly in accordance with the provisions of the Convention, since the definition of apprentice is given in Decree No. 3156 of 6 October 1951. That Decree provides: "Contract of apprenticeship" means any individual contract of employment made by an employer and an employee between 14 and 18 years of age under which, in addition to the features mentioned in section 3 of the Consolidated Labour Laws, the employer undertakes to give the employee systematic vocational training in the trade or occupation for which he is engaged, and the young person undertakes to follow the apprenticeship course. Any worker under the age of majority enrolled in a course of the National Service for Industrial Apprenticeship (SENAIC) or National Service for Commercial Apprenticeship (SENAC), or in a course approved by them in accordance with the application legislation, shall be deemed to be undergoing systematic vocational training in a trade or occupation. The National Service for Industrial Apprenticeship and the National Service for Commercial Apprenticeship are technical schools; financed by a payroll levy imposed on employers and structurally linked to the Ministry of Labour. The Ministry of Labour is studying the harmonisation of the ordinary legislation to the constitutional provisions which govern this subject.

In addition, a Government representative of Brazil indicated on the subject of the observations of the Committee of Experts on this Convention, that prior to the adoption of the new Constitution in 1988, the minimum age to perform work was 12 years of age, and to perform work as an apprentice it was 14 years of age (Decree No. 31546/52). The new Constitution established a minimum age of 14 years for the performance of work (article 7(33)). However, the Constitution permitted work to be performed by apprentices under the age of 14 years. The speaker referred to the definition of contracts of apprenticeship in decree No. 31546/52. The Government was unaware of any apprenticeship contracts entered into by persons under the age of 14. It was making special efforts to adapt the legislation on minors to the principles contained in the Constitution and in the Convention. The speaker reiterated that the Government had strengthened its labour inspection services to ensure the application of the legislation espe-

cially in regard to work performed by minors. Additional, more detailed information on the activities of the labour inspection services would be supplied in reply to the request made by the Committee of Experts.

The Worker member of Brazil stated in relation to the perverse use of child labour in Brazil was each year growing worse, in direct proportion to the deterioration in industrial relations and in the standard of living. He expresses his concern over the widely accepted position in Brazil which held that it was better to have minors working than hanging around in the streets, where they did not receive any education, guidance, health services or food, and where they formed outcast gangs of children and juveniles. He regretted that, as the Committee of Experts had pointed out, the new Federal Constitution of 1988 was a step backwards on this matter in so far as it permitted the employment of minors under the age of 14 as apprentices. It was accurate to say that various sectors of the federal Government favoured subjecting work performed by minors to legal regulation, but the insufficient number of labour inspectors (who earned low wages) to cover the entire country made the situation worse. The speaker suggested that the ILO exert pressure on the Government to reverse the situation and urged the Ministry of Labour to initiate a national publicity campaign to promote the defence of minors and to clarify the situation concerning the Convention so that violations of it would cease.

The Workers' members thought that the already troublesome situation was getting even worse. The economic situation was deteriorating, inflation was rampant, wages could not keep pace and impoverishment was increasing. Economic measures and an adaptation of the legislation to bring it into conformity with the provisions of the Convention were necessary. Labour inspection could also play an important role in regard to employers engaging under-age minors. But access to education was also key here. Children were running through the streets when they should be in school. To find solutions which would ensure the country's future, there had to be genuine collaboration between all the social forces in Brazil in order to protect children, not only in the field of work but also in regard to education.

The Employers' members said that the issue here was effective implementation of statutes and of the Convention. The written information supplied by the Government regarding the definition of apprenticeship contracts had not been of assistance in demonstrating that child labour was prohibited. The Employers' members wondered if that was the only type of contract of employment applicable to youth or if there were other forms of employment falling outside that definition. They expressed their disappointment that the Government had not replied to several questions raised by the Committee of Experts. The Government had said that information on activities of the labour inspectorate would appear in the next report, but the Employers would appreciate any information that could be provided at this time about how this inspectorate would conduct its investigations and any data on the number and nature of violations regarding minimum age. The crucial question was how the Government could assure this Committee that there was in fact effective implementation of the Convention.

The Committee took note of the report of the Committee of Experts and the oral and written indications provided by the Government representative. According to this information, the new Constitution laid down a minimum age of 14 years, in accordance with the Convention, but permitted apprenticeship training for workers under that age. The Committee expressed its regret that amendments had not been made to other relevant legislative provisions. The Committee therefore requested the Government to take additional practical measures to prohibit the employment of children in accordance with the Convention and to ensure its proper application. The Committee hoped that there would be progress in the very near future with regard to the application of the Convention and that a report would be received in this connection.

Convention No. 11: Right of Association (Agriculture), 1921

Poland (ratification: 1924): See under Convention No. 87.

Convention No. 26: Minimum Wage-Fixing Machinery, 1928

Ghana (ratification: 1959). See under IA.

Convention No. 29: Forced Labour, 1930

Central African Republic (ratification: 1964). The government has communicated the following information.

As regards previous comments made by the Committee of Experts concerning this Convention as well as Conventions Nos. 105 and 119, the Government indicates that draft texts have been elaborated so as to bring law and national practice into conformity with these Conventions. The constitutional procedure for adoption of these texts is in process and they will go before the competent authorities. Furthermore, it is advisable to refer to the previous declarations made by the delegation in response to the Committee of Experts' comments concerning the divergences between the international Conventions and the legislative provisions and national practice in the Central African Republic.

Greece (ratification: 1952). The Government has communicated the following information:

Regarding the observations of the Committee of Experts on this Convention, the Government refers to the report it submitted on the application of this Convention for the period 1987-1988.

India (ratification: 1954). A Government representative made the following statement. Identification and rehabilitation of bonded labour is a vast and complex problem, rooted in the socio-economic fabric of the society and closely connected with the basic problems facing all developing countries – namely poverty and unemployment. To tackle this problem legislation is hardly sufficient; therefore, the Government of India launched a massive programme to combat poverty and unemployment, specifically addressed to the population living below the poverty line. This programme consists of schemes like Integrated Rural Development Programme (IRDP), National Rural Employment Programme (NREP), Rural Labour Employment Guarantee Programme (RLEGP), etc. These efforts have shown results: in 1977-78, 48.3 per cent of India's population was below the poverty line; in 1983-84 this figure came down to 37.4 per cent (i.e. 273 million people) and by 1990 it should drop to 25.8 per cent (i.e. 211 million people) which is no small achievement. However, there still remains a gigantic problem – the fact that about 211 million people are below the poverty line; this is why the Government is seeking the active help of unions and social organisations, and launched a special scheme to involve the voluntary agencies in the identification of bonded labourers.

As far as the estimates and identification of bonded labourers are concerned, no estimates made by the Gandhi Peace Foundation, the National Sample Survey or those quoted by the Sub-Committee on Bonded Labour can be regarded as realistic for the following reasons. Firstly, there have been very wide variations in the interpretation of who is a bonded labourer under the Act; all the estimates made so far were made before the Act was amended to further clarify the definition of bonded labour. Even under the amended Act, there is room for varying interpretations on account of differences of perception and also because accurate facts do not usually come out while conducting sample surveys. Secondly, the methodology adopted by the Gandhi Peace Foundation was not scientific and their sample was too small. Also, the investigators of the Gandhi Peace Foundation gathered the data on the basis of group discussions in the villages between them and the members of the villages gathered, as distinct from personal interviews with the households adopted by the National Sample Surveys, which identified the bonded labourers in certain sample villages from which the figures were multiplied. Therefore, the method of the National Sample Surveys was a little more scientific and, in fact, this has given the figure as 353,000 as against a much larger figure – about 2,617,000 which is the estimate of the Gandhi Peace Foundation. However, the National Sample Survey was not really a special one for bonded labour, as such. Its main focus was on employment and the unemployment situation in the country. Therefore the survey methodology was not really designed particularly for conducting the bonded labour survey. Even then, there is a wide fluctuation between the figures.

For these reasons, the Government has not accepted any of these estimates of the number of bonded labourers. The correct number of bonded labourers can be ascertained only after a proper identification through a legal process. If certain persons have been counted as bonded labourers during one of the sample surveys, but the competent authority under the Act concludes that they are not within the definition of bonded labour, no action under the law is possible and the scheme of rehabilitation of bonded labourers also is inapplicable. Of course, those concerned and their families would still be entitled to the benefits of other schemes pertaining to poverty allocation – like IRDP, NREP, RLEGP, TRYSEM – if the relevant criteria are satisfied. There cannot be a numerical target for the identification of bonded labour. The Government has instructed the state authorities to identify and release all the bonded labourers at once. If all the bonded labourers were not identified in the first instance, it was not because the Central Government had fixed a limit on the number to be identified, but rather because the State Govern-

ments and the competent authorities in the field were unable to ascertain the real situation. In spite of the best efforts made by the Government, the facts may not come out if the bonded labourers themselves hide the facts and to not complain. That is why the active involvement of trade unions and social organisations is crucially important.

As of 31 March 1989, the Government has identified 242,532 bonded labourers – far less than the 2 million estimated figure suggested by the Gandhi Peace Foundation. The Government does not know whether more bonded labourers exist or not; if it did, it would have identified them. If new bonded labourers are identified today, they may be cases of new bondage or old cases, which did not come to light in spite of the Government's best efforts. All the Government can say is that there are 242,532 known bonded labourers today, that it has rehabilitated 218,272 of them as of 31 March 1989, and that the target is to rehabilitate by 31 March 1990 all the bonded labourers who are known to exist today and all those who might be identified by then. In other words, by 31 March 1990, there will be no gap between bonded labourers identified and rehabilitated.

The Government representative acknowledged that implementation of the Act or the scheme of rehabilitation of bonded labourers may not be perfect. The Central Government actively monitors and reviews the implementation of the law and the scheme and provides financial assistance, but the implementation of both the law and the scheme is within the powers of the State Governments who are autonomous under the Constitution. It is almost impossible to ensure a perfectly uniform interpretation of the Act throughout such a vast and diverse country. However, the Government has asked the State Governments to ensure proper functioning of the Vigilance Committees; these consist of non-officials and the Government depends on their help to identify the bonded labourers who are not identified for a variety of reasons. Thus, the Government has also instructed the State Governments to see that regular and effective meetings of these Vigilance Committees are held and to see that the registers required to be maintained under the rules are maintained properly.

The Government shared the concern expressed by the Committee of Experts in paragraph 4 of its observation that there have been far too few cases of prosecution under the Act. Of course, courts may order imprisonment or fines, depending upon the merits of each individual case. The judiciary is independent. However, the Union Labour Minister has instructed all the State Governments, emphasising the need for launching prosecutions immediately after identification or release of the bonded labourers. It has also been clarified that launching prosecutions of the guilty employers is a necessary condition to the granting of financial assistance for the purpose of rehabilitation of the released bonded labourers. This is to ward against erroneous identification in order to get the benefit of financial assistance.

As regards the integration of other poverty-alleviation programmes with the main scheme of rehabilitation, strict and clear instructions have been issued by the Central Government. The Programme Organisation Evaluation (POE) study mentioned by the Committee of Experts covers the period between June 1981 and February 1982, while government instructions regarding integration of other anti-poverty programmes with the main scheme were issued on 2 September 1982. The POE study, therefore, could not have taken much notice of the integration mentioned above.

Regarding the functioning of the scheme to provide assistance to voluntary agencies for identification and rehabilitation of bonded labourers, the managerial subsidy is Rs.5,000 per annum up to 20 bonded labourers identified. For each additional bonded labourer identified, there is an additional Rs.100 and the overall ceiling is Rs.10,000. This would suffice for 70 bonded labourers and not 50 as mentioned by the Committee of Experts. The Government is not aware of any voluntary agency which has identified more than 70 bonded labourers; if necessary, the ceiling can be reviewed. It is too early to assess the functioning of this scheme since it was launched on 30 October 1987, but the Government hopes that voluntary agencies will take up this task in a big way so that the Government's hands are strengthened and the message spreads far and wide.

The Government is fully committed to the release and rehabilitation of all bonded labourers and welcomes the co-operation of all those who are ready to help it. This programme is a very important ingredient in its top-priority 20-point economic programme, and it will make every effort to eradicate the evil of bonded labour.

The Government representative also indicated that he was handing over a copy of relevant portions of the Report of the Parliamentary Sub-Committee on Bonded Labour, referred to by the Committee of Experts in the last paragraph of its observation.

The Employers' members pointed out that this question had been discussed in 1986 for the last time and stated that a step had

been made in the right direction; however, the question was whether the measures taken are sufficient or if they must be improved to reach the assigned objectives faster and better.

Everybody agreed that the Convention on forced or compulsory labour must be implemented in practice. The Government representative had made observations which had already been made during the last discussion. The definition of bonded labour had been modified since 1986 so as to facilitate identification of the persons to which the Act applies, but their number remains an unsettled question. While vigilance committees were to assist in the identification of bonded labourers, it appeared from the report of the Committee of Experts that the registers to be maintained by these committees were not adequately kept. Therefore, improvement and extension of these measures were very urgent.

Secondly, the Employer members wondered as to what happens to released bonded labourers: how are they rehabilitated? A new scheme for the involvement of voluntary agencies had been established, but there was criticism about insufficient material means available to these agencies, and there were doubts as to the results and whether the steps taken were sufficient.

More general questions arose about the integration and implementation of a number of different programmes mentioned by the Committee of Experts and their coverage of bonded labourers. According to the Committee of Experts, less than 1 per cent of all those concerned benefited from the programmes, which was not enough, given the size of the country and the magnitude of the problem. Statistical information could certainly be improved, but there appeared also to be a more general problem of education at all levels of society.

The report by the Government representative and the Committee of Experts report showed that a lot was being done but the problem was not solved yet. A better co-ordination of all the measures might be necessary. Also, the Government did not have all the information required. Therefore, the Employer members strongly encouraged the Government not only to continue its efforts but to intensify them, so that despite the enormity of the problem solutions may be found faster and within a reasonable period of time serious progress can be made.

The Workers' members stated that, following the comments of the Committee of Experts (expressed over many years), the Bonded Labour System (Abolition) Act, 1976, had been amended in 1985, which enabled the scope of the definition of bonded labourer to be clarified. However, in spite of the passing of this Act, in practice the situation remained the same as before, as had been observed by the Bharatiya Mazdoor Sangh. The law had not yet achieved its objectives due to the absence of adequate implementing measures. The Committee of Experts had noted that prosecutions were too few and punishment too light. Furthermore, only a small number of freed bonded labourers had been able to benefit from the debt-release and rehabilitation programmes. As the bonded labour system still existed in spite of the passing of legislation outlawing it, the Government had to take effective measures and put into place more significant means to ensure the rigorous application of these laws.

The Workers' member of the United States referred to the statements of the spokesmen of the Employers and of the Workers and pointed out that, just as when the Committee had discussed this case in 1984 and 1985, the Government representative had conveyed the will of his Government to eliminate the social evil of bonded labour. These good intentions should be put into practice. In this respect, he recalled that, in connection with the stone quarries question, the Supreme Court of India had pointed to some means that could detect more efficiently cases where bonded labourers existed and help to eliminate this form of forced labour through the efforts of the district magistrates, the State Governments and the Vigilance Committees. The speaker wondered whether these agencies were working efficiently and effectively and whether it might not be appropriate to obtain the services of the ILO to deal with this problem.

The Government representative thanked the Employers' and Workers' members for expressing their views and giving some very valuable advice. They had stated that implementation of the law required to be improved and that the means which had been employed to tackle the situation were not strong enough; much stronger means would be employed.

The statement that only 1 per cent of the bonded labourers had been covered was based on the presumption that the actual number was above 2 million, as estimated by the Gandhi Peace Foundation. His Government had not been able to accept this estimate because there was no evidence at all to support it; 242,000 bonded labourers had been identified and 218,000 had already been rehabilitated. The Government did not know whether the bonded labourers existed or not, but it was trying very hard to reach a final count, with the help of State Governments, various committees, voluntary organisations and the trade unions. It was trying to improve the implementation of the existing legal provisions and was

in favour of punishment for the guilty, but it could not instruct the courts which punishment to apply. The speaker added that a National Commission of Labour had been established to examine the problems of rural labour in general, including bonded labour. He stated that his Government did not feel the need for technical assistance from the ILO on this question since it was simply a question of implementation, not a technical matter which could benefit from the intervention of foreign experts. Returning to the question of figures, the Government had not fixed any target because its target was all the bonded labourers who exist – if they exist.

The Workers' members stated that differences of opinion might well exist on the figures, which were difficult to verify in practice. However, discussions which had taken place within the Working Group on Contemporary Forms of Slavery of the Sub-Committee on Prevention of Discrimination and Protection of Minorities of the United Nations, as well as information provided by the trade union organisations showed that bonded labour remained a very serious problem. The practical application of the law should be reinforced more vigorously and with effective sanctions. They hoped that the Government would shortly be reporting progress on this matter.

The Committee had taken note of the explanations supplied by the Government representative. The Committee noted the changes reported by the Government representative; it recalled, however, the points discussed at its previous sessions and mentioned by the Committee of Experts. The Committee requested the Government to continue its efforts to put the practice in question in conformity with the requirements of the Convention and to provide the information requested by the Committee of Experts.

Mauritania (ratification: 1961). The Employers' members recalled that in relation to Mauritania and Convention No. 29, the question of the elimination of slavery had been a source of problems for many years. The Committee of Experts had noted with regret that the necessary measures had not yet been taken to implement a law abolishing slavery. There had been discussions in past years with the Government, and the Employers' members failed to be convinced that slavery was no longer practised. This should therefore be included in the Committee's report under Convention No. 29 in relation to Mauritania.

The Workers' members associated themselves with the Employers' members' statement.

Netherlands (ratification: 1933). A Government representative stated that a Bill revising the legislation on dismissal would be presented this year to Parliament. This Bill proposes to delete the requirement for a worker to obtain approval of the Director of the Employment Office for the termination of his employment, if the employer disagrees. In practice, this requirement is hardly ever used since employers and workers typically agree; in any case and if approval is requested it will not be refused. The speaker said that this was not an issue of forced labour since the worker may not be forced to stay in employment under the menace of a penalty. He hoped that next year this case would be listed as a case of progress.

Speaking on behalf of the Workers' members, the Workers' member of the Netherlands expressed his satisfaction with the Government statement but regretted that a solution could not be found earlier.

The Employers' members agreed that this issue might have been settled earlier and that the legislation should be amended as soon as possible.

The Committee took note of the information submitted by the Government representative and of the discussion which followed. It noted that, according to the report of the Committee of Experts, there were divergences between the law and practice and the requirements of the Convention. The Committee requested the Government to ensure, at least in practice as a first stage, compliance with the requirements of the Convention, pending the solution of this question through legislation. The Committee hoped that the Government would be able to report major progress next year.

Pakistan (ratification: 1957). See under Convention No. 105.

Sudan (ratification: 1957). A Government representative, indicated, with respect to Article 25 of the Convention, that the information mentioned by the Committee of Experts which appeared in a document (E/CN.4/Sub.2/AC.2/1988/7/Add.1) of the UN Sub-Commission on the Prevention of Discrimination and the Protection of Minorities concerned slavery and was received from the Anti-Slavery Society for the Protection of Human Rights. The speaker was surprised that the Committee of Experts' report had not referred to the report of the Working Group on Slavery which appeared in Sub-Commission Document No. E/CN.4/

Sub.2/1988/32 of 22 August 1988. In paragraph 16 of that latter report, it could be seen that information on slavery had been presented by the Anti-Slavery Society regarding certain problems posed in the context of the on-going conflict in Sudan. The Anti-Slavery Society and the Government of Sudan had then agreed to an on-the-spot visit in the following year in order to be able to obtain more detailed information. In the light of the Working Group's report, it was clear that the Anti-Slavery Society had agreed to withdraw the information it had presented on Sudan until the time it would have objective information gathered by a group composed of representatives of the Government and of the Anti-Slavery Society. A representative of the Society had gone to Sudan, where he had met the Minister of Justice and the Minister of Foreign Affairs, as well as other competent authorities and certain other key Sudanese. In a letter addressed to Geneva, the representative stated his satisfaction at the visit; the Sudanese Government had, in accordance with the wish expressed by the Anti-Slavery Society, presented a joint document on this point, which had been submitted to the Commission on Human Rights at its last session.

The Government representative stated that there was no racial or religious discrimination in his country and that a spirit of tolerance, freedom and democracy reigned. The laws were applicable to all, whether strong or weak, subject or ruler, and the Government was making efforts to bring peace so as to ensure development and justice. The laws were in conformity with international labour standards and protected human rights; the application of the laws and the possibilities of seeking recourse under law guaranteed peace and personal safety. The legislation prohibited any form of exploitation or forced labour. There was no doubt as to the Government's commitment with regard to international instruments on the prevention of slavery and the slave trade, and Sudan had been among the first African countries to ratify the UN Convention on the abolition of slavery.

The Worker member of Sudan, after noting that he had been chosen as the representative of Sudanese workers without any interference whatsoever from the authorities, refuted what he termed false accusations contained in the report mentioned by the Committee of Experts, which could cause prejudice against Sudanese and disdain for their characteristic tolerance. The situation did not involve reports addressed officially to the Government of Sudan; the Government would have reacted in another way had the truth been alleged. The allegations were baseless. The Sudanese workers were vigilant in protecting fundamental freedoms and legitimate rights of citizens, such as the rights to freedom, dignity and justice, which were basic principles enshrined in the ILO Constitution. After indicating that his country enjoyed political and trade union freedoms that did not exist in many Third World countries, and that the political conflict between the Popular Movement of Southern Sudan and the Government was on its way to a peaceful resolution, the speaker concluded by stressing the humane and democratic traditions of the Sudanese nation, which could not tolerate false propaganda or fallacious rumours.

The Workers' members referred to the document of the UN Sub-Commission mentioned by the Committee of Experts. It had contained accurate information and the facts mentioned were so precise and so tragic that the Workers' members wondered how it could ever be shown that they were not true. The country should be visited by experts from the United Nations or organisations protecting civil liberties; the country should be open to the press so that journalists could travel freely to ascertain the facts, which would make it possible to determine the truth. The allegations cited by the Committee of Experts, corroborated by witnesses, were overwhelming. They dealt with, inter alia, the forced sale of children, especially boys, by their own parents, to unknown persons, with the parents having no hope of ever seeing their children again. The Workers' members hoped that efforts would be made to shed light on this matter, that objective information would be communicated in regard to the facts related, and that human rights would be respected.

The Employers' members stated that the situation was not very clear on some very serious matters dealing with slavery, and that it had not been possible to ascertain the facts to resolve ambiguities. The Government had not provided proof of the existence or non-existence of legislation calling for effective penalties against slavery, in conformity with the provisions of the Convention. The Employers' members shared the opinion of the Workers' members on this case.

The Government representative recalled that Sudan was a democratic country, in liberty, open to anyone who wished to find out on-the-spot what was happening; there was nothing to impede these efforts from being undertaken so that this could be confirmed in the eyes of the world. The speaker would inform his Government of the discussions so that full report could be prepared containing all the information requested to gain a more precise idea of the situation.

The Worker member of Sudan indicated that the question did not deal with the conflict between the Government and the trade unions, but rather was a matter involving the dignity of citizens. The trade unions would be the first to voice opposition to the Government if the situation were otherwise.

The Committee took note of the information provided by the Government representative and of the opinions and comments made during the discussion. The Committee noted the serious allegations cited by the Committee of Experts, which had a direct bearing on respect for the Convention, at least in practice. The Committee expressed the hope that the Government would take all necessary measures to ensure the application of the Convention and to ensure that penalties imposed by law for the exacting or forced labour would be truly effective and applied fully in practice. The Committee expressed the hope that the Government would in the near future be in a position to provide substantive information on measures taken in this regard.

Convention No. 30: Hours of Work (Commerce and Offices), 1930

Ghana (ratification: 1973). See under IA.

Convention No. 52: Holidays with Pay, 1936

Morocco (ratification: 1956). The Government has communicated the following information:

The observations of the Committee of Experts have been taken into account in the draft Labour Code which refers to the provisions of Article 2, paragraph 1, of the Convention. This draft Code, which has been approved by the Government, was communicated to the ILO at the request of the Conference Committee on the Application of Standards in June 1988. Steps have been taken to ensure that the draft Code can be examined as quickly as possible by the Parliament. Furthermore, the legislation on working conditions and remuneration of agricultural workers, which also contained certain divergencies from the requirements of the present Convention, has been amended by an Act of the Dahir, No. 1-72-219; section 23 of the Act provides that "The accumulation or the division into parts of holidays shall not reduce the duration of annual holiday to a period of less than 12 working days taken in two week rest days." The Government has communicated the complete text of Dahir (Act) No. 1-72-219 relating to the conditions of employment and remuneration of agricultural workers.

In addition, the Government representative orally reiterated the indications contained in the written communication above. He also indicated that steps were now being taken with a view to examination, as rapidly as possible, by the Parliament of the draft labour code.

The Workers' members recalled that the reason the Committee of Experts had asked the Government to supply full particulars to the Conference was the fact that the Government's report had not contained any new information in relation to compliance with this Convention. They were happy to see that there had now been some progress. However, the fact remained that there was still no new Labour Code, and they hoped that before next year the Government would be in a position to provide the answers which the Committee of Experts had been seeking.

The Employers' members supported the position adopted by the Workers. They emphasised that what was at issue in this instance was legislation which had to be brought into line with a Convention which had been ratified in the mid-1950s and in respect of which there was still no compliance. The proposed changes to the Labour Code had first been mooted 22 years ago. It was now high time that something was done – especially bearing in mind that these were obligations into which the Government had freely entered. They wanted to know when the new Labour Code would be adopted.

The Government representative said that it was important not to over-estimate the extent of divergence between the Convention and the law which was already in force: the only difference between the legislation in force and the Convention was that the legislation gives to the worker – and only the worker – the right to request the accumulation or the splitting up of paid leave. This right must be exercised with the approval of the head of the enterprise; as this right must be exercised according to strict formalities it is, in practice, hardly used by those workers concerned. This is the reason why the Government has not met with objections of occupational organisations over the introduction of necessary changes in the draft Labour Code or in the legislation relating to agricultural workers.

Replying to the Employers' members, he reiterated that the draft Labour Code had already been adopted by the Council of

Ministers and that it must be approved by the Parliament. The modification made in the draft Labour Code concern not only paid leave, but also more technical fields such as occupational health and safety. These amendments also have significance with respect to the prospects of ratifying other Conventions.

Regarding the legislation relating to agricultural workers, the Government has not been obliged to amend these provisions, but has done so in order to demonstrate its good faith and to harmonise its legislation with international standards targeted for attainment.

The Committee noted the explanations and information supplied by the Government representative. The Committee noted, however, according to the conclusions of the Committee of Experts, that there remained divergences of both law and practice with the requirements of the Convention. The Committee hoped that the provisions of the proposed Labour Code would make it possible to bring legislation and practice into conformity with the provisions of the Convention. The Committee hoped that the Government would be in a position to report decisive and specific progress next year.

Convention No. 81: Labour Inspection, 1947

Uganda (ratification: 1963). A Government representative stated that his Government regretted its failure to comply with the requirements of Articles 20 and 21 of the Convention. However, it should be pointed out that Uganda was faced with enormous administrative and material difficulties, due to prolonged civil strife and economic problems. These factors had made organisation of the publication of the inspection reports difficult. Everything possible would nevertheless be done to fulfil in the future the obligations under the Constitution and the Convention. In this regard the speaker informed the present Committee that the inspection reports for 1979 and 1980 have been compiled.

The Employers' members indicated that the reports on inspection services which should have been sent were not just pieces of paper. There was more involved here because these reports, if drawn up correctly, contained valuable information which reflected the present situation of a country. Every member who undertook the obligation of sending such information by ratifying the Convention should comply with this obligation. The reports gave account of the functioning and the effects of inspection services. This was an obligation whose importance went far beyond a purely formal obligation. The Employers' members understood the administrative difficulties which existed in a number of developing countries. Consequently, it was necessary to insist on the importance of this obligation so that member States would make all efforts to comply with their obligations. Taking into account the technical difficulties in understanding certain questions, it would be advisable for the Government resort to the technical assistance of the Office.

The Workers' members recalled that the present Committee had already emphasised on a number of occasions that labour inspection must be sufficient and competent in order for social legislation to be applied. Moreover, reports were indispensable for giving an idea of the difficulties encountered by a country. Labour inspection reports must be sent in the twelve months following the year in question. In this case, the last report, which was received in 1985, contained information concerning the years 1977 and 1978. Thus it was not enough to send a report. It was also important that the information be supplied in a timely manner. In this regard, ILO assistance could be extremely useful.

The Government representative declared that his country has received an ILO technical assistance mission in November-December 1988 and that its recommendations would be taken into consideration as soon as they had been transmitted.

The Committee took note of the information provided by the Government representative, in particular with regard to the difficulties that it had described concerning that elaboration and publication of inspection reports.

The Committee noted that no annual report on the activities of labour inspection services had been supplied since 1979.

The Committee requested the Government to take all the necessary measures, if necessary with the assistance of the Office, to ensure application of the Convention as concerns the regular publication and transmittal of annual labour inspection reports.

Convention No. 87: Freedom of Association and Protection of the Right to Organise, 1948

Burma (ratification: 1955). A Government representative indicated that his country had undergone drastic changes recently in the political, economic and administrative system. The single par-

ty system had been abandoned in accordance with the wishes of the people. The concomitant changes, reforms and restructuring were presently in full swing in all sectors of life in the country namely, political, economic and social spheres. Plans had been already adopted and a specific timetable had been drawn up for the holding of a free and fair general election on multi-party system within a few months time. All necessary preparations were being made in that direction. As a matter of fact, over 200 political parties had been formed and duly registered with the General Election Commission and they were expected to participate in the forthcoming elections.

Thus, there no longer existed the situation about which the Committee had expressed certain misgivings in regard to the present Convention. In the meanwhile, during this extremely delicate period of transition, marked by drastic reforms and restructuring, the existing labour laws afforded adequate protection to workers of their basic rights. The Ministry of Labour and its administrative organs were keeping very close watch on all matters concerning the interest and welfare of workers. It may also be emphasised that there existed no legislation whatsoever which prevented workers from forming associations to look after their legitimate common interest.

The prospective scenario of labour organizations and movements in Burma could accordingly be no other than the one that is in tune or harmony with the multiparty democratic system and hence in conformity with Convention No. 87.

The Workers' members stated that there would not be a long discussion because Burma had sent its reports. Furthermore, the political, economic and social changes permitted hope that the Convention would be fully applied. The declarations of the Government representative concerning the constitution of several political parties and the possibility for workers to form one or many trade union organisations permitted hope that the Act No. 6 of 1964, and, in particular section 9 (which imposed a single union structure), would be amended. It would be useful to specify the date by which these amendments should be made in order to assure that they would result in a proper application of the Convention.

The Employers' members indicated that the trade union monopoly laid down in law was an obstacle to freedom of association, and therefore, to application of the Convention. As in many other cases, the Government maintained that this monopoly was based upon the will of the workers themselves. None the less, the Employers' members considered that the will of these persons did not constitute a reason for establishing such a monopoly in the legislation. The declarations, made by the Government representative were somewhat vague; it seemed that different rules would be established if a different will were to become known. In any event, trade union monopoly should be eliminated from the legislation.

With regard to the political changes which would lead to a multi-party system, the present Committee could not examine these political questions, but could affirm that a single party system often goes hand-in-hand with a single union system. In fact, there was a correlation between these two systems and therefore it was hoped that the end of a single party system would also lead to the end of the single union system. The Workers' members would be grateful if they could observe progress in the near future in legislation, as well as in practice.

The Government representative described the political changes which had taken place in this country. The single party system and the single union system no longer existed. With regard to the economic plan, a mixed economy came into practice. As concerns the social climate, the democratic way was being pursued. The fact that two political parties had set up trade unions proved that workers now enjoy freedom of association.

The Workers' members observed that it was not the political parties that it was necessary to give authorisation to set up trade union organisations; this was a worker's right and it was preferable that a trade union not be attached to a political party, nor created by such a party. In this regard, the Office could clarify the meaning that must be given to the forming of free trade union organisations.

The Committee took note of the information communicated by the Government representative.

The Committee noted the will expressed by the Government to comply with its obligations stemming from the Convention.

The Committee also noted that certain specific measures were adopted to remedy the divergencies existing between national legislation and practice on the one hand, and the Convention on the other, but that this legislation had not yet been adopted.

Recalling the comments made by the Committee of Experts for a number of years, the Committee expressed its firm hope that the Government would adopt at an early date, and if necessary with the assistance of the International Labour Office, legislation in conformity with the requirements of the Convention and which would put an end to the system of a single union structure.

Central African Republic (ratification: 1960). A Government representative wished to assure the present Committee that the principle of freedom of association was respected by his Government. Act No. 88/009 of 19 May 1988, which created the possibility for workers to form federations and trade unions to promote and defend their interests, had entered into full force on 1 May 1989, the date on which the national authorities had invited all workers and employers to freely establish their organisations by occupational branch. A single trade union structure was in no way imposed on workers. This provision was not new, since the Labour Code provided in section 30 that regularly established occupational trade unions could engage in activities for the study and defence of their economic, industrial and commercial interests; that section also provided that they could establish unions, under any form whatsoever, and in particular could join international organisations of workers or employers.

In contrast to the view of the Committee of Experts that section 4 of the new Act was in contradiction to the Convention, the speaker stated that the Act simply afforded the workers the possibility of forming new groups.

The speaker also said that he had made contact with the Office so that a direct contacts mission could occur in the Central African Republic in order to ascertain that measures were being taken to establish local trade unions at all levels of economic activity, and that the Convention was being respected in this way. This mission could be accepted from September 1989, and it was up to the Office to fix the date of arrival so that the Central African Republic authorities could take the necessary measures in this connection. The speaker considered that the impetus given to the establishment of trade unions amply demonstrated the Government's will to respect its obligations as an ILO member.

The Workers' members expressed their serious concern over the situation in the country in particular, in regard to the application of the present Convention. For the fourth consecutive year, the Government has mentioned a direct contacts mission, without there ever being any follow-up on the oral promises made. This situation could not continue. The Workers' members wished there to be a written proposal seeking direct contacts, so that what had so long been promised could finally become reality.

The absence of the Central African Republic trade union representative who had for several years participated in the present Committee, and whose participation had been announced this year as well, was another source of concern. The Workers' members wished to know more in this regard.

The new legislation referred to was not satisfactory because it did not meet the standards of the Convention, even though certain technical points had been partially resolved. In a certain way, the principle of a single trade union structure had been maintained. If workers' organisations wanted to have a national central body, it was not up to the law to provide for it, because then it became quasi-obligation. The workers themselves had to decide freely, in their own organisations, if they wished to have trade union pluralism or unity.

The Employers' member recalled that the application of this Convention had caused difficulties for quite some time, and that the present Committee had discussed the situation on a number of occasions. The problem began with the absence of a Government report, first in 1982 and then since 1985. The question of a direct contacts mission has been discussed again and again, but none had taken place. Since 1981 there had been a general suspension of all trade union activity and there were many specific legislative limitations applicable to trade unions. New legislation may have cleared up a few of the more minor difficulties, which showed some progress, but the basic problem of the single trade union structure, which violates the Convention, remained unresolved. That constituted a sufficient reason for sending a direct contacts mission. In the light of the changes appearing in the new legislation and the progress made in applying the Minimum Age (Non-Industrial Employment) Convention, 1932 (No. 33), the Employers' members maintained the hope that the Government would make the efforts necessary here to achieve additional improvements. They requested the Government representative to be more specific in stating that existing discrepancies with the present Convention would actually be eliminated.

The Government representative stated that his Government had informed the ILO of the effective renewal of trade union activities in the Central African Republic. His country's delegation had contacted the Office and indicated, orally and in front of witnesses, that the Government was in a position to receive a direct contacts mission and that the date of its arrival should be set by the Office. The speaker therefore thought it was useless to put this undertaking in writing.

Concerning the absence of the aforementioned Workers' representative from the Central African Republic, the speaker said that the representative had been neither prevented from attending the Conference nor detained, but was rather participating in re-

gional trade union meetings. Another trade union leader had therefore been named to represent Central African Republic workers at the 76th Session of the Conference.

As regards the new Act, the speaker was of the view that the direct contacts mission would permit a viewing of progress achieved in the application of the Convention and misunderstandings to be cleared up. If it was a matter of formulation, where reference was made to single trade union federations, his country, which respected engagements it undertook, would voluntarily accept co-operation on the part of the direct contacts mission to review this provision.

The Workers' members wished to receive further information on the normal procedure to follow in relation to direct contacts missions. They added that in principle, this mission should be requested in writing. Moreover, the direct contacts should serve not only to study the current law but should assist, if necessary, in amending or adapting it.

The Workers' member of Liberia expressed the grave concern of African workers over the suspension of trade union activities since 1981. Trade union activities had gone on prior to that date, and the speaker failed to see any difficulty in restoring them by a revocation of the suspension. He questioned whether the Central African Republic's Workers' delegate to the Conference was in fact from the most representative workers' organisation, as required by the ILO Constitution. He thought it was inappropriate for the Government to argue impediments to compliance before a direct contacts mission had even taken place. Once one country in the region was able to get away with such an attitude toward trade union rights, African workers elsewhere had reason to be fearful. He found the Government's current comments and guarantees to be mere repetitions of those it had made in previous years, when no improvements had been made.

The representative of the Secretary-General indicated that direct contacts missions traditionally took place following a written communication from the government and an exchange of communications and correspondence between the government concerned and the Office in order to specify the terms of reference for the mission and the manner in which the visit would be carried out. In this case, the Government had stated its request before the Committee in 1986, 1987, 1988 and for the fourth time this year, 1989. In spite of efforts by the Office, correspondence and pressing appeals to the Government, no reply had been received in order to follow up on these requests for a direct contacts mission. The Office was fully disposed, once it received a written communication, to take the necessary measures, in consultation with the authorities involved, to set the terms of reference of the mission and to define the ways in which the on-the-spot visit would take place, if it was to occur.

The Committee took note of the explanations and information provided by the Government representative and of the discussion which had taken place in the Committee. The Committee noted with regret that the Government had not yet followed up on the promise it had made in 1986, 1987 and 1988 to receive a direct contacts mission. The Committee, while noting that certain divergencies in relation to provisions of the Convention had been eliminated in law and in practice, stated its concern over the imposition, by means of a new trade union Act, of a single trade union structure. The Committee expressed the hope that the Government would swiftly take all steps necessary to eliminate the serious and important divergencies which still remained and to ensure full conformity with the Convention in the legislation and in practice. It hoped the Government would be able to report definite and substantive progress next year.

On the proposal of the Workers' members, with the agreement of the Employers' members, the Committee decided to mention this case in a special paragraph of its report.

Colombia (ratification: 1976). A Government representative of Colombia stated that his Government was open to review by the supervisory machinery concerning the application of international labour standards. He said that, although there were links between the Committee of Experts and the Committee on Freedom of Association, as regards Convention No. 87 there could be no confusion over their respective functions, as there were differences between the two as to their competence: the Committee of Experts was more concerned with the legal work of comparing general international and national labour standards and had rightly confined itself to mentioning the situation of violence created by minority groups of extremists, delinquents or drug traffickers; the Committee on Freedom of Association, on the other hand, was more concerned with examining actual cases of violations of the Convention. His Government, he declared, was the first to deplore such cases and was most interested in clarifying and punishing the crimes which had taken place, as well as in preventing them from recurring; to this end, it had taken very important measures. Considering that the Committee of Experts had re-

ferred to the conclusions of the Committee on Freedom of Association, to which his Government had sent a great deal of information, he went on to deal with the issues raised by the Committee of Experts.

As regards the establishment of trade unions and the approval of their rules, he denied the allegation made by the Workers' Central Organisation of Colombia (CUT) that the Government was placing obstacles in the way of the establishment of trade union organisations, by repeatedly denying recognition of their legal personality or approval of their rules. He stated that over the past three years two new confederations had been established, 359 trade unions recognised and duly registered and 294 amendments made to their rules. Over the same period, 2,185 collective agreements were approved. He expressed his Government's intention to study ways of hastening this process, in consultation with the workers' leaders.

The speaker referred to the suspension of legal personality and the incompatibility which the Committee of Experts considered existed between the Convention and section 450 of the Labour Code (which permits the suspension of legal personalities for a period of two to six months and even the dissolution of a trade union as a sanction for an illegal strike); he stated that his Government was ready to examine in detail, with the workers and the employers, ways of changing the law, in so far as, for its part, the trade union movement could guarantee the normal operation of enterprises in which strikes had just finished, since the State had to ensure that the availability of work continued. He said that in normal times, as well as those involving repeated non-compliance by labour unions with the labour legislation provided for in section 380, the Minister of Labour must petition a labour judge for authorisation to impose the penalty provided in the section, suspension of legal personality. He added that in cases of grave disturbance of the public order by virtue of the Constitutional provisions on powers under the state of emergency to safeguard rights for all the population; the Government conferred, by temporary decree, jurisdiction to the Ministry of Labour to exercise, on a case-by-case basis, the authority to suspend legal personality or to dissolve trade unions. Decrees which suspended the legal personality of trade unions as punishment for having taken part in the general strike of October 1988 had been adopted in order to safeguard the authority of the Constitution and had been declared by the Supreme Court to be in conformity with the Constitution. He also referred to Article 4 of Convention No. 111, which stipulates that any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State shall not be deemed to be discrimination. He stated that these decrees had been repealed because the crisis came to an end. He pointed out that, even in a state of emergency, a trade union whose legal personality had been suspended could appeal either through administrative channels, which had the effect of suspending measures taken by the ministry, or through the administrative disputes procedure which, though it does not have a suspensive effect, may be accompanied by a supplementary appeal asking for suspension. He added that Colombian law is in conformity with Convention No. 87 and, in some regards, is more favorable for trade unions, for example, with respect to representation on boards of directors of public establishments. He added also that it was possible that in some regards, the Convention itself was out of mode and modification might be needed to bring it up to date. He then referred to the provisions of the national legislation which the Committee of Experts had considered incompatible with Convention No. 87, namely ministerial approval of amendments to the constitutions of unions, federations and confederations; supervision of the internal management of unions; the suspension, with loss of trade union rights, of trade union leaders who had been responsible for the dissolution of their unions; and the actual obligation to belong to the trade or occupation in order to be considered eligible for election to trade union office. He said the Government was interested in expediting these questions, in examining the degree of compatibility between these provisions and the Convention and the possibility of taking measures to put provisions in conformity with the Convention, in so far as they are not in conformity with regard to the election of foreigners to trade union office, the Government will request information from the ILO on the various national legal systems dealing with this question. As regards the communication of the election of trade union officers to the administrative authorities, he explained that this was a question of informing the labour authorities for registration and not for their approval. He also referred to the prohibition on trade unions from taking part in political matters and, in this respect, he said that in practice the Colombian trade unions participated in politics and that, like every citizen, their members were entitled to take part in elections and be elected and in fact a number of important trade union leaders have taken advantage of this right to be elected in the political arena. He added that this principle tended to protect unionised workers against the political

adventuring of a leader who might step out of his strict trade union role and take advantage of a "captive constituency."

It is the intent of the Government to study the possibility of tempering or suspending the current prohibition on strikes by federations and confederations, provided that adequate guarantees are given that the eventual declaration of strikes would concern real employment issues and the Government was conscious of the need for Constitutional guarantees of the right to strike in public services except in essential public services. He pointed out that amendments to the Constitution already proposed by the Government were under way. He added that the administration had no guarantees at all when faced with these strikes, which frequently occurred without the proper conciliation procedures being followed. The speaker declared that, for clear constitutional reasons, his Government had difficulty in accepting the idea of the suppression of compulsory arbitration ordered by the Government in order to terminate strikes affecting the national economy.

As regards prison sentences in cases of the suspension of the right to strike, under a state of emergency, he said that Decree 2004 was no longer in force and that a similar Decree adopted in October 1988 was repealed in December 1988.

The Government would also examine the question of the automatic dismissal of trade union leaders for participation in illegal strikes (which he said were not as automatic as all that), in order to establish which legal improvements might be proposed.

Finally, he said that the national legislation did not place any limit on the duration of strikes but that it guarantees the right of the majority of workers to request the ministry of labour to constitute an arbitral tribunal to resolve strikes of more than 40 days' duration.

In conclusion, he affirmed that, in Colombia, despite the difficult social and economic context, an atmosphere of harmony and collaboration did exist between Government and trade unions; this did not mean there were no differences of opinion, but these could always be resolved in an atmosphere of patience and constructive dialogue. The Government was examining ways of bringing the legislation more closely into line with the Convention. He reiterated its interests in continued co-operation with the Committee of Experts and the present Committee; he stated that some observations were unfounded because of a wrong interpretation of the standards or because the complainants had overlooked the Government's obligation to safeguard higher legal rights through emergency measures.

The Workers' members considered that the Government representative's intervention was excessively long and had hindered the problem rather than helped it. They would have liked the Government representative to have supplied replies to the recommendations of the Committee on Freedom of Association and to have given details of the measures taken following the direct contacts mission. As it happened, the Government representative had merely repeated the same formula throughout his intervention, namely that things would be examined later.

The Employers' members believed that after the long statement of the Government representative, it was necessary to highlight certain main points. The point of departure is the great number of complaints and of different findings about the situation in Colombia which, taken altogether, is a cause for much concern. The Committee of Experts had spoken of an alarmingly violent situation and the Government representative had confirmed the situation. The Committee should examine the case against that background; it was not surprising that in such an unusual situation, problems had arisen in relation to freedom of association: authorities appeared to act arbitrarily, there was a lack of sufficiently precise legal provisions and many of them were not complied with. A number of different laws represented too great a form of intervention into the activities of associations, bureaucratic provisions prevented employers and workers from carrying out their work independently, and restrictions were placed upon the activities of organisations. The Committee of Experts considered that restrictions on the right to strike were too stringent; the Employers did not want to raise the point as they were not in agreement with criteria applied by the Committee of Experts. However, there were clear violations of the Convention and they were very concerned about the situation. The Government representative had recognised that the situation was complex but had given little indication of the possibilities for changing it. The situation did not justify regulations and practices which did not conform with the Convention. The Government had to supply a detailed report and indicate its intentions and the changes it would make. The Committee should continue examining the case and express its concern about the present situation.

The Worker member of Colombia referred to the fact that some governments appeared to consider as an attack on the nation any complaint made by trade unions before the international authorities regarding non-compliance with obligations entered into with the Organisation. He considered that the important factors in

this question were the truth of the complaints made and the opening of the dialogue needed to enable labour legislation to progress. He stated that, in giving the workers' representation at the International Labour Conference to the most representative union group, namely the CUT, the Government had merely complied with its duty, not granted any favours. The speaker stated that the Convention was of the greatest importance to the trade union movement and was the result of a century of workers' struggle; it had still not been ratified by some States and was not respected by others, as was the case in his country. He said that in his country trade unions were still being suspended by administrative authority and that this currently affected over 40,000 workers; Decree No. 939 of 1966, which empowered the Ministry of Labour to suspend strikes lasting over 40 days and to order compulsory arbitration, was still in force and was still being applied.

The President of the Republic could suspend a strike if he considered that it threatened the national economy. The speaker observed that, for years, the Committee of Experts had insisted that some amendments be made. He hoped that the consultations with the unions and the employers would be fruitful and that they would result in proposals to improve the application of the Convention by the next session of the national Congress. However, he found this difficult to imagine since agreement had not been possible even on a minimum wage. The speaker referred to the murders of 276 trade unionists and stated that when the president of CUT was murdered in February 1989, the executive of that organisation had started a hunger strike, which had led to discussions being held between the Ministry of Labour and CUT. On the basis of these discussions, the Government had committed itself to protect the trade unionists and to investigate the crimes. In spite of the good will of the President of the Republic, the facts were clear: the headquarters of CUT in el Meta had been blown up and two more trade union leaders had been murdered by paramilitary groups. The situation was very serious, with 276 murdered trade unionists, and 300 death threats. In short, it was very dangerous to be a trade unionist in Colombia. He appealed for the international solidarity of the world's democratic countries to ensure that the efforts made by the President of the Republic should culminate in the unmasking of the murderers.

On the question of the October 1988 strike, he denied that it had been politically motivated; the CUT and CGT had demanded improved living and working conditions for Colombian workers. Three days before the strike, the Government passed emergency decrees which allowed the arrest and dismissal of strikers and the suspension of the trade union centrals. The decrees had been repealed, but the punishment had been maintained. The suspension is still in force, in spite of the fact that all internal appeal channels have been attempted. Finally, he emphasised that the Colombian trade unionist movement was seeking to engage in dialogue with a view to ending the violence, since without peace there could be no progress; it was a peace movement fighting to defend the right to life, liberty and democracy. He concluded by expressing his faith in the assistance the ILO would bring to the Colombian workers, employers and government, in order to reach the necessary agreements.

The Worker member of the Federal Republic of Germany stated that the Government representative's intervention led him to make the following comments on the links between the Committee on Freedom of Association and the present Committee. The present Committee is accustomed to dealing with cases on non-application of standards, on which it drew its own conclusions. He emphasised that on many points Colombian labour legislation was diametrically opposed to the Convention, as had been stressed by the Committee of Experts in its report. There was an urgent need for the law to be modified so as to settle the question of the legal personality of trade unions and put law and practice into conformity with the Convention. The persistent refusal to make these amendments was most worrying. A direct contacts mission had taken place in 1988 and the case was examined within the Committee on Freedom of Association. Violations of Convention No. 87 were observed in several countries, but in Colombia not only were limitations placed on the activities of trade unions, but also trade unionists wishing to carry out their functions put their lives in danger. There are limits beyond which one cannot go: with drug-dealers, the complicity of the police and the armed forces, and illegal activities of paramilitary groups – against even the most elevated dialogue is powerless. Nevertheless, the Government is obligated to guarantee the rights of trade unions, grant the right to strike legally and to protect trade unionists against assassination. In a country where violence prevails, the exercise of trade union rights is also in danger. There have been 276 murdered trade unionists; 1,660 people were murdered between May 1988 and April 1989 and 2,000 had "disappeared". Paramilitary groups terrorise most of the country. The Government, which has not been able to stop these terrorist acts and which uses inadequate means in their pursuit of the guilty should therefore not only review its

legislation but also its practice. All criminal activities against trade unionists should be prosecuted and sufficient measures taken to conclude the inquiries into these activities. The Government representative's statements did not show much good will in this respect; he merely justified the maintenance of the existing legal situation, this being characterised by interference in the activities of trade unions, limitation on the right to strike, prohibition on strikes by public servants and invocation of Constitutional provisions. Dialogue between members of the present Committee should consist not merely of the expression of points of view and their repetition: progress should also be able to be registered. The speaker joined with the Worker member of Colombia to stress the right of trade unions to supply observations on the situation in their countries. The exercise of this right should not give rise to discrimination. The numerous murders of trade union leaders provoked the horror of civilised people and the solidarity of all trade unions.

A Worker member of Spain stated that the situation in Colombia was so serious that it went beyond the provisions of the Convention. A Government which does not guarantee to its citizens the most fundamental right, the right to life. With reference to the violation of freedom of association and particularly the suspension of trade unions, he emphasised that according to indications by the Committee of Experts, the Government, in October 1988, was to promulgate new decrees ordering suspensions; nothing has been done to improve this situation. He referred to the appendix of the Committee on Freedom of Association's Report, the first of which contained a list of 79 disappeared or murdered unionists, with regard to whom the Government has communicated no information; 18 of these have been murdered in 1989. In the second appendix, there was a list of 180 trade unionists concerning whom the Committee had requested information on the legal investigations which had been undertaken. The speaker asked the Government representative about a disappeared trade unionist and asserted that until the Government responded, the case of Colombia should be the object of a special paragraph as labour laws were merely a dead letter. The Worker member of Venezuela expressed his deep concern for the situation of Colombian workers. He considered that the threat to the right to life merited special attention on the part of the present Committee because, without this fundamental right, no other right can be guaranteed. He emphasised the fact that in the seven months since the meeting of the Committee on Freedom of Association in November 1988, when the assassination of 200 trade unionists was noted, 76 more assassinations had taken place. He felt that this violent process of a dirty war sought to resolve the problem of social justice by repression. He thought it necessary to oppose such a process being adopted as a state policy. He made reference to a declaration made by the President of the Republic of Colombia, as a consequence of the strike of October 1988, in which he referred to the decrees that had been adopted and confirmed that these decrees had fulfilled their objective and had defeated the country's enemies. Such a declaration showed that the President's policy was one of repression and assassination of those who fight to defend their rights. Finally, the speaker expressed his wish that this case be the object of a special paragraph.

The Worker member of the United Kingdom declared that this was a difficult, confusing and horrifying case, filled with savagery and death. In his view, the Government representative of Colombia was confused, as he appeared to be indicating that horror was dealt with by the Committee of Experts and that the present Committee dealt merely with its legalistic aspects. On the contrary, observations by the Committee on Freedom of Association had considerable relevance to the work of the present Committee and many of the points made by the Committee on Freedom of Association had been referred to by the Committee of Experts, notably the one concerning the alarming, violent situation in Colombia which generally made it impossible for normal living conditions to be maintained and prevented the full exercise of trade union activity. This was relevant to the work of the present Committee, as was the litany of martyrs to the trade union cause. If a trade unionist was murdered because of his trade union views, then the murder was relevant to the work of this Committee; indeed, being mentioned in this Committee might amount to the only memorial erected to such a victim. The political situation in Colombia was confused, with drug-traffickers and paramilitary organisations operating freely.

The contrast was inescapable between a government unable to protect the lives of trade unionists or to control paramilitary organisations, but with sufficient strength, control and law to deal with local strikes, general strikes and other trade union activities. The contrast was also relevant to the work of this Committee. There was no doubt whatsoever that Colombia was not in conformity with the Convention. This had been said by the Committee on Freedom of Association, the Committee of Experts and by this Committee. Furthermore, this Committee would continue saying

so, because it was not satisfied with the presentation of the situation by the Government representative. At the end of his statement, the Worker member of Colombia had expressed his faith in the ILO; the Speaker hoped this faith would remain intact after the decisions taken by this Committee.

The Worker member of Uruguay stated that this case should be distressing to all democratic members of the Committee now that this country had become a world leader in the number of workers murdered. He expressed his agreement with the statement of the Employers' members as concerns the need to put an end to this situation. The speaker expressed his disagreement with the explanations given by the Government representative and regretted the fact that the Government tried to justify itself and its violation of the Convention as well as the attacks against the trade union movement by paramilitary groups and drug-traffickers. He felt that the present Committee should include a special paragraph which, in a clear and precise manner, would explain the situation of violation of trade union rights on the Government so that it might recognise and apply, in practice, these rights so that it would give priority to guaranteeing the right to life.

The Workers' members indicated that registration of a case in a special paragraph does not constitute a formal condemnation but does emphasise the grave nature of a case. Their first concern was for an end to the violence which was annihilating civil liberties and freedom of association and was preventing the operation of justice. Reports of supervisory bodies dealing with the situation in the country could help the Government find solutions. On their side, the industrialised countries should make their contribution by more effectively fighting drug-trafficking, one of the scourges of the country; this had already been noted by the spokesman for the workers before the Governing Body. The conscience and solidarity of the world should be awakened. As far as freedom of association was concerned, workers who engaged in trade union activity found themselves face to face with violence, accused of terrorism, and their activities were described as "perverse"; this had to stop. In spite of the direct contacts mission and the recommendation of the Committee on Freedom of Association, it was clear that, at present, freedom of association was not respected either in the law or in practice, notably as regards the legal personality of trade unions and strikes, as the Committee of Experts had pointed out. Changes had to be made and measures had to be taken which should result in tripartite consultation and the assistance of the ILO.

The Government representative declared that he had not referred to the comments of the Committee on Freedom of Association due to lack of time and in view of the numerous questions asked by the Committee of Experts; however, his Government was ready to explain both orally and in written form, as it had always done, these crimes which his Government was the first to deplore. His Government was trying to avoid responding with repression to the attacks against democracy that were being made by violent and delinquent opponents; it preferred dialogue and the participation of all interested parties. As regards the situation described in his country, he referred to the multiple causes of the violence, the drug traffic linked with subversive groups both of the extreme right and of the extreme left. He also referred to the need for the control of arms trafficking, although it should be pointed out that the arms were not manufactured in Colombia. He stated that, in certain cases, his Government had recognised the grounds for the complaints which had been presented to the ILO and other international authorities. These were cases of abuse of power but they did not permit one to affirm that violence was organised systematically by the Government; this had been recognised by the Workers' representative before the Governing Body. The speaker also referred to the report of the direct contacts mission which visited Colombia and which had been submitted to the Governing Body; this referred to a state of generalised violence and to the fact that the victims of this violence were also employers, school-teachers, priests, journalists, people from all levels of society, various civil servants, magistrates, judges, the Minister of Justice and the Attorney General. The Workers' members before the Governing Body had asked the Director-General to use his influence to mobilise the United Nations and the specialised agencies in support of the fight against drug-trafficking, which was principally responsible for the current situation in Colombia and he reiterated his Government's interest in supporting all efforts made in this direction.

The Government representative turned to the general strike of October 1988 which had been called by CUT, CGT and other trade union movements. He stated that it was a political strike and not a strike on labour questions; this he could prove by reading from a text published by the "Coordinadora Guerrillera Simon Bolivar", in which this movement had called for military confrontation and for sabotage activity as ways of participating in the political general strike. He also referred to the fact that the same president of CUT had admitted publicly after the strike that ter-

rorists and other violent elements had defeated the strike and he wondered that would have happened if the Government had not taken emergency measures in the face of this particularly abnormal strike.

The speaker also stated that three decrees had been adopted dealing respectively with: the establishment of a committee to fight against the death squads, bands of gunmen and private self-defence groups (Decree No. 813), the establishment of a special armed corps to fight against these groups (Decree No. 814); and Decree No. 815, which suspended the legal provision allowing the Ministry of Defence to issue weapons which are reserved for the exclusive use of the armed forces to civilians and to use the collaboration of private citizens in national defence activities. He also referred to Decree No. 1.194 of 1988 which deals with the dismantling of training camps for hired gunmen and raised the penalties for training gunmen and other related activities. He insisted that the present Committee take into consideration the external factors which were aggravating the situation in his country, in order to undertake an international action against such activities, for example against arms trafficking. Finally, he expressed the hope that the present Committee's conclusions would take into account the efforts made by his Government, which wished a democratic and progressive situation to exist in the country.

The Committee had taken note of the information supplied by the Government representative and the detailed discussions which had taken place within the Committee. The Committee noted with profound concern the comments made by the Committee of Experts, which spoke of the persistence of a number of grave divergences between, on the one hand, law and practice and, on the other hand, the provisions of the Convention. It recalled on this score the questions that had been raised by the Committee of Experts over many years. The Committee took note with interest of the report of the direct contacts mission that had travelled to Colombia in September 1988 and of the grave concern of the Committee on Freedom of Association. The Committee requested the Government to take all necessary measures to bring the law and practice fully into line with the requirements of the Convention, *inter alia*, in attempting to reintroduce a situation propitious to the full exercise of civil liberties and accordingly the freedom of association and to guarantee the physical safety of trade unionists. The Committee wished to request the Government to hold tripartite consultations and recalled to it the possibility of having resort to the ILO's assistance. The Committee expressed the most sincere hope that the Government would be able to report next year on substantial progress achieved in this field in view of the importance and the gravity of the situation. The Committee decided to mention this case in a special paragraph in its report.

The Government representative stated that his Government respected the conclusions of the Committee, to the point of abstaining from any intervention in their adoption, as he respected the legal belief that you could not be the judge in your own case. However, he wished it to be noted that his Government considered that in the conclusions, greater consideration should have been taken of the efforts made by his Government to fight violence by all the extremist groups and its determination to apply the international labour Conventions as best as possible. Finally, he referred to the difficult economic context which hindered the application of these standards in developing countries.

Czechoslovakia (ratification: 1964). A Government representative stated that in his country trade union unity came into existence spontaneously, long before the present legislation came into force. Furthermore, Law No. 74 of 1973 provided specifically that trade unions may be set up freely, without previous authorisation which is otherwise required for setting up associations of other types. No attempt has been made by the workers to establish trade union organisations other than the existing one. This fact, and the nearly universal membership of the workers in the revolutionary trade union movement led to the conclusion that the existing trade union movement in his country corresponded with the wish of the workers and these wishes, in turn, were respected by the Government.

Moreover the Committee of Experts pointed out that, in spite of the absence of legislative restrictions concerning other trade union organisations, the very fact that the revolutionary trade union movement was referred to by name in the Constitution and other legislation, and that the Labour Code granted extensive powers to this organisation, led to the conclusion that, in a strictly legal sense, Article 2 of the Convention was not fully applied.

His Government had expressed in its written reports its willingness to amend the legislation should a new, strong trade union organisation be set up. It was difficult for his Government, however, to propose a major change, when the law completely covers the existing needs and the party concerned, the existing trade union organisation, resists the change. Amendments were made to the Labour Code in relation to the provisions of the law on

state enterprises. The amended Labour Code was recently sent to the ILO. In the amended sections of the Code, the reference to the Revolutionary Trade Union Movement by name was consistently replaced by the general reference to the "respective trade union body". Reference to the Revolutionary Trade Union Movement remained unchanged, however, in certain other sections.

The case was not considered settled. The Government called attention to the profound changes that took place or were expected to take place in the Czechoslovak economic system. Those changes would lead to greater independence of enterprises, and it could be expected that changes in the present pattern of industrial relations would follow. Further and possibly more profound amendments to the labour legislation would have to be made and this would be the right occasion to examine once again, with a fresh outlook, the present provisions concerning the special status of the Revolutionary Trade Union Movement. The speaker assured the present Committee that the Government remained committed to the obligations undertaken by the ratification of Convention No. 87.

The Employers' members stated that the opportunity for trade unionism pluralism was a fundamental principle of the Convention. It was not surprising that only one trade union existed given the constitutional provision which expressly stated that the only trade union organisation to be recognised was the Revolutionary Trade Union Movement. The amendments to the Labour Code at best appeared to be an attempt to address the concerns of freedom of association indirectly, rather than directly stating that more than one trade union could exist in the country. Nothing had been said by the Government representative concerning the right to organise for members of collective farms. Since the Government's position, at least as reflected in the Committee of Experts' report, was that there was no obstacle to the right to organise for co-operative farmers, it was requested to communicate the provision which ensured that right. Since Czechoslovakia ratified this Convention some 25 years ago, it was urged and commended to change the legal situation.

The Workers' members stated that the fact that the dialogue continued was a good thing in itself but that the situation was not yet satisfactory. Workers do not love compulsory pluralism, nor obligatory unity. It was, therefore, not very likely that the Czechoslovakian workers would not form organisations of their choice if they had a real possibility to do so. The Workers' members shared the opinion of the Committee of Experts that the possibility of forming organisations of their own choice did not exist for Czechoslovakian workers. What are the legal provisions or regulations providing the right of freedom of association for members of collective farms? It had been stated that new texts were adopted. It was also necessary to hope that the Committee of Experts would be able to examine them and that we would be in a position to note progress, because at present, Czechoslovakia had not fully and correctly applied Convention No. 87.

The Government representative of Czechoslovakia, in response to observations made by the Employers' members and the Workers' members, stated that trade union monopoly was not imposed. By virtue of an Act adopted in the beginning of the 1950s, the formation of all associations had to be authorised by the Ministry of the Interior, who also had to approve the statutes. By virtue of another Act, however, adopted following the dialogue with the Committee of Experts, the general provisions of the Act on associations did not apply to trade unions. Consequently, trade unions could be created without prior authorisation. At issue before this Committee was the special status of the Revolutionary Trade Union Movement derived from the Labour Code, and to a certain degree, the Constitution. This special status effectively poses a problem, because the creation of other organisations is impeded. The Government is, however, looking for a solution. It is difficult to propose profound changes in the legislation in force because, as the national debates concerning the amendments of the Labour Code can prove, the special status of the Revolutionary Trade Union Movement is not called into question by anyone.

With regard to the freedom of association workers in agriculture, of members of collective farms, it was necessary to explain the difference between collective farms and state farms. The members of collective farms are affiliated to the Union of Collective Farmers, which is not a full fledged trade union because its statute was approved by the state authority. The Union defends in a satisfactory fashion the interests of its members. This union is not affiliated to the Revolutionary Trade Union Movement. As concerns the members of state farms, their status is identical to that of other workers, and although they are free to create their own organisation, they have not expressed that wish and prefer to join the Revolutionary Trade Union Movement.

The Committee took note of the remarks made in the Committee of Experts' report, as well as the explanations provided by the Government representative. The Committee recalled that the

Committee of Experts, and the Conference Committee itself, had examined the question of trade union monopoly, which is in contradiction with the provisions of Convention No. 87, for a number of years. Furthermore, the Committee noted the absence of freedom of association of members of collective farms.

The Committee regretted that no changes had yet been made with a view to implementing Convention No. 87. The Committee considered that it was time for measures to be taken in order to amend the relevant legislation and that the Government should report as soon as possible the progress made in this area.

Dominican Republic (ratification: 1956). The Government has sent the following information:

In the Dominican Republic, workers and employers have the right to establish the organisations of their choice without any distinction whatsoever and without previous authorisation, as well as the right to affiliate to such organisations, subject only to observance of the statutes of these organisations. The Government respects freedom of association fully and without restrictions as an expression of the right of association which is enshrined in the Constitution of the Republic.

As concerns the comments of the Committee of Experts on section 265 of the Labour Code, the Government reiterates that this provision, which excludes from the application of the Code workers in agricultural undertakings employing no more than ten workers, does not imply restrictions on their trade union rights, because of the undeniable possibility of forming or joining occupational unions under section 294 of the Code, and because the minimum legal number for forming a workers' union (at the undertaking level) is 20 members in accordance with section 292 of the Code.

The Government reiterates that in practice certain categories of public employees, in particular in decentralised, semi-autonomous and autonomous state bodies, have formed unions at the undertaking or occupational level. This has occurred in, for instance, the Electricity Corporation, the Water and Sewage Corporation of Santo Domingo, and the state undertakings, as well as in the autonomous University of Santo Domingo, and unions of doctors, nurses, and dock workers, among others. Public employees enjoy the right to belong to unions connected with their occupations or offices, so long as they observe the provisions of the relevant national legislation. Nevertheless, the labour authorities are examining the possibility of inserting in the national legislation certain specific limitations on the right to organise of public officials involved in high-level management or decision-making, so long as this is in conformity with Article 2 of the Convention. Whatever changes may be made in this respect will immediately be communicated to the International Labour Organisation.

In the public sector, unions exist in the semi-autonomous, autonomous and decentralised bodies of the State; and in some centralised bodies there are provisions in legislation or regulations which facilitate the establishment of organisations for special categories of workers (doctors, nurses, teachers, engineers, etc.). The public officials and support staff of centralised institutions do not belong to workers' or employers' organisations within these bodies, as they are affiliated to organisations for special categories of workers (professional associations, etc.) in accordance with their individual and social rights laid down in the country's Constitution and laws. The labour relations of these workers are regulated by special laws.

The legal provisions which refer to the suspension or dissolution of workers' and employers' organisations were adopted under Title VIII (sections 352 to 356) of the chapter of the Labour Code concerning trade unions. In no case can a workers' or employers' organisation be dissolved or suspended by an administrative decision.

The right of affiliation to higher-level organisations is not limited or infringed in any way by the labour authorities.

As concerns the exercise of the right to strike, the unions enjoy full freedom in this respect so long as they observe the relevant provisions of the legislation. In most cases collective conflicts are resolved through the mechanisms of mediation and arbitration in order to avoid damage to the national economy and harming public order and civil peace. In addition, there are no restrictions whatsoever on exercise of the right to sympathy strikes so long as the initial strike which is being supported was legal.

The labour authorities are evaluating the possibility of amending section 374(3) of the Labour Code in order to reduce to a simple majority the number of workers in an undertaking necessary to declare a strike. Another possible amendment would remove transport in general from the list of permanent public services. The possibility is also being examined of reintroducing to the legislature a preliminary draft to repeal section 265 of the Labour Code, which has been introduced on several occasions but has encountered various obstacles. Another reform is being con-

sidered, which would guarantee fully the stability in their jobs in undertakings, of workers who are administrators of trade unions.

In addition, the national authorities have noted the suggestion of the Committee of Experts that the prohibition of political strikes be limited so that workers may come out on strike in protest against state economic and social policies which they consider to be contrary to their interests, it being understood that the main objective of unions should be to ensure the economic and social development and well-being of all workers, while respecting the Constitution of the Republic, the labour legislation and internal security.

The Government refers to cases of violation of freedom of association and the right to organise, alleged in the observations which the General Confederation of Workers (CGT) presented to the ILO in communications of 3 and 31 January 1989. The Government reaffirms its comments made in reply to these allegations and transmitted officially to the ILO in April and May of this year.

The labour authorities have noted carefully all of the suggestions made by the Committee of Experts, with a view to adopting the necessary measures to bring national legislation into conformity with the Convention as soon as possible.

Ecuador (ratification: 1967). A Government representative referred to the fact that in accordance with Ecuador's democratic traditions a new Government had been elected in early 1988, and had taken office in August 1988. The new Government had studied the observations which had been formulated by the supervisory bodies of the ILO in previous years. It wanted to satisfy all of the requests which were reasonably compatible with the national interest. Consequently, three legislative decrees had been sent to Congress, all of which were designed to deal with matters raised by the ILO. The President of the Republic had also approved an Executive Decree which was intended to achieve the same objective.

One of the draft decrees consisted of an interpretation of Decree No. 105 of 7 June 1967 concerning collective work stoppages. This new decree makes it clear that the 1967 measure does not apply in any way to collective stoppages at work, and that it did not prohibit workers the exercise of their rights to strike or organise – both of which were guaranteed by the Constitution of Ecuador.

Turning to the other comments of the Committee of Experts, the speaker indicated that public servants did have the right to associate and freely to elect their representatives. Their associations were not called trade unions, but they did exist.

It was logical that the members of the executive committees of works councils should be of Ecuadorian nationality. It was also logical that works councils should be dissolved if their membership fell below 25 per cent of the total number of workers at the workplace, because in such circumstances it would no longer be representative of the workers. Studies were under way in order to finalise the Government's positions on these matters.

The proposals which were put forward by the direct contacts mission in 1985 should be examined cautiously. It was especially difficult to criticise the legislative provisions which prohibited the religious or political activities by trade unions. These provisions had profound systemic and organic meaning in Ecuador. They had emerged out of intense political and religious struggles which had bloodied the country for many years. The Government did not wish to see this situation recur in the future. The Constitution permitted full political and religious freedom. Trade unionists were free to worship in their churches, and to fight politically within their parties. However, it was necessary to keep both religion and politics out of trade union affairs. The Government hoped that the present Committee and the Committee of Experts would respect national sensibilities in relation to this matter.

Referring to the comments of the Committee of Experts on the need for legislation protecting workers against anti-union discrimination at the time of recruitment, his Government did not understand what this observation meant. He referred to various provisions of the Labour Code which were intended to protect workers in various contexts. He called upon the Committee of Experts to indicate precisely what changes they wanted to see implemented in this area.

Turning to the comments sent to the Committee of Experts by the Ecuatorian Confederation of Class Organisations (CEDOC), he stated that comments sent on 22 January 1988 had nothing to do with the present Government. It was inopportune, therefore, for the Committee of Experts to refer to these comments in their report. If CEDOC believed that their comments were still relevant this organisation should indicate which cases they wished to denounce.

In relation to the delegation to officials of a lower category of the power to refuse to register workers' organisations, he pointed out that there had to be some delegation of authority in a complex

administration. The Constitution provided that the different ministries should deal with different topics. The Labour Code expressly empowered the Labour Directorate to deal with a range of issues including occupational health and safety, minimum wages, social services and labour organisation. It followed that there was nothing improper in the fact that officials in the Directorate dealt with matters pertaining to labour organisations.

The Worker member of the United Kingdom thanked the Government representative for his detailed statement on the state of the law and on the legislative changes envisaged. He declared, nevertheless, that it would have been more helpful if this information could have been provided to the Committee of Experts.

The Committee of Experts had said that since 1985 there had been no indication that the Government had taken any measures to implement the proposals made to the Government by the direct contacts mission. The Government representative said that he looked to the present Committee for advice. All the necessary advice was contained in the report of the mission, which had been agreed with the Ministry of Labour in the country. The present Committee wanted the Government to indicate that it intended to make these changes as soon as possible. The speaker observed that the Government representative said that public servants had the right to organise and to elect their representatives. However, this did not grant to civil servants a right to form or join the union of their choice in full freedom. He asked the Government representative to give an assurance, and to provide evidence to the Committee of Experts to the effect that public servants would be allowed to join unions of their own choosing, and that they would be treated in no way differently from other workers in this regard.

The Workers' members said that in 1985 a direct contacts mission had taken place because of problems which had been observed in previous years in relation to trade union freedoms as embodied in this Convention. They had hoped that after the direct contacts mission they would see appropriate changes to the legislation – for example, in relation to the right to organise public servants and the administrative dissolution of trade unions. The present Committee had waited for two years after the mission in order to see what would happen. By 1987 nothing had happened, and the report of the present Committee for that year contained a long special paragraph relating to Conventions Nos. 87 and 105. The Workers' members had hoped that they would see real change – especially after lengthy discussions in the Committee, involving the Vice-Minister of Labour. Yet today, the present Committee was faced with exactly the same situation. The Workers' members had heard a speech which contained vague promises, but still nothing had been done. They considered that this lack of progress over many years suggested to the Committee a case of continued default in application of the Convention. The Workers' members expressed their hope to hear more positive responses from the Government. They expressed the hope that the discussion would elicit more concrete proposals from the Government representative.

The Employers' members agreed that there had been no progress in this case, and perhaps there had even been movement in the opposite direction. They noted that the Committee of Experts had dealt with six problems areas. The Government representative had not addressed any of them, nor had he indicated that any changes were going to be made in relation to them. A direct contacts mission had taken place in 1985. It had suggested appropriate legislation solutions. It now appeared that these were not being considered in any realistic way. The present Committee now finds itself in the same position as in 1987 and 1988. The Government, in fact, showed no real will to correct any of the deficiencies that had been identified. It talked in terms of incursions upon national sovereignty; when it ratified an ILO Convention, it undertook an obligation to meet the requirements of that Convention. That had not been done in this case.

The Government member of Venezuela felt that it was important to take account of the democratic context of the country. It had a long democratic tradition, and there was undeniably an atmosphere of freedom. Some of the cases with which the present Committee had to deal were far more serious than this one. He understood the Committee's impatience because of the delay in implementing the recommendations of the direct contacts mission. However, it was necessary to bear in mind that there was a new Government in Ecuador, and that it was important to try to maintain dialogue with that Government.

The Workers' members put five specific questions to the Government representative: (1) Did the draft legislation exist in written form? (2) Where had the draft texts been presented within the country? (3) Had the texts been sent to the ILO for scrutiny by the Committee of Experts? Was the Government going to do so? (4) Did the draft laws respond to the proposals formulated by the direct contacts mission to bring the law into full conformity with the Convention? (5) Did the draft laws respond to the specific comments which had been made over a number of years and

which were repeated in the report of the Committee of Experts this year?

These were precise questions and if the Government was able to provide precise answers then it would be possible to continue a dialogue.

The Government representative indicated that the draft decrees had been submitted by the President of the Republic to the relevant legislative body – that is the Congress – for proclamation as a law. The Executive Decree had been sent, with presidential endorsement, to the relevant minister in charge of implementation. He had the relevant texts with him, and would immediately hand them to the Secretariat.

The Workers' members noted that this constituted a partial reply to their question. The Government representative had not indicated whether the text corresponded with those agreed with the direct contacts mission. Since there was a formal promise to submit the documents to the Secretariat for examination by the Committee of Experts, they were prepared to be patient for one more year. They believed that the Committee's observations should be contained in a special paragraph, but there should not be any reference to continued default in application of the Convention.

The Workers' members proposed that the conclusions should be included in a special paragraph.

The Employers' members expressed some hesitation at the use of a special paragraph because there had been one small step taken in good faith to resolve the situation.

The Workers' members pointed out that special paragraphs were not used to condemn governments, but rather to show that the Committee had discussed an important issue. Furthermore, there had been a special paragraph in 1987. It would have been possible to have gone further on this occasion, but the Workers' members noted that there was some hope that the draft legislation would contain satisfactory responses. This should be reflected in the conclusions.

The Employers' members agreed to the Workers' proposal subject to this reformulation.

The Government member of Venezuela was concerned that a number of more serious cases of violations were not being recorded in a special paragraph; in the present report of the Committee, one might be led to conclude that the Committee applied dual standards in dealing with cases before it.

The Committee took note of the information provided by the Government representative. The Committee recalled that the direct contacts mission of 1985 had, in agreement with the Government, prepared draft amendments designed to remove a serious disparity between the legislation and the provisions of the Convention and in order to give effect to the comments of the Committee of Experts.

The Committee noted with satisfaction that the draft legislation would be transmitted for examination by the Committee of Experts and expressed the hope that these drafts contained solutions to the existing points of difficulty or divergence from the Convention.

The Committee took note of the assurances provided by the Government that these draft amendments would be implemented as soon as possible in order to bring the legislation into conformity with the Convention. The Committee expressed the hope that the Government would be in a position to show proof of progress in the application of the Convention by next year.

The Committee decided that its conclusions should appear in a special paragraph.

Greece (ratification: 1962). The Government has communicated the following information.

(a) *Collection of trade union dues*

With regard to the collection of trade union dues, it should be recalled that the proposals made by the General Confederation of Labour of Greece (CGTG), mentioned in the Government's statement to the Conference Committee in 1987, had not resolved the problem, since the proposals had called for a Temporary Executive Decree to set a compulsory, fixed amount of dues; this would have robbed the parties concerned of their right to fix such an amount freely, as for example by collective bargaining.

Since the Government could not consider adopting an Executive Decree of this type, it then addressed a new letter to the most representative organisations to ask for their viewpoints on an other plan for a decree. Up to now, the CGTG has not made any observations on this. Following the 25th Panhellenic Congress of the CGTG and the naming of an administration representing all trade union sectors, the Minister of Labour once again, on 27 April 1988, requested the new CGTG administration to submit observations as quickly as possible. As soon as the Government has received these observations, it will draw up a final version and

issue the Executive Decree, in order to find a final resolution the problem of trade union dues deductions. The Government will keep the Committee informed of developments on this issue.

(b) *Seafarers*

As to freedom of association for seafarers, the Minister of Merchant Shipping, who has been given the task of democratising the trade union movement, has set up a special commission which has drawn up a Bill on democratisation of the seafarers' trade union movement and the strengthening of their freedom of association. The Bill was communicated some time ago to the interested parties in an effort to learn their views. Following reminders by the competent branch of the Merchant Shipping Ministry, the two principal organisations (the Greek Shipowners' Union, EEE, and the Panhellenic Maritime Federation, PNO) sent their replies, which are now being examined.

(c) *Clause restricting the right to strike*

In regard to the Committee of Experts' observation which refers to the amendment of section 4 of Act No. 1365 of 1983, the Government points out that this section was repealed by section 1 of Act No. 1766 of 1989 concerning repeal of section 4 of Act No. 1365 of 1983 (*Official Gazette*, No. 61, Part A, of 4 April 1989). This section having been repealed, the specific provisions on labour disputes, and therefore the period of notice for strikes, have been suspended and the organisations of workers employed in socialised enterprises should henceforth follow the procedures set forth in the general provisions of sections 19 to 22 of Act No. 1264 of 1982.

Haiti (ratification: 1979). A Government representative, the Minister of Social Affairs, noted that the Committee of Experts had raised a number of specific issues including: the necessity of obtaining Government approval to establish an association of more than 20 members; the wide powers conferred on the Government to supervise the affairs of trade unions; restrictions on strikes; and the need to accord statutory recognition to the right to organise of civil servants. He also referred to Case No. 1396 which had been examined by the Committee on Freedom of Association in 1988. The Committee of Experts had also referred to the powers of the Service of Social Organisations to intervene in the preparation of collective bargaining agreements.

He reminded the present Committee that it was not dealing with a new situation which had arisen in the last three years, but rather with the heritage of the last thirty years. This included serious problems in relation to the behaviour of the social partners, especially employers. Furthermore, a number of laws needed to be amended in order to ensure compliance with the Convention. The speaker recognised, for example, that there were inconsistencies between the Labour Code and international labour standards. That was part of why the Government had asked the ILO for assistance in 1988. It was necessary to provide training not just for workers and trade union leaders but also for employers in view of the problems which were the product of the previous 30 years. He thanked the ILO for its assistance with seminars for workers and missions for employers. These had made a major contribution to the development of industrial relations in Haiti.

The points raised by the Committee of Experts had been taken into account in the preparation of a draft Labour Code, which had been sent to the ILO for comments. This revision had also taken account of the comments of the present Committee. The draft was much more in harmony with international labour standards in relation to the right to strike, the right to organise and other matters.

In 1988, his Government had asked the ILO to organise a tripartite seminar on international labour standards and labour law in Haiti. It had thought at the time that this would enable it finally to harmonise its legislation with ratified Conventions. Unfortunately, for reasons beyond its control it had not been possible to hold the seminar. His Government hoped that the seminar would take place later this year or early next year.

In recent months a National Tripartite Committee had been established at the initiative of his Government. This Committee was authorised to look at the range of social and labour questions, and also had the authority to deal with litigation in industrial matters without the need for reference to a labour tribunal. He saw this as a sign of progress in Haiti, particularly in view of events of the last 30 years. A mission of the ILO visited Haiti in October 1988. This mission had seen for itself the progress which had been made in relation to these matters.

Referring to section 236 of the Penal Code which makes necessary obtaining prior approval of the Government for constituting organisations of more than 20 members, the Government proposed to amend this provision as part of a reform of the entire

Penal Code. That revision was in turn part of an attempt at general democratisation in Haiti.

The Employers' members thanked the Government representative for what they considered to be a remarkable statement. Despite the enormous difficulties with which the country was faced, the present Committee was impressed by the Government's very positive action. The situation still had not been fully corrected, but the progress which had been made showed the positive results which could flow from discussion before this present Committee. The Government representative outlined the major problem areas, and draft legislation had been prepared. They were encouraged by developments and urged the Government to persevere in its endeavours.

The Worker member of the United States agreed with the Employers' members in relation to the difficult environment within which recent developments had taken place. He expressed understanding of the problems confronting the Government and was encouraged by its progress so far. He asked the Government to indicate what steps had been taken to secure the reinstatement of trade unionists who had been dismissed in the course of the suppression of unions which took place in 1987. He hoped that in the context of a review of national legislation account would be taken of the comments of the Committee of Experts concerning the establishment of organisations without prior authorisation, the control of organisations by Government, the prohibition of strikes, the right of public servants to organise, limitation of government interference in collective bargaining, and legislative protection against anti-union discrimination as required by Convention No. 98.

The Government member of the United States recalled that in 1988 she had expressed her concern and astonishment at the unusually strong language which the Committee of Experts had used to describe the situation in Haiti, and at the apparent lack of progress on the part of the Government in resolving them. This year, in contrast, the Committee of Experts had noted with interest the progress that had been made in relation to drafting of a new Labour Code. This was a tribute to the goodwill of the Government and to the value of ILO technical assistance.

The Workers' members recalled past difficulties in discussing the situation in Haiti in the present Committee. Without being naive, they believed that a new era had begun. They emphasised that making criticisms in individual cases was intended to encourage dialogue to improve the situation.

They hoped that it would be possible to arrive at an agreement with the Dominican Republic to overcome difficulties associated with the migration of Haitian workers to that country.

They confirmed that the mission which had visited Haiti had indeed had contact with relevant interest groups. They also referred to an ILO mission which was currently examining the possibilities for establishing a social security system.

They looked forward to legislative changes which could reflect the changes in practice which had already occurred. Mutual association, trade unions and co-operatives were already functioning freely in the country. They hoped that such bodies would be able to co-operate not just to press their sectional demands, important as the standard of living was, but that they would also seek to improve the economic status of the country.

They expressed two final wishes. First, they wanted to see legislative action in the near future to bring the law into conformity with the requirements of ratified Conventions. Secondly, they hoped to see the development of a system of genuine tripartism within which the parties could engage in constructive dialogue for progress. To this end they appealed to Haitian employers and international employer organisations to co-operate in good faith to bring about further improvements in addition to those which were already on the way.

The Government representative said that the Government had examined the issue of the trade unionists who had been dismissed in 1987, and had now submitted it to the National Tripartite Committee so that they could intervene with employers and come up with recommendations. It was in order to deal with such cases, together with other social and industrial problems, that the Committee had been established in the first place.

The 1987 Constitution granted the right of public servants to form and join trade unions. Teachers, doctors and nurses had already exercised this right, which was also accorded express recognition in the draft Labour Code.

The speaker expressed particular thanks to Workers' and Employers' representatives who had intervened in the discussion. They had expressed understanding of the problems associated with his country's emergence from a long period of dictatorship in a context of profound economic, social and political crisis. He also thanked the present Committee for their appreciation of social problems such as high levels of unemployment and the migration of workers towards the Dominican Republic. Even though his Government had already benefitted from the assistance of the

ILO, they would profit from further co-operation in relation to matters such as social security, industrial relations, and vocational training. He hoped that the proposed tripartite seminar would enable the Government finally to effect the harmonisation of its legislation with international labour Conventions.

The Committee has examined the questions connected with Conventions Nos. 87 and 98 on the basis of the report of the Committee of Experts and of the report and recommendation of the Committee on Freedom of Association. It has also taken note of the results of the ILO mission. The Committee takes into account the detailed explanations given by the Government representative of Haiti. According to this information, the many obstacles hitherto placed in the way of freedom of association should be removed in close co-operation with the ILO and a tripartite national committee. In these circumstances the Committee hopes that the long-lasting discrepancies which exist between the Convention and the legislative and practical situation in the country will be removed as soon as possible and the Committee expresses the hope that the Government of Haiti will continue its efforts to this end and will inform the ILO of further progress.

Japan (ratification: 1965). The Government has sent the following information:

The right to organise of fire defence personnel

In Japan, the tripartite committee (the Convention Subcommittee of the Round-Table Conference on Labour Problems); in which the most representative trade unions in Japan, SOHYO and DOMEI, were represented, deliberated on this question prior to the ratification of the Convention, and, in 1958, it unanimously reached full agreement to confirm that "it is considered appropriate that the function of the fire defence personnel in Japan can be interpreted as being included in the category of the function of the police as referred to in the Convention, judging from their historical development and the existing legal system".

In addition, it was confirmed by the ILO prior to Japan's ratification of the Convention that the function of fire defence agencies in Japan should be assimilated to that of the police, since the Committee on Freedom of Association deliberated twice, in 1954 and in 1961, on this issue in connection with the trade union's allegations concerning the right to organise in cases Nos. 60 and 179, and on both occasions recommended to the Governing Body that it should decide that those allegations did not call for further examination on the ground that the services of fire defence agencies in Japan were included in "the police and certain services assimilated thereto" (paragraphs 33-36 of the 12th Report, and paragraph 94 of the 54th Report of the Committee).

On the basis of the tripartite consensus at the national level and the confirmation by the ILO with regard to the prohibition on organisation of personnel of fire defence agencies in Japan as mentioned above, Japan concluded that they are included in the police referred to in Article 9 of the Convention, and ratified the Convention in 1965. The Japanese Government, as the government of a State that ratified the Convention, has maintained this interpretation consistently and repeated the view that the prohibition on organisation of fire defence personnel in Japan does not constitute a violation of ILO Convention No. 87.

From these viewpoints, the Government considers that the treatment of the prohibition on organisation of fire defence personnel in Japan is a domestic issue and a matter to be determined by national laws and regulations on the basis of Article 9 of the Convention. Based on this understanding, the Government authorities concerned have been exchanging opinions on occasions with workers' organisations concerned, and the Inter-Ministerial Conference on Public Employees' Problems has also received opinions from fire defence personnel directly as well as the representatives of organisations concerned, including those of workers' organisations. (I-3-(1) of the "Reports on the application of Conventions Nos. 87 and 98" dated February 1985, (Reference material) (b) and (c) of I-2 of the "Observations of the Government of Japan regarding the comments of SOHYO, DOMEI and others on the application of ILO Conventions Nos. 87 and 98" dated February 1986, (Reference material) (b) and (d) of I-2 of the "Observations of the Government of Japan regarding the comments of SOHYO and DOMEI on the application of ILO Conventions Nos. 87 and 98" dated January 1987.)

Moreover, the Government is now in the course of hearing opinions from members of the volunteer fire corps (volunteers who perform calamity defence activities such as fire fighting, patrolling, etc. in co-operation with fire defence personnel; their total number is about 1,010,000). In the process of hearing so far, the workers' organisations concerned have expressed the opinion that the right to organise should be given to fire defence personnel, but, on the other hand, the National Prefectural Governors' Association, the Japan Association of City Mayors, the National

Association of Headmen of Towns and Villages, the National Fire Brigade Chiefs Conference, and the Japan Fire Services Association expressed opposite opinions.

The Government has been examining this issue as a domestic matter. In future, the relevant public authorities will hold on occasions discussions with the appropriate workers' organisations, and the Inter-Ministerial Conference on Public Employees' Problems will hear opinions from members of volunteer fire corps. Furthermore, taking account of the fact that in November this year a unified organisation will be formed comprising unions in the public sector and Rengo (the confederation of trade unions in the private sector which was formed in November 1987), the Government will once again hear opinions from relevant workers' organisations at the completion of hearings at the Inter-Ministerial Conference on Public Employees' Problems.

In addition, a Government representative of Japan, firstly, took up the question of the right to organise of fire defence personnel. The reply of the Government to the observations by the Committee of Experts on this question had already been submitted in writing to the Office. He requested that the written reply and his remarks would be put in the record of the Committee. For reasons repeatedly made known to the present Committee, and stated in the above-mentioned reply, the Government considered that the prohibition of organisation of fire defence personnel did not constitute a violation of ILO Convention No. 87. This question had been examined as a domestic issue. The relevant government authorities had been discussing and exchanging opinions from time to time with workers' organisations. Direct opinions from fire defence personnel, as well as representatives of the relevant organisations concerned, including the workers' organisations, were heard at the Inter-Ministerial Conference on Public Employees' Problems. The Government was in the course of listening to members of volunteer fire corps who perform fire defence activities in close collaboration with fire defence personnel. From now on, too, the Government considering this to be a domestic matter, would continue, through the relevant authorities, to exchange opinions with relevant workers' organisations and also would hear opinions from members of the volunteer fire corps at the Inter-Ministerial Conference on Public Employees' Problems. Furthermore, taking into account the current evolution of circumstances that later this year in November there would be a unified labour organisation formed by the trade unions in the public sector as well as the private sector, the Government would once again listen to the relevant workers' organisations. Secondly, as concerns the sanctions applied for having engaged in strikes, the report of the Committee of Experts referred to the prohibition of strikes by public employees in Japan and the sanctions applied to those who have violated the prohibition. The present Committee had restated its previous view. In Japan, national and local public employees were prohibited by law from engaging in strikes. The laws concerned had been repeatedly upheld by the Supreme Court as being constitutional. It was quite natural that a constitutional State applied sanctions to those who had violated the laws in an appropriate way in accordance with the laws. On this point, the Government was fully aware of the ILO's established view that the application of disproportionate sanctions did not favour the development of harmonious relations. The speaker stated that his Government would continue to deal in a proper manner with this question.

A Worker member of Japan stated that the question of the right to organise for Japanese fire-fighters had been the subject of discussion in the present Committee for many years. He recalled the opportunity given him to speak on this subject in this Committee in 1973. No progress had since been achieved at the national level, despite the repeated and consistent recommendations and the conclusions of this Committee to accord the right to organise to fire-fighters.

He expressed his disappointment with the written reply supplied by the Government. The so-called agreement between the Government and trade unions referred to in the first paragraph of the Government's written reply was a distortion. The Government representative introduced this agreement for the first time during the discussion in this Committee two years ago. This statement about an agreement was neither fair nor honest. The report of the Convention Subcommittee of the Round-Table Conference on Labour Problems was drafted and presented to the Minister of Labour by the Chairman of this subcommittee on his own behalf and without any sign that it was adopted by the subcommittee itself. In any event, the question of the fire-fighters was not the subject of major discussion in the subcommittee because it was not at issue.

The subcommittee was not an authoritative tripartite body, but it was an informal council only answerable to the Minister of Labour in which trade union representatives were a small minority. The said council worked on an ad hoc basis and existed only a short period before the ratification of Convention No. 87.

Furthermore, no action was taken on the said report and it was almost forgotten until the Government started to use it in this Committee. He expressed great doubt that such an agreement was ever reached, since it was 30 years ago, well before his time. He would not challenge it here, but preferred to present overriding facts which were indisputable. Firstly, such an agreement was never reported to the Parliament when ratification of Convention No. 87 was discussed only three or four years later. On the contrary, Parliament ratified Convention No. 87 in 1964 without any hesitation and established a statutory tripartite council for the purpose of securing conformity of the public service employment system with the Convention. A number of outstanding issues, including the right of fire-fighters to organise was specifically referred to this council. Official minutes and the report of the council published by the Government themselves showed clearly that the workers' representatives on the council unanimously insisted on the right to organise for the fire-fighters. This crystal clear fact ran squarely counter to what the Government stated in the written reply. The Government, however, did not change its position; therefore the council had to conclude its work without an agreement in this regard. That was the position in the late 1960s, ten years after the so-called agreement quoted by the Government.

There has been no agreement between the Government and the trade union even since. For this reason, the case had to be brought to the ILO for examination by the supervisory machinery. If there was any agreement with the Government, such course of action would have been redundant.

The Government presented another distorted picture by saying that the Committee on Freedom of Association admitted the position of the Government which assimilated the fire-fighters with the police. The case quoted on this point had no direct connection in this regard. It was a case brought by the Japanese postal workers' union concerning their freedom of association. That case was also concluded some 30 years ago when the question of the trade union rights of fire-fighters in Japan was not yet an issue.

The case of the fire-fighters became a hotly debated issue in the late 1960s and the fire-fighters themselves started to organise only in the early 1970s. The complaints directly related to this question were lodged with the ILO by the Municipal Workers' Union (JICHIRO) which tried to help fire-fighters in their efforts to organise. In 1974 the ILO Committee on Freedom of Association concluded the case by clearly stating that fire-fighters cannot be excluded from the scope of the Convention.

The Government representative in his statement underlined ongoing discussions in the Government on the national level. The Government, however, only invited organisations of their own unilateral choice. When the trade union representative went to see the authority concerned to ask for consultation with the union, these brief meetings and conversations counted as consultations in the reply.

Regrettably, there has been no partnership with trade unions in the exercises reported by the Government as "consultation" or "hearing". There has been no consultation even on the procedure adopted by the Government. Most of the so-called organisations invited by the Government for hearings are governmental or semi-governmental organisations, such as the Governors' Council and the Mayors' Council. An association directly engaged in organising fire-fighters has never been invited.

The Association of Fire-Fighters was formed in 1976 to represent the voice and aspirations of 130,000 full-time personnel, all of them public employees. This organisation was not recognised and has been prevented from having any access to the Government and their employer. It requested that the right to organise be assured for fire-fighters, but emphasised that the right to strike was not being sought. Fire-fighters were fully aware of the heavy social responsibility in carrying out an essential service to the public, and would probably not hesitate to accept restrictions on the right to strike when the right to organise was granted.

The Workers' members stated that this case was a very serious one because it involved the violation of one of the most basic of all human rights Conventions and because of the excessive length of time which had elapsed without any action taken by the Government to comply with its obligation. This was an international obligation, not simply a domestic concern. The Workers' members wished to focus upon the issue raised in the Government's written reply concerning the Government's reliance on the confirmation, allegedly given by the Committee on Freedom of Association, of its position that fire-fighters should be considered as part of the police and thus excluded from the scope of Convention No. 87. In 1987 the Employers' members expressed concern in the present Committee that some of the facts concerning the conclusions made by the Committee on Freedom of Association were not quite clear. By way of explanation, the question of fire-fighting personnel was not an issue in the cases in 1954 and 1961 which were relied upon by the Government. The Government simply explained its custom and practice with regard to fire-fighting per-

sonnel in the context of the "Dreyer Commission" inquiry into the multiple problems involved in the public sector in Japan. Convention No. 87 had not been ratified at that time, and therefore no detailed information was provided concerning the right to organise for fire-fighting personnel. The Committee on Freedom of Association, therefore, merely noted the Government's statements.

In 1973, however, following Japan's ratification of Convention No. 87 in 1965, the Committee of Experts, after examining reports from Japan in response to its direct request for information on fire-fighting personnel, concluded that the fire services were not in fact formally assimilated with the police and determined that this category of workers had the right to organise pursuant to the guarantees of the Convention.

Moreover, in case No. 737 of its 139th report, published in 1974, the Committee on Freedom of Association stated in its conclusions concerning the right of firemen to organise: "In the earlier reports referred to by the Government, the Committee treated firemen within a more general context, considering allegations concerning the refusal of the right to organise in the public service. Subsequently, Japan ratified Convention No. 87 and a specific question of the fire service was examined by the Committee of Experts". The Committee then stated in its recommendations to the Governing Body "that firemen in Japan, although having special characteristics, are not members of the police or armed forces".

Firemen, therefore, were not considered among the category of workers which were excluded from the right to organise by virtue of Article 9 of the Convention. The Committee also rejected the Government's intention that granting firemen the right to organise would undermine the discipline necessary for their duties and lead to the outbreak of strikes, and emphasised that the right to organise and the right to strike were two entirely different matters. Accordingly, there was no contradiction between the supervisory bodies on this problem. In the earlier cases prior to ratification, the Committee on Freedom of Association based its conclusions on the information made available to it at that time. Subsequently, when more detailed information and reports were available, the conclusions of the Committee of Experts and the Committee on Freedom of Association were not contradictory.

Even assuming there had been an agreement between the Government and the unions concerned and assuming that the ILO confirmed this position, the Government's position would still be invalid. Reservations or exceptions, whether by agreement between the Government and trade unions, or otherwise, to the terms of the application of Conventions, were not permissible.

The Workers' members stressed the extremely long period of time which has passed since the Government was requested by the Committee of Experts and the present Committee to observe the provisions of the Convention. No progress has been made in all this time.

The Workers' members emphasised that the real issue was whether Convention No. 87 permitted the Government to carve out an exception to the requirements of the Convention on the grounds that its fire-service personnel were really part of the police. The Committee of Experts had consistently rejected this contention ever since its first observation on the issue in 1973, and had expressed its hope that the Government would take appropriate measures to ensure the right to organise for personnel in this category.

As regards the right to strike in fire services, the Committee of Experts emphasised "that the right to organise does not necessarily imply the right to strike and that the fire-fighting services must be considered as an essential service in the strict sense of the term in which the right to strike may be subject to prohibition". The fire-fighters had informed this Committee on previous occasions that, involving as it does protection of life and limb, strikes in the fire service are not an option in their collective bargaining. The issue now is simply one of the right to organise. Consultation and negotiations were a separate and distinct problem following recognition.

There had never been disagreement by the large majority of this Committee's members of the legal conclusions asserted by the Committee of Experts concerning the lack of justification for the Government's continued denial of the right to organise for fire-fighters. The dialogue in this Committee had been one of continual entreaty to the Government to try to resolve this problem at home.

The Government had repeatedly assured this Committee that the problem would be resolved. In the light of the provisions of the Japanese Constitution guaranteeing unequivocally the rights of workers to organise and bargain collectively, the Government could solve this issue on a national basis by simply recognising the paramount guarantees of its own Constitution and its supercession of any legislation that may exist to the contrary. But the Government's promises seemed to be empty and, in effect, a kind of smoke screen for the fire-fighters who were only seeking the rec-

ognition of their right to organise in protection of their interests, the freedom of association which the ILO safeguards as so sacred a trust as to embody it in its own Constitution.

It was a pity that the Government not only disavowed its solemn international obligations under Convention No. 87, as well as its obligations under its own Constitution, but that it also rejected the considered judgement of all 20 experts, 19 of whom have consistently disagreed with the Japanese Government in its evaluation of the requirements of Convention No. 87. These experts deliberated with objectivity, impartiality and independence of parochial concerns. If the Japanese Government did not accept their views it was obviously blind to all counsel and advice.

In 1984 the Workers' members had added to the conclusion on this same case that, if no improvements had been made by 1985, recourse should be had to other methods. Five more years had elapsed since that conclusion by this Committee. It was clear that in point of fact there had not only been no progress, but the situation had actually worsened. Two years ago the Government asserted in its written reply that it would maintain "firmly hereafter" its interpretation that fire-fighters were included in the police. The purpose of dialogue should be to reach a conclusion and resolution of a problem through an exchange of viewpoints. Dialogue was completely frustrated when one party no longer listened to the other.

The refusal of the Government to comply with its obligations under the Convention reached well beyond the parameters of this particular case involving 135,000 fire-fighting personnel. As every trade union leader instinctively knew, denial of freedom to organise has a negative impact on all social progress and paralyses the source from which workers' rights grow. Anything which endangered this principle imperilled everything done in this Committee. Finally, the Workers' members requested an impartial assessment of this case which would mete out the same measure of justice to the powerful industrial States as it would to the developing countries.

The Employers' members emphasised that this case raised two issues: the restrictions on the right to strike of public servants and the freedom of association of fire-fighters. During the general discussion, they had made clear that they could not accept certain conclusions of the Committee of Experts they considered excessive, in particular as regards the restrictions of the right to strike where it threatened life and health of the population. Far from challenging the right to strike and of lock-out, they merely wanted the exercise of that right submitted to reasonable restrictions. No member State could accept the restrictions proposed by the Committee of Experts which, indeed, were not respected in practice. The principle of proportionality was at stake here. Every country should protect its citizens even before their lives would be threatened; if one were to accept the Committee of Experts' notion, every country could be accused of violating Convention No. 87. Since under the general rules of international public law, the concepts and practice of each member State should be taken into account to interpret correctly the obligations of the States which have ratified a Convention. This general rule of law was explicitly enshrined in the Vienna Convention on Treaties. However, if no State recognised this limitation of the right to strike, no interpretation could be correct. Therefore, they expressed the hope that the Committee of Experts would reconsider its position on that issue, and they stated that they were ready to continue the discussions. Their intention was not to support restrictions of the right to organise or the freedom of association enjoyed by employees in essential services, but rather to propose reasonable limitations of the right to strike.

The problem of fire-fighters did not call for any other explanation since everybody knew their situation. The Employers' members learned from the experience of the years 1950 and 1960, and during the last discussions in this Committee, they had examined the decisions taken in that field by the Committee on Freedom of Association. Initially, it had appeared possible to put the fire-fighters in the category of police members. The decision of the Committee on Freedom of Association had been, as usual, submitted to the Governing Body which approved it, as mentioned in the report of the Committee of Experts. It would be difficult to say to what extent these observations could be unanimously accepted by the Japanese. However, it was surprising that the Committee of Experts would not decide on this issue, but merely give its opinion, i.e. that fire-fighters should not be considered as members of the armed forces or the police. The Committee of Experts did not mention in its report if other decisions had been taken or if that decision had been expressed in different terms, and whether it was necessary to modify it now. Such an attitude was surprising considering the importance given to the co-operation between the Committee of Experts and this Committee. Therefore they wished to obtain an answer from the Committee of Experts on its earlier decisions. Referring to the Workers' members' statement, the Employers' members recalled that this was a

question which should be carefully studied. Although they did not feel competent to decide on the problem, they remained convinced that the situation in Japan would strongly affect the interpretation of the case. Nobody would challenge the fact that Japan faced complex problems which would continue to raise discussions and different interpretations of the situation. They considered that the problem was far from settled in Japan since it was even more crucial in that country than elsewhere. The Committee of Experts shared that opinion and trusted that the parties would pursue their discussions and that the problem of the right to organise of fire-fighting personnel could find a solution at the national level. The Employers' members considered that this sentence had been carefully worded and they fully supported it.

The Workers' member from Liberia stated that this was not a borderline case but a very clear-cut one. Convention No. 87 was definitely applicable to the Japanese fire-fighters. The speaker asked two questions of the Government. Firstly, since workers were either protected under the industrial relations or the Civil Service legislation, with access to the corresponding adjudicating procedure, what was the situation in Japan? Secondly, if the workers here in question did not qualify to belong in the industrial trade unions, were they civil servants? He wanted answers to these questions because Convention No. 87 did not establish pre-conditions and gave workers without distinction whatsoever the right to join a labour organisation of their own choosing, without prior authorisation or permission. The speaker expressed his strong support to his Japanese colleagues.

The Workers' member of the United Kingdom stated that he was getting worried about the interpretations given to Convention No. 87 by the Employers. For instance, the Employers' member of Sweden had declared that the Committee of Experts had exceeded their functions in a number of cases and now the Employers appeared to argue that the views of the Committee on Freedom of Association could override the views of the Committee of Experts. The speaker pointed out that when this issue was dealt with by the Committee on Freedom of Association in 1974, it went subsequently to the Committee of Experts who reiterated their view that fire fighters were not excluded from the provisions of Convention No. 87. This Committee was reaching the same dangerous position it had reached in the 1970s, when it considered cases concerning socialist countries, when the objectivity of the Committee of Experts was challenged. The difference now is that its impartiality is being challenged by advanced industrial countries. The validity of the work of this Committee was once again at issue. During the general debate, everybody had agreed on the impartiality and objectivity of the Committee of Experts, and rightly so because the whole work of this Committee rested upon their comments and observations. So this Committee should come back to the simple issue: if Japan wanted to pass an act of Parliament saying that from now on fire fighters were considered as being part of the police or armed forces, they should say so and this Committee would understand it. However, the Government kept on saying that it wanted an exception to the general rule in the country so as to count fire-fighters as part of the police, but the Committee of Experts told them this was not possible under the Convention. This Committee had been considering this case long enough. It seemed to be another case of a Western government asking for special exemptions concerning another part of the public service; the workers were getting a bit fed up with the way some Western governments dealt with Convention No. 87 and there would be less sympathy on the side of the workers when dealing with issues of more concern to the employers, if the workers could not get an understanding on something as vital as Convention No. 87 in so far as it applied to the public services.

The Workers' member of the Netherlands stated that there were three main questions: firstly, whether freedom of association meant the same in industrialised countries as in others; secondly, whether the right to organise in these countries should be discussed in the same manner as in other countries with different levels of economic, political and cultural development; and finally, whether violations should be dealt with on the same basis by this Committee by taking fully into account the observations of the Committee of Experts. The speaker expressed his uneasiness at the detached and reserved – if not totally negative – attitude of the Government. This was again a case with a long history in this Committee, probably the longest history of a case involving serious difficulties. As mentioned by the Committee of Experts over a number of years, the Government had handled this case in a rather satisfactory manner from a procedural point of view: it had duly responded to the comments made by Workers' representatives, supplied the ILO with full information, and kept close contact with the Office, both formally and informally. While very laudable, this should not divert this Committee's attention from the essential issue, namely compliance with the present Convention. Over the past few years this Committee had learned to live with governments which said that they disagreed with the Com-

mittee of Experts and with this Committee, and which stated they were sure that they were perfectly in line with the Convention and that the Committee of Experts were wrong. Faced with such a position in the past, in the face of repeated serious criticisms from the Workers' side, the Committee expressed its concern about such an attitude by mentioning it in a special paragraph. In 1987 the Committee came very close to mentioning the present case in a special paragraph; it did not do so but expressed once more hopes and concerns, to which the Government had reacted now by stating that whatever this Committee would say it would not change its policies. The speaker stated he was aware that Japan was a very special country, that the job of firemen was a very special one, and that this Convention certainly was a very special one: so this certainly was a very special case. Nevertheless, as in some other cases of a special nature, the Committee of Experts itself took that factor into account. The comments and observations made by the Committee of Experts over a number of years left no doubt that they did not consider it to be a marginal case, which might have revealed some difficulties with ILO Conventions. The speaker expressed the hope that this Committee would deal with the case accordingly.

The Workers' members considered that it was not necessary to recall the substance of this problem since the Committee of Experts, the Committee on Freedom of Association and the present Committee, on many occasions over the past 12 years, already had the opportunity to give their opinion on the necessity for the Government to re-examine this case so that progress could be made with a view to guaranteeing the fire-fighters the full enjoyment of the rights that the Convention would give them. Referring to the conclusions of this Committee at its 1987 Session, which expressed the hope that the Government would be in a position to announce concrete measures taken to guarantee to fire-fighters the full enjoyment of the rights established in this Convention, they expressed their disappointment. At the end of the general discussion, they hoped that the universality of standards, but also the objectivity, impartiality and independence of the experts, would be unanimously acknowledged in the present Committee. If the work and observations of the Committee of Experts on the cases of developing or industrialised countries were questioned, then all the discussions would be useless and the control mechanism would also be questioned. Consequently, the Workers' members trusted that the present discussion (which could seem rather long to some participants) would nevertheless lead to concrete results since it concerned an extremely important subject: the associational rights of public servants established by Conventions Nos. 87 and 151. The Workers' members had nothing to add on the two aspects of the problem, except that the Government appeared not to be facing the truth. The freedom of association of fire-fighters concerned more than 700,000 workers, which made it an important case. Where human dignity and workers' rights were at stake, there could not be small problems, even if that concerned only 13 workers, as in the British case. The Workers' members congratulated the Japanese workers for keeping their faith in the ILO and supported their efforts. They trusted that these Committees' conclusions would not contradict those of the previous years. Referring to the Japanese Government's answer that this was an "internal question" they replied that all the questions addressed by this Committee were "internal questions", but that the Government had ratified the Convention and was consequently committed to respect it. The discussions should, therefore, be continued until a solution could be found. Referring to the corrigendum mentioned in Point 4 of the written reply, where the Government declared that it had "consulted the fire-fighters' personnel, as well as the representative organisations", they noted that all reference to "union organisations" had been deleted, which preoccupied them.

It was not enough to be aware of measures to be taken, of the changes which were necessary and of union rights. To discuss the issues of strikes, negotiation and arbitration in case of labour disputes, it would be necessary to consult the representative union organisations, regroup the social partners and not to deal with each fire-fighter. They concluded by noting this was a serious case which did not progress and they asked whether the employers had a solution to propose.

The Government representative stated, firstly, that, contrary to the allegations of the workers, cases Nos. 60 and 179 decided by the Committee on Freedom of Association indeed dealt with the right to organise of Japan's fire-fighters. Case No. 179 was lodged by the trade unions alleging that prohibition of the right to organise to fire-fighters in Japan fell upon the violation of freedom of association. With regard to this allegation, the Government sent the information to the ILO in January 1959, including the report of the Convention Subcommittee of the Round Table Conference on Labour Problems which concluded that "the function of the fire defence in Japan can be interpreted as being included in the category of the function of the police". The Free-

dom of Association Committee, having examined this allegation as well as the information supplied by the Government, concluded that fire defence agencies in Japan were included in "the police and certain services assimilated thereto". It was quite clear, the Government representative said, that the 54th Report of the Committee on Freedom of Association concerning case No. 179 had decided these allegations concerning fire-fighters in Japan did not call for further examinations. His Government ratified Convention No. 87 on the premise of these conclusions reiterated by the Committee on Freedom of Association, one of the authoritative and prestigious supervisory bodies in the ILO. Secondly, the Round Table Conference was an official tripartite body, set up by the Cabinet decision, to examine national laws with a view to ratifying ILO Conventions. It was not an informal council of the Labour Minister as the Japanese Workers' member insisted. Thirdly, with regard to the agreement reached by the Subcommittee of the Round Table Conference, the Government representative said that his Government, after this issue being taken up again by the ILO in 1972, repeatedly sent the copies of the said agreement to the ILO, i.e. in October 1972 in the annual report and in May 1973 in its reply to the Experts Committee's observation, contrary to the assertion by the Japanese Workers' member. The Government representative also mentioned the fact that the said agreement had been indeed reported to the Japanese Parliament on the occasion of its deliberation regarding ratification of the Convention No. 87, for example, to Special Committee on ILO Convention No. 87 of the House of Representatives in July 1963 and to the Special Committee on ILO Convention No. 87 of the House of Councillors in May 1965 in response to the question posed by members of the Socialist Party.

In reply to a question asked by the Liberian Workers' member, the Government representative stated that fire-fighters were covered by the Local Public Service Law and, as such, had a right of recourse to the complaint procedure which was guaranteed to public employees, as well as before the courts, when a problem arose. The Government representative reiterated in conclusion that his Government would treat this problem as a domestic issue and that it remained determined to further its examination at the Inter-Ministerial Conference as well as to maintain a constructive dialogue with the labour organisations concerned through the relevant government authorities.

The Workers' members considered that the historical overview of the case proposed by the Government representative could not modify the opinion of the Committee of Experts and of the Committee of Freedom of Association. They wanted to know if, where the Government representative mentioned exchanges of opinion with the workers' organisations, he meant the competent organisations representing the public sector workers.

The Employer member for the United States stated that this case illustrated a point that the Employers had been stressing over the past two years, namely the stability and consistency of interpretation by the ILO supervisory bodies. When examining the substantive issue in this case, one would be addressing in part what was the basis for the ratification of this Convention by the Japanese Government; it seemed that one of the problems which concerned the Employers' group was that the Government relied in part on two earlier decisions made by the Freedom of Association Committee prior to the ratification of the Convention. As pointed out by the Workers' representative of the United States, there was an evolution in this interpretation such that, in 1969, the Committee of Experts analysed differently the fire-fighters' situation. However, this Committee was now addressing the issue in terms of the uniform and consistent application of Conventions.

The Worker member of Pakistan stated he was glad that ratification of a Convention did not absolve a country from bringing its legislation in conformity with the principles outlined in the Convention. In addition, the speaker declared that the fact of giving a worker the individual right to proceed before the courts did not replace the functions of trade unions because these have a wider scope. Therefore, the observations made by the Committee of Experts in their report fully deserved to be implemented in the respective countries, in consultation with the workers concerned.

The Committee took due note of the discussion which took place and in particular of the information provided by the Government delegate. The Committee recalled that for many years the Committee of Experts had made comments on certain differences between the national legislation and the Convention, in particular in connection with the right to organise of the fire-fighting staff. The Committee noted that internal discussions continued on this issue but that they had not led to concrete measures permitting progress toward the full application of the Convention. The Committee expressed the firm hope that the discussions with representative trade unions would be intensified and that they would soon lead to the recognition of the right to organise of these workers in conformity with the Convention.

Netherlands (ratification: 1950). A Government representative expressed his satisfaction with the comments of the Committee of Experts that the 1985 WAGGS Act appears to be a market improvement upon its predecessors; clearly its basic elements are in conformity with the principles of free collective bargaining. In drafting the Act, the Government tried to strike a balance between its responsibility to manage public funds, the level of service to be delivered and the principles of freedom of association.

As regards sections 10 and 11 of the Act, the Dutch authorities were carefully studying the conclusions of the Committee of Experts, which have been sent to employers' and workers' organisations, as well as to Parliament. Sections 10 and 11 form part of the bargaining system and were important issues during the discussions which led to the final legislative text. Furthermore, the measures provided for by these sections were meant to be taken in very exceptional situations; this was illustrated by the fact that until now such measure had never been taken and, he trusted, would never be. The observations of the Committee of Experts would be studied carefully but, because of the rather complex and legal nature of the issues, discussions were necessary with the social partners and this would take time.

The Worker member of the Netherlands stated that the observation of the Committee of Experts was a fine example of the objective, impartial work style of that Committee. However, recalling his earlier comments about the necessary feedback which should link the work of the various supervisory bodies, he wondered why this case had not been dealt with earlier, since various efforts had been made in 1985, 1986 and 1987 to draw attention of the Committee of Experts to the inconsistencies between the WAGGS Act and the Convention, and in view of the fact that this legislation was to be evaluated by the Dutch Parliament in late 1988. This legal opinion of the Committee of Experts certainly would have changed the Parliament's decision to extend that Act. The three Dutch trade union confederations found the text of the Committee of Experts' observation very helpful and hoped that it would be a strong stimulus for the Dutch Government to bring its legislation in line with Convention No. 87. While it was fair to give the Government some time to implement the recommendation of the Committee of Experts, and hopefully, of the present Conference, it should be able to report progress next year on this matter.

The Employer member of the Netherlands emphasised that the present Committee was now faced with two recommendations; one by the Committee of Experts, the other by the Committee on Freedom of Association. The speaker emphasised the distinction between comments made by a union on reports to be examined by the Committee of Experts over several years, and a complaint presented to the Committee on Freedom of Association. A complaint was a much stronger instrument and yet the recommendations made by the Committee on Freedom of Association were "softer" than those of the Committee of Experts. While both recognised that "budgeted negotiating" is permitted, their recommendations differed as regards the possibility of government interference in the negotiating process (sections 10 and 11 of the Act), with the result that the Government was faced with an alternative: repealing articles 10 and 11 or amending the WAGGS Act. The speaker emphasised that the "trend following" sector was financed by the ordinary citizens and, for that reason, has to negotiate within a given budget. Both Committees had accepted this principle, while underlying the necessity to negotiate and conclude agreements in full freedom. The two recommendations would have to be studied carefully and a choice made; consultations with the social partners will be necessary and, in the end, the Parliament would have to decide, all in accordance with national rules. The opinion of all sectors of industry have to be heard as their interest is linked with the interest of this sector. While urging the Government rapidly to take action to avoid any further delay and uncertainty, the speaker expressed the Employers' preference for the recommendation made by the Governing Body Committee on Freedom of Association, which would permit the Government to control wage cost development in this particular sector well within the limits of its responsibilities in the financial field. It would be possible at the same time to stay within the principles of freedom of collective bargaining.

The Workers' members stated that with economic upturn and certain financial restrictions there was a risk that the wages in the public and subsidised sector would fall behind the private sector. The Government should put an end to a situation which was supposed to be exceptional and of a short-term nature, and trust that the workers' and employers' organisations are mature enough to freely negotiate with due regard to what is possible and what is not.

The Employers' member underlined that in this case and in earlier situations, the Committee of Experts said that an intervention in collective bargaining may be justified for urgent reasons due to the economic interest of the country. It was of course very difficult to draw the line and decide whether such an emergency

situations existed. This evaluation needed to be made not at the level of the sector concerned, but at the national level and on a tripartite basis.

The Committee took note of the information provided by the Government representative, and the different comments and opinions expressed during the discussion. The Committee noted the conclusions of the Committee of Experts concerning the persistence of divergences between the law and practice on the one hand, and the requirements of the Convention on the other hand. The Committee requested the Government to take all necessary measures to ensure that the legislation and practice are in full conformity with the Convention. The Committee hoped that the Government would be able to show complete consistency of its legislation with the Convention by next year.

Nicaragua (ratification: 1967). A Government representative referred to the observations made by the Committee of Experts concerning the General Provisional Act on means of communication of 1979 which, according to the Committee of Experts, imposed under section 3 of this Act, certain restrictions upon the freedom of information and freedom of expression for employers and workers. The representative stated that this Act had been repealed by the decree adopted by the National Assembly on 21 April 1989 which contains the new Act (No. 57) concerning means of social communication. The repeal of these former provisions and its complete substitution can be found in section 50 of Act No. 57. Taking into account the concerns and observations of the trade union and employers' organisations, as well as the suggestions made by the political opposition parties, the new legal provisions on this subject offer full guarantees of freedom of speech and freedom of information. All the standards alluded to by the Committee of Experts have been eliminated and the rights and responsibilities concerning the means of communications have been clearly defined. The previous censorship has been completely eliminated thus guaranteeing the free and responsible use of the media for all political and trade union organisations. Thus, full response has been given to the observations made by the Committee of Experts on this subject.

With regards to the changes in labour legislation concerning which expressed and detailed recommendations have been made, the Government representative indicated that the necessary consultation process has been in fact initiated with a view toward issuing a new labour code which will respond both to the observations made by the pertinent ILO bodies and, at the same time, to the overall situation which now prevails in the working environment of the country. As was noted by the study mission which visited Nicaragua at the request of the Government from 26 September to 6 October 1988, at present there are four different drafts of a labour code presented by political opposition parties and various trade union organisations.

The commitments made by the National Assembly during the first months of this year in connection with the fulfilment of the agreements and responsibilities assumed by the country at the Central American Presidents Summit at Costa del Sol on 15 February 1989, prevented the formal start of parliamentary debate on this subject. The consultation process with all the bodies concerned, however, has continued. The Nicaraguan Government will officially request the technical assistance of the ILO in order to organise and implement the process of discussions and tripartite consultations through seminars or other activities considered suitable for this purpose. This request will be presented during the present Session of the Conference.

Moreover, concerning the practical exercise of the rights and freedoms of association existing in Nicaragua, the Government representative indicated that the study group which visited the country, and which was able to visit all the trade union and governmental bodies that it wished to see, expressed its thoughts about the trade union situation in this country. In this regard, on page 44 of its report (document GB241/5/9) study mission stated "despite this situation, which is difficult from every point of view, a trade union movement and pluralist associations do exist in Nicaragua". He felt that this expression very faithfully described the real situation in Nicaragua at present in the field of freedom of association.

With regard to Convention No. 98 the Government representative expressed that indeed as noted by the Committee of Experts, even though there had been no official abrogation of Decree No. 530 which imposes participation of the Ministry of Labour in collective bargaining, this provision was in fact no longer applied; today the National Labour and Wages Organisation System is merely a reference group and employers and workers can negotiate their wages between themselves. Thus the Ministry of Labour has practically restricted its own role to simply that of a registry for collective agreements. In 1988, all the collective agreements arrived at or revised by workers and employers were re-

corded without any obstacle, as pointed out by the Committee's report and verified by the above-mentioned study mission.

The Government wanted to call the present Committee's attention to the efforts which have been made in the country and the strong will of the Government to create effective conditions for consultation and tripartite dialogue. As a result of tripartite agreements; important, fiscal, financial and administrative policies have been advocated in order to stimulate the economic and productive activities of the employers, for example, conclusions had been drawn from the First Tripartite National Meeting of the Livestock Sector held during the first two weeks of April 1989.

Within the context of the political efforts made to finally find a negotiated solution to the Central American conflict, an amnesty was pronounced for the Somosa National Guards. The electoral law was amended thus responding to many of the concerns voiced by the opposition parties. The above-mentioned Act on means of communication of 1979 was repealed and, in general, national political prerequisites are being established for an early holding of national elections in February 1990. One of the most recent measures has been the establishment of the Supreme Electoral Council with the participation of the political opposition parties which have already reached more than 20 organisations ready to participate in the elections. Even former leaders of the counter revolution ("contrarrevolución") have been covered by the amnesty; they may participate in the political campaign. All these efforts have been made despite the fact that the war of aggression against Nicaragua continues.

Finally the Government representative stated that his Government was firmly convinced that the ILO as well as other UN agencies would give their support and experience to the consolidation of democratic society, pluralistic and social justice contributing to the creation of conditions necessary for full tripartite consultation and dialogue among all the sectors. The Secretary-General of the International Employers' Organisation (IEO) stated that his organisation approached the question before the present Committee concerning freedom of association in Nicaragua feeling a lot of scepticism mixed with very little optimism. As allegations, complaints and representations are raised before the Committee on Freedom of Association of the Governing Body practically every year since 1981, the leaders of the employers' organisations - in particular the Superior Council of Private Enterprise (COSEP) have been systematically detained, muzzled, imprisoned and assassinated. In this regard the speaker thanked the previous Director-General of the ILO, François Blanchard, who did not hesitate to intervene a number of times before the Government of Nicaragua. These leaders were charged with the crime of openly expressing themselves on trade union rights, the recognition of independent social progress and the economic policy of the country.

Finding itself faced with the probability of the nomination by the Committee of Commission of Inquiry, the Government and the courts have recently freed an economist of the COSEP; he was cleared of charges after he had already endured 11 months in the Sandanista prisons. Still under international pressure, a member of COSEP who had been condemned without proof by the popular courts to 28 years in prison, has just been declared innocent. It is clear that the Government cannot ignore international opinion; this is what justifies a small dose of optimism with regard to ILO action.

As concerns the legislative plan, the situation is hardly better than in practice. In fact, after all the requests - reiterated year after year by the Committee of Experts - to amend the legislation concerning trade union rights and civil liberties in order to bring them into conformity with Conventions Nos. 87 and 98, the Government has responded with promises which have required the patience of both the Committee on Freedom of Association and the present Committee in that practically none have been kept. It is enough to mention three examples among many which justify the scepticism with which the statements and promises made here with regard to Conventions Nos. 87 and 98 must be received. First, notwithstanding the observations made by the Committee of Experts and the amendments promised, no collective agreement is valid in Nicaragua without the consent of the Government and the National Labour and Wages Organisation System (SNOTS). Second, the new Act on means of communication adopted in 1989 still permits almost all the abuses which were criticised by the Committee on Freedom of Association. Decrees Nos. 512 of 1989 and 888 of 1982 which violate basic rights to information and freedom of expression are still in force, and the Committee on Freedom of Association was of the opinion that the reform made was insufficient. Third, contrary to what the Government representative of Nicaragua has stated, and contrary to the commitments made by Nicaragua at the time of the study mission carried out by a representative of the Director-General in September 1988, no tripartite consultation with the aim of the adoption of a new labour code has taken place.

The present Committee should take into account all these elements when examining the situation prevailing in Nicaragua in the area of freedom of association. The IEO considered that the situation, in law as well as in practice, was in flagrant contradiction with the obligation freely assumed by this country.

The Employer member of Nicaragua observed that for three consecutive years the Committee of Experts has made comments on the need for national legislation to be brought into conformity with Convention No. 87. Referring to the conclusions and recommendations made by the Committee on Freedom of Association of the Governing Body, he stated that employers and independent trade unions had not been consulted on certain amendments made to legislative provisions, or on the provisions of the labour code which were announced. The Tripartite Advisory Committee to study questions related to international labour standards has not been created either. This is the case despite the fact that the Government offered that this Committee would start its work in March 1989.

The Employer member of Nicaragua stated that the media director of the Ministry of the Interior denied authorisation for the broadcasting of a radio news programme "La Nacion." Its director of the programme, who made the request, had received only evasive replies from the person in charge of the media department. The truth is that despite the fact that the state of emergency has been lifted, there are still decrees such as Nos. 511 and 512 which restrict freedom of expression and which have not yet been repealed.

With regard to the detention of leaders of employers' organisations, the Government did not extend amnesties, as it had promised to the ILO Governing Body, but rather it granted pardons.

The Employer member referred to the information concerning the right to strike, mentioned in the Committee of Experts report, stating that these strikes were due to the courageous and decisive attitude of the workers; on several occasions, as the whole world knew, the repression suffered by these workers was very severe. By virtue of the reiterated and continuous violation of ILO Conventions committed by the Government throughout the years and, in particular, as concerns Convention No. 87, he expressed the hope that the Government would take the necessary measures to strictly comply with the provisions of these international instruments.

Finally, with reference to the application of Convention No. 98, the Employer member stated that Decree No. 530 of 24 September 1980 provided under section 1 that collective agreements must have the approval of the Ministry of Labour in order to enter into force. This Act has not yet been repealed despite repeated requests by the Committee of Experts.

The Employer member of Argentina stated that it had been several years since the restrictions of the freedom of employers' organisation in Nicaragua had been noted. The principle of freedom of association and the genuine representative nature of employers' groups was put into question and the tripartite dialogue had been stripped of any legitimacy. There can be no true tripartite dialogue, either at the national or the international level, if the representatives of the various sectors are not respected. According to the speaker, the Latin American employers wanted to put on the record the absence of progress with regard to the conformity of the present situation with Convention No. 87. The statements which were just made by the previous Employer members indicated that measures to restrict the role of the authentic employers' organisations were frequently taken, whether it be by disregarding its representative nature or limiting its possibilities for expression. Either way, freedom of association, and freedom in general, is compromised. According to the speaker, the Employer members were determined to insist that Convention No. 87 be fully applied in practice. In order to fulfil the objectives set out by this Committee, the Conference, and the ILO, an authentic tripartite dialogue which respects the rights of the individuals who make up the organisations must be set up.

The Employers' members stated that this case of freedom of association concerned both workers and employers. The present Committee had been investigating the situation in Nicaragua with regard to Conventions Nos. 87 and 98 for a very long time. Furthermore, the Committee on Freedom of Association has had before it a number of complaints. The Government of Nicaragua, however, has systematically slowed the examination of these questions, which can be clearly seen in paragraph 20 of the Committee of Experts' general report. This report also indicated that excessive restrictions upon the freedom of association remain even after the lifting of the state of emergency. In practice, those who dare to criticise the Government have become the object of sanctions which often were harsh. The most recent example is that of the Director of an institute of economic research of an employers' organisation, shortly before the Conference, was freed after nine months of imprisonment thanks to pressure from the ILO.

This case is only one among many which confirms that freedom of expression is considerably restricted. The new Act on means of communication mentioned by the Government representative does not remove these restrictions, as had been recommended in the Committee on Freedom of Association's last report. In this context of limitations upon fundamental human rights the adoption of an appropriate labour code cannot be expected. The Nicaraguan Government, during earlier discussions, made promises concerning, for example, the re-establishment of trade union pluralism and the cessation of intervention in the formation of professional organisations. It was stated that consultations were in progress with workers and employers on these points but, in the last report by the Committee on Freedom of Association, it was very clearly stated that the most representative workers' organisation in Nicaragua, COSEP, had not been consulted. In this context, it is not surprising that there are no collective agreements. The repeal of the Decree of 1980, by virtue of which collective agreements must obtain the approval of the Minister of Labour, has often been requested. Although this obligation may exist in several countries for particular sectors, in this country it is a general obligation applicable to all sectors. If this decree is no longer applied, why is it not repealed?

With regard to wages, the social partners must fulfil certain requirements. This voids collective bargaining of its meaning.

It must again be stated that in practice, freedom of association, the right to organise and the right to collectively bargain raise certain objections and that the representatives of professional workers' and employers' organisations continue to be the object of serious attacks. This concerns fundamental rights which must be guaranteed to employers, as well as workers, and which is certainly not the case. It must be deeply deplored that the application of Conventions Nos. 87 and 98 has only been met with obstacles.

The Workers' members stated that, although the Committee on Freedom of Association had been presented complaints concerning the non-observance by Nicaragua of Conventions Nos. 87 and 98, it was good that the Government expressed itself before this present Committee because that would be very useful to the Committee on Freedom of Association.

In order to touch upon this discussion in a positive and constructive manner, the Workers' members expressed their wish that the political agreements signed in Central America would bring peace, stability and economic progress to the countries of that region, and as a result freedom, democracy and social progress.

This being said, like the Committee of Experts and the Committee on Freedom of Association, the present Committee has noted for a long time that Conventions Nos 87 and 98 are not applied either in law or in practice. In this regard, the allegedly exceptional situation in this country has served as a smoke screen for too long.

Serious difficulties persist: free trade union organisations are impeded from completing their mission and Decree 530 has not been repealed; even if the Government restricts itself to merely registering the agreements concluded by the employers' and workers' organisations, as long as Decree 530 has not been repealed the danger of impeding free bargaining still exists. Furthermore, certain improvements should be mentioned even if they are only partial improvements. In fact, trade union leaders were freed and a certain number of political changes occurred, which is a good omen for the installation of a system of freedom of association hand-in-hand with a system of political liberty. It would be useful to know if the new Act, which replaced the Act on means of communication of 1979, (which was not in conformity with Convention No. 87), fully conforms to this Convention. This issue will return to the Committee on Freedom of Association for verification.

Two interesting elements were raised with regard to the new draft labour code. First, consultation with the social partners is provided. Second, the Government will request ILO assistance in the form of seminars in which the representatives of various organisations will participate so that this code may permit the full application of the international labour Conventions. The question remaining was whether all the representative employers' and workers' organisations would be associated in this consultation and would participate in the seminars envisaged. This is a very important question upon which trade union pluralism and freedom of complete action for trade union organisations depends. It would be advisable to follow very closely the developments of this process so that the Committee of Experts, the Committee on Freedom of Association and the present Committee can assure themselves that the progress which has occurred will become more concrete and that fundamental Conventions such as No. 87 and 98 will be fully applied.

The Worker member of Nicaragua stated that a pluralistic debate was taking place in his country between the employers and workers on the most urgent problems of the economy, such as the reactivation of enterprises which were affected by the war, and

requests by employers for incentives for production and by workers for social benefits and participation in the management of enterprises. Freedom of expression exists in the country and workers as well as employers have channels for expressing their different opinions. The speaker stated that it had not been easy to adopt Act No. 57 on means of social communication in the Legislative Assembly. First of all, a discussion was entered into among the different sectors of the country, through the mass media, and lastly in the Legislative Assembly. At the request of the trade union organisations the National Communications Council was created. This Council will have a deliberative and consultative nature.

In November 1988, the first trade union meeting took place. The main subjects examined were the labour code and the creation of a law for workers' participation in enterprises. The labour code was given priority and as a result several preliminary drafts were formulated, one of which was presented by the organisation of by the speaker. Some organisations proposed the modification of the present code so that it would include the comments made by the Committee of Experts. For its part, the organisation of the speaker was in favour of the drafting of a new labour code, which is the main demand of the political parties who will participate in the 1990 elections. The workers and employers are bilaterally negotiating collective agreements. In many cases they have been negotiated with the economic capacity of the enterprises taken into account, and in some cases, the employers have asked that negotiations be postponed. The delegates of COSEP and National Union of Farmers and Ranchers (UNAG) can confirm this. A tripartite meeting took place on 26 and 27 April devoted to agricultural production for 1989-90 when bank debts for cotton undertakings were forgiven and bank credit was approved for different areas of production. The collaborative spirit which exists between workers, employers and the Government must also prevail in the present Committee in order to stimulate communication, with the goal of reconstructing a country which finds itself between war and peace.

The Worker member of Spain stated that his country followed the situation in Nicaragua very closely. Spanish trade unions had sent workers' brigades to help build houses in Nicaragua. Through these visits, they were able to verify that a truly pluralistic discussion exists in the country. They also verified that the restrictions which existed during the state of emergency have completely disappeared and that, now, a true democratic opening has occurred which has made freedom of expression for trade unions, employers and political parties possible. The conclusions reached by the Spanish trade unions were confirmed by the newspapers which recognised that Nicaragua was faithfully applying the agreements to which the workers' spokesman had made reference. Seemingly, the same conclusion was reached by the Spanish Government which recognised that Nicaragua had faithfully complied with the "Esquipulas II" agreements.

The Worker member of Ecuador joined in the opinion expressed by the Workers' spokesman, according to which the fundamental desire was to see the normalisation of the situation which prevails in the countries of Central America, and particularly in Nicaragua. The desire of all Latin American workers is that this country be allowed to find its own destiny. The aim of the ILO was to bring about such progress for justice and shared development for peace. Beyond the limitations of a judicial nature of the standard setting instruments of the Organisation, the workers must be protected. This is precisely the task of the present Committee. Furthermore, this Committee should be concerned that what was stated here actually be carried out, and not remain merely good intentions. Flexible machinery was needed to bring into practice these good desires. The problem in Nicaragua is more political than legal. The principal cause of these problems must be eliminated. Once that cause has been exhausted, these problems will no longer exist. In spite of the suffering in Nicaragua caused by the war, this country has made progress in the fields of health, housing and education. The industrialised countries are in a better position to comply with the Conventions; they have greater independence in taking decisions. On the contrary, the countries that, like the Latin American countries and those of the Third World, find themselves burdened with foreign debt, suffer economic dependence. The conditions imposed by the International Monetary Fund negatively affect the application of the Conventions. In conclusion even when these countries have the desire to fully comply with the provisions of the Conventions, they are not in a position to do so.

The Worker member of Uruguay stated that for some years this Committee had been dealing with the complaints against Nicaragua. The Government had responded to the complaints with valid arguments. In 1988, a study mission wrote a positive report with respect to the situation in the country. The state of emergency was lifted and trade unions were given every right, including the right to strike which had figured in the mission's report. Sixty

strikes have been registered and no trade union leaders have been assassinated, as in the case in other Latin American countries. Furthermore, Act No. 57 on the means of communication which permits employers and workers to freely express themselves, has been adopted. Proposals have been made for the creation of popular associations and political parties. The Government of Nicaragua, as the study mission stated, intends to promote economic and social consultation. This is a matter of fundamental values taking into account the situation of war that prevails in the country. The workers and employers must work together for the reconstruction of the country. The Government of Nicaragua is currently entering into discussions with the various trade union organisations with a view to the promulgation of a new labour code which will soon be the object of debate in the Legislative Assembly. Tripartite consultation is presently taking place under the auspices of the ILO. Amnesties have been granted to reinforce the will for peace and democracy in Nicaragua. The Supreme Electoral Council was created with a view to the elections which will take place in February, 1990. Twenty political parties, which enjoy full freedom of expression, will participate in these elections. The workers of Uruguay welcomed the progress made in Nicaragua despite the immense difficulties that the Government has faced. Nicaragua has made efforts to comply with international labour standards and it is fitting to take note of the progress made in this regard.

The Worker member of Venezuela stated that in August 1988 he led, at the invitation of organisations which had no links with the Government a pluralist committee of a confederation of workers' trade unions of Venezuela to Nicaragua. He was able to note that there was freedom of expression and freedom of association and that organisations that did not share the opinions of the Government were provided with all the necessary facilities to exercise their functions. In this respect, he stated that it would be necessary to look for the points of convergence between all of those who did not share the Government's position. Finally he stated that there should be compliance with the Conventions but that the Nicaraguan Government was confronted with obstacles, as much from the inside as from the outside, which prevented them from ensuring complete respect.

The Workers member of the United States stressed that although the Government representative had communicated some encouraging information about what was being done or what was intended to be done, there was as yet no specific information communicated in report form to the Committee of Experts for their review and evaluation. The responses made by the Government representative to the points raised by the Committee of Experts were very general. He requested the Government representative to respond in more detail concerning the measures to be taken with regard to the following recommendations raised in the Committee of Experts' report: to guarantee the right to organise for public servants and self-employed workers in rural and urban sectors; to remove excessive limitations on the exercise of the right to strike; to amend the provision on the general prohibition of political activities by trade unions, and to abolish the restrictions concerning the formation of trade unions.

Finally, with regard to Decree No. 530 of 1980 which makes collective bargaining agreements subject to the approval of the Ministry of Labour, he stated that the Committee of Experts and the present Committee had traditionally been of the opinion that it was not enough for a decree containing provisions contrary to ILO standards not to be used in practice, but that the legislation would have to be repealed.

The Workers member of the United Kingdom stated that when a country undergoes a tremendous upheaval such as that experienced by Nicaragua, it must be recognised that problems still remain even though signs may exist that suggest it is emerging from those difficulties. The judgement which must be made is not whether everything is going to be immediately perfect, but whether as a general rule progress is being made towards the objectives promoted by the ILO. There were a number of questions raised by both the employers' members and the workers' members which needed to be answered. He associated himself with the request made by the Workers' spokesman for an assurance that all truly representative trade unions are given legitimacy by the laws of the land. These were hard questions which deserved firm answers.

The situation gave rise to particular concern as regards the public service, in particular, civil servants. He asked the Government representative to assure unequivocally that civil servants would be granted the right to organise and that this right be guaranteed in the new labour code. His own opinion concerning the Government's good will would depend upon the answers given to these questions.

Finally, the final judgement would depend on the events occurring in the coming year when the outcome of what has been promised can be seen. Some governments made promises, the fulfilment of which seemed to be put off year after year. Next year the

present Committee would be entitled to expect full results from the promises made by the Government representative.

The Government member of the USSR stated that the goal of the discussions before the present Committee was to guarantee social justice. In order to do this, it was necessary to be fair in the evaluation of concrete situations. The case of Nicaragua was a typical example of this concern.

It was not only a question of making remarks concerning the legal machinery which guaranteed the application of conventions, but also a question of assessing a society. Nicaragua could not be compared to other countries without taking into account the war, the destruction and the economic difficulties through which they have suffered for many years. The application of Conventions depends on the economic and social situation of a country and, therefore, in order to evaluate the situation fairly it was necessary to verify whether there had been progress towards the installation of social justice, which is the ultimate aim of these Conventions.

Taking into account the political and social situation which exists in the country, the Government representative gave adequate proof that his Government tried to ensure respect for the requirements of Conventions Nos. 87 and 98. A democratic process has started in Nicaragua. Progress has been made towards trade union pluralism and it would be fair to adequately appreciate the efforts made by the Government to apply the provisions of Conventions Nos. 87 and 98. The speaker stated that he was convinced that the Government of Nicaragua would follow up on its promises and that it would meet its obligations.

The Government member of Venezuela stated that the object of the discussion was to promote favourable conditions for the application of Conventions. She stated that in the present discussion, there were a series of positive aspects as regarded the application of the Conventions which had been highlighted by the various speakers. The Government had demonstrated its willingness to engage in dialogue by giving facilities to the study mission, sending information to the supervisory bodies and supplying detailed and positive information to the present Committee. The study mission had noted certain restrictions but it had also pointed to signs of progress. The speaker expressed the hope that the present Committee would take note of the positive developments that had taken place and that the situation would continue to evolve favourably.

The Employers member of the United States requested the Government representative to indicate what the Government intended to do with respect to freedom of association of employers, the recognition of COSEP, the incarceration of employer leaders and the representation of employers. He considered that the present Committee, in its conclusions, should make some specific reference to the fact that real problems existed as regards the freedom of association of employers.

The Government member of Cuba stated that the interventions of previous speakers had pointed to the advances achieved in finding solutions to the problems raised by the Committee of Experts. The Government had shown its goodwill. In addition to the social problems which the Government had inherited, it had to face up to others that were the result of situations foreign to Nicaragua. She expressed the wish that the Committee of Experts and the present Committee would take account of the report and the results of the study mission (which had taken place with objectivity and impartiality) and that its findings would be reflected in the comments of the Committee of Experts and in the present Committee. The contents of the study mission report and the statements made by the Government representative of Nicaragua showed that there had been progress towards a better implementation of the Convention.

The Government representative, replying to the comments and questions made by Workers' members of the Committee, stated that: (1) as regarded the guarantee of the right to unionise of self-employed workers in the urban and rural sectors, the Constitution of Nicaragua fully guaranteed the right to form trade unions and to organise, and the Government hoped that this principle would also appear in the Labour Code which was currently the subject of full debate; (2) the restrictions on the right to strike had been completely suspended; (3) the provisions in the Code which prohibited political activities by trade unions was entirely out of place with reality in Nicaragua since, in keeping with their political preferences, trade unions had developed activities which they considered to be adequate for their interests and therefore this provision was not worth maintaining; (4) as regards the possibility of forming free trade unions, he pointed out that in Nicaragua there was no division between free trade unions and trade unions which were not free since, by their very nature, and because of the nature of the process of transformation which the country was going through, the unions were free; (5) Decree No. 530 was no longer applied in practice and the Ministry of Labour saw no objection to contemplating the possibility of its prompt repeal; (6) the Government was convinced that the legislation guaranteed the fullest

freedom of association to public servants, a right which already existed in practice; (7) the question of granting the right to strike to civil servants would be discussed with the public servants' union organisations and other workers' organisations, but it was not yet possible to give a categorical reply as to whether this right would or would not be allowed, since this subject had to be examined in the light of all possible repercussions; (8) the Labour Code and the labour law revision would be debated with all the trade union organisations without exception, and this was the political will of the Government as regards the way in which the labour legislation would be modified.

Replying to the questions and concerns raised by the Employers' members, the Government representative stated firstly that he was surprised by the tone and the way in which they had been put, and this showed the persistence of a serious communications problem and a problem with genuine desire for dialogue, all of which made it difficult to arrive at common ground. He stressed the following points: (1) the imprisonment of employer leaders had not been due to the fact that they were employers, but because they had acted in violation of the national legislation, violations which could not be ignored by reason of the particular circumstances of those committing them; the employer leader, Mr. Guillermo Quant, had been sentenced on charges proven before the courts and had been pardoned not because of international pressure, but with a view to promoting a collaborative climate for the economic restructuring of the country without the exclusion of any sector; the employer leader, Mr. Allegria, had been released by the court, and this showed the independence of the judiciary; (2) as regarded tripartite consultation, it was incorrect to say that this did not exist; Mr. Dreifus, a leader of COSEP, had participated as the reporter in a seminar on consultation and the Labour Code organised by the SIERA; since August 1988 consultation commissions had been established in which COSEP delegates took part and where prices and wages policies for the agricultural and stock-raising sector were discussed; the COSEP leader, Mr. Ramiro Gurdian, made public statements recognising how positive the Government's measures had been concerning the first tripartite consultations in the agricultural sector which took place in April; (3) the Government had the firm intention to promote changes in the labour laws and had requested the technical assistance of the Office; since the triumph of the revolution, the Government had made 22 changes to the Labour Code, some of which concerned freedom of association such as, for example, section 22 of the Labour Code which now guaranteed the reinstatement of dismissed workers in cases of political discrimination or trade union repression; (4) the Government intended to modify the provisions concerning collective agreements that were not in conformity with Convention No. 98; in 40 years of dictatorship there had only been 122 collective agreements, whereas over the last ten years more than 1,500 such agreements had been signed; there were 1,300 trade unions affiliated to seven trade union central organisations of different political and ideological convictions; the study mission indicated that despite the difficulties that beset the country, there was freedom of association and trade union pluralism; (5) as regards the Act on means of social communications, he stressed that the new law eliminated the provisions criticised by the Committee of Experts and this demonstrated the importance attached to their comments; the Government would send a special report on this question to the Committee of Experts. In Nicaragua, political pluralism was seen in the freedom allowed to political or occupational organisations to express their criticisms, for example, COSEP had its own journal and the newspaper *La Prensa* was published freely.

The Government representative regretted that the Employer members did not recognise the efforts that the Government was making and appealed to the employers of his country to give their support to the process of economic and social transformation and economic reconstruction in the country. This was an historic opportunity and he expressed the hope that they would seize it. It was normal that there were differences of opinion between the Government and the union or the employers' organisations, but with a genuine will and a constructive spirit an agreement could be arrived at and progress achieved. The employers had the right to challenge the government; there were 21 political parties in opposition having varied ideologies; the employers were thus free to choose whichever one suited their ideas in the elections due in February 1990.

The Employers' members indicated that the statements of the Government representative had not convinced them absolutely, their opinion is founded on a number of official ILO documents and not on suspicions. Since the Workers' position was for progress to be achieved by the present Committee, they decided not to propose that this case be the subject of a special paragraph. They hoped that the present Committee would reflect this divergence in its conclusions, along with the Employers' concern over this case. As freedom of association did still not exist in Nicaragua,

neither for employers nor for workers, the Employers' members requested that the present Committee examine this case next year.

The Committee took note of the information supplied by the Government representative and the different comments and opinions expressed during the discussion. The Committee recalled the content of the recent reports of the Committee on Freedom of Association and, inter alia, the last interim report of the aforementioned Committee, presented to the Governing Body in May. The Committee noted with interest the suspension of the state of emergency, certain cases of releases of employer leaders and of trade unionists, and assurances by the Government that it would consult the employers' and workers' organisations and the International Labour Office. The Committee noted, however, that the Committee of Experts in its report observed the persistence of a certain number of divergencies between, first of all, the law and, secondly, practice with respect to the full application of these two Conventions. The Committee requested the Government to adopt, as soon as possible, all necessary measures to eliminate all of the existing restrictions in law and in practice concerning the right of employers' and workers' organisations to exercise freely the rights guaranteed by the two Conventions in question. The Committee requested the Government to supply the Committee of Experts with precise information, with precise and detailed information on the development of the work on the re-elaboration of the Labour Code and the consultations that it would carry out on this matter. The Committee firmly hoped that next year it would be able to note decisive progress along the lines of the remarks made by the supervisory bodies.

The Government representative of Nicaragua requested the Committee to take note of the Government's reservation as regarded the following portion of the conclusions of the Committee:

"The Committee noted, however, that the Committee of Experts in its report observed the persistence of a certain number of divergencies between, first of all, the law, and, secondly, practice with respect to the full application of these two Conventions. The Committee requested the Government to adopt, as soon as possible, all necessary measures to eliminate all the existing restrictions in law and in practice concerning the right of employers' and workers' organisations to exercise freely the rights guaranteed by the two Conventions in question."

Panama (ratification: 1958). A Government representative stated that the requirement of 50 workers to establish a trade union (section 344 of the Labour Code) neither limits the establishment of unions nor their affiliation, since the workers can establish unions by branch of activity or by profession; in fact, the majority of these organisations have workers employed by small enterprises in their membership. As regards the requirement of ten employers to establish an occupational organisation (section 344) the same comments would apply. In practice, there are in the country large employers' organisations that encompass small or large enterprises; therefore, their freedom to organise is not restricted. As regards the prohibition of more than one union per undertaking (section 346) this provision refers specifically to the possibility of forming one "works union" which does not mean one "union by undertaking", since this provision permits the existence of two or more trade unions (for example by branch of activity, or by undertaking) in addition to the works union. This is the situation as it occurs in practice. As regards the requirement that 75 per cent of the members of a union be Panamanian (section 347), the Committee of Experts considers that these questions are better dealt with in the trade unions by-laws. It goes without saying that the possibility of a greater number of foreigners being admitted to trade unions, by way of statutory provisions, would not guarantee territorial sovereignty, nor the purity of decisions taken by the social institutions in favour of Panamanians. The State would abdicate its constitutional function of protection of the native manpower in favour of the trade unions, which could preclude the majority of the workers of the country. It can also be asserted that the Panamanian trade unions - which consider that the number of work permits given to foreigners is excessive - would not like to see an increase in the percentage of foreigners permitted by section 347. As regards the automatic removal from office of a trade union officer in the event of his dismissal (section 359) this provision applies only to works unions as provided for by the language of this provision, and not to the branch or works unions, nor to the federations or central organisations. When a union officer loses his worker status, his links with the workers' organisation of that undertaking are also severed. As regards the authorities' wide powers of supervision over the records and accounts of trade unions (section 376, paragraph 4) the Government undertook to study - with the participation of the trade union - the possibility of excluding this obligation from the legislation. In practice, this provision has not been applied for many years; the Government therefore undertook to amend this obsolete provi-

sion. Concerning the exclusion of public servants from the scope of the Labour Code and the fact that they don't have the right to organise and bargain collectively, it must be noted that the draft Bill on the Public Service could not be discussed last year in the Legislative Assembly in view of the priorities that the public authorities had to consider in view of the current situation in Panama. In spite of this, the Council of Ministers again tabled that Bill on 25 May 1988 in the Legislative Assembly so that it could be discussed and adopted. In practice there is a large federation of public servants which carries on union activities and has all the prerogatives of unions. Sooner or later, the public servants will have to be covered by the Labour Code.

The Workers' members thanked the Government representative for the explanations given and for the fact that she readily admitted that some legal provisions contrary to the Convention should be modified or abolished. There are certain difficulties in the practical application of the Convention, as indicated by the complaints presented to the Committee on Freedom of Association by employers' and workers' organisations. The Workers' members welcomed the fact that the Government wanted to establish a dialogue on the application of the Convention, that it undertook to suppress the powers of supervision and control over the affairs of trade unions, and that it has tabled a draft Bill on public service in the Legislative Assembly. The Workers' members hoped that, as requested by the Committee of Experts, the draft law would grant public servants the right to organise and bargain collectively including, in the case of teachers, the right to strike. These are positive steps and it is to be hoped that legislation and practice on these points will be rapidly brought into conformity with the Conventions. As regards the number of workers necessary to establish an union, the prohibition of more than one undertaking union and the loss of status of trade union officers in case of dismissal, the Government representative seemed to indicate that, in practice, there is no problem of application of the Convention on these points. If that is the case, the Government should amend the legislation to bring it into conformity with the practice and to comply with the requirements of the Convention. As regards the percentage of foreigners who can be members of a union, the Workers' members submitted that foreign workers should be treated equally with native workers, since they contribute equally to the wealth of the country. The Workers' members were surprised to hear the Government representative allege that Panamanian unions would not accept an increase in the percentage of foreigners that could, by law, be union members. In that respect, the Workers' members submitted that unions also must comply with the Convention. The Workers' members concluded by submitting that this Convention has been ratified in 1958 and that for many years there have been serious deficiencies in its application; they hoped that tangible improvements will be adopted in the near future and that the country's law and practice will be brought into full conformity with the Convention. The Committee of Experts and the Conference Committee should examine these questions again next year.

The Employers' members stated that this was a typical case of restriction of freedom of association. The number of workers and employers needed to form an occupational organisation should be a matter of its own choice, and not imposed by legislation. If there are no difficulties in practice, as indicated by the Government representative, it would be advisable to abolish this restriction, as well as restrictions on the right of organisations freely to draw up their Constitution and rules, as they are contrary to the Convention. With regard to the prohibition to create more than one union by undertaking, the Government representative asserted that this prohibition did not exist and that the Committee of Experts had drawn erroneous conclusions in that respect in its report. As concerned the percentage of foreigners in unions, the legislation should not contain such a provision, as noted by the Workers' members. Even if the unions did approve of a limitation on the number of foreign members in a union, such a provision would be open to criticism. Regarding the automatic removal from office of a dismissed trade union officer, this question is also better dealt with in the trade union by-laws than in legislation. The Government's commitment to amend the Labour Code provision which gives the authorities wide powers of control over the unions' internal affairs was the most positive aspect of its statement. The fact that this provision has become obsolete gives reasons to hope that it will be amended. In addition, the Government tabled in the Legislative Assembly a draft Bill which should extend the right to organise to public servants and agents (who are not covered by the Labour Code). The Employers' members generally emphasised that several of these points have been examined repeatedly in the last 20 years (the Government has indeed accepted the observations of the Committee of Experts on some of these issues), and that the legislation could be partially – if not completely – modified. They recalled that, according to the Committee of Experts, the Government had delayed the submission to the National As-

sembly of the draft legislation to amend the provisions criticised, due to the serious economic crisis that the country is facing. One must be aware, however, of a converse proposition: human rights' violations are sometimes the root cause of social and economic crisis. The Employers' members insisted that the Government give precise indications as to how and when the legislation will be amended. These issues have been raised for so many years that the time has come to bring the legislation in conformity with the Convention.

The Workers' member of Greece indicated that Panama has ratified Convention No. 87, which is not the case of other countries; and yet these other countries participate in the discussions of the present Committee as if they had done so. He strongly emphasised that Third World countries prejudice all migrant workers of these countries by keeping in their legislation provisions similar to section 347 of the Panamanian Labour Code, which limits the percentage of foreign workers entitled to be union members. This is a discriminatory and racist provision which should be abolished.

The Government representative stated that she agreed in substance with the concerns expressed by the previous speaker. The provision in question limiting to 25 per cent the number of foreigners in a union, which could probably be explained by historical reasons, should be made more flexible in the future. She stressed that Panama does not discriminate against foreigners, nor does its legislation. Replying to the Employers' members, she deplored not being able to indicate when the legislation will be amended, since her country is going through an economic and political crisis, and faces serious reprisals and illegal sanctions from a foreign government.

The Workers' members insisted that legislation should not prescribe the maximum number of foreign workers authorised to be members of a union. They added that the Committee did not discuss the political difficulties facing the country, but the social problems that a legal provision may create. They recalled that the Committee has insisted for many years on the necessity of amending the legislation.

The Employers' members indicated that, according to the report of the Committee of Experts, it was the Government which declared that it had delayed the submission of a draft legislation amending the Labour Code, due to the economic crisis, and underlined once again the reciprocal effects of the economic crisis and the respect of human rights. Since the Government representative was unable to indicate when the legislative amendments will be adopted, the present Committee should again examine this case next year.

The Committee has taken note of the information supplied by the representative of the Government and has taken note also of the various opinions and comments expressed in the course of the discussion. The Committee notes, however, that the Committee of Experts has noted in its report the persistence of divergences, on the one hand between the law, the Labour Code, and on the other hand the practice and the full implementation of the Convention. It notes, however, in this respect that work to amend legislation has been undertaken. The Committee therefore expresses the hope that legislation will shortly be brought into line with the Convention on the points which the Committee of Experts noted since 1973. It finally hopes to be informed of any changes that may take place in this respect, and hopes that this will take place as of next year.

Philippines (ratification: 1953). The Government representative informed the present Committee that Senate Bill No. 530 and House Bill No. 11524 mentioned by the Committee of Experts had already been consolidated and enacted into law as Republic Act 6715. This law became effective on 21 March 1989, just prior to the termination of the Committee of Experts' session. A copy of this law would be submitted to the Committee of Experts for its information and examination. The rules and regulations implementing Act 6715 were signed by the Secretary of Labour and Employment on 24 May 1989 after about two months of tripartite consultations and deliberations; they would also be sent to the Committee of Experts. He trusted that the Committee of Experts would find that most, if not all, its concerns are answered by these documents. He pointed out that, since the new Government came into power and Congress became operational, the Labour Code had undergone two amendments: Executive Order No. 111 of 1986 and Act 6715 of 1989. The speaker said this was not a bad record considering the relatively short period in power of the current administration and the time required for public hearings and tripartite deliberation in this connection. He added that the National Tripartite Review Committee, which was now a permanent mechanism, convened regularly for the purpose of reviewing legislation so that necessary amendments could be formulated and introduced to give full meaning and effect to the present Convention.

The Workers' members noted that problems under the Convention had been addressed by the Committee on Freedom of Association and, for several years, by the Committee of Experts to the effect that the legislation was not in conformity with the Convention. It was now time to act. They understood that the country had known a dictatorship which had probably hindered action, but the new regime had been in place for three years and should be in a position gradually to improve its legislation and practice. They were aware that the country still suffered economic difficulties and high unemployment, as well as the internal problem of the guerrillas. This was not the subject under discussion here, but it cost much in terms of money and human lives. The tripartite activities referred to could be a means of realising progress, and they were pleased to note that a new law had been promulgated, coming into force March 1989. They hoped that this legislation had been, or would be, transmitted to the Committee of Experts for examination so that it would be able to see whether progress had been made. They also hoped that most, or all, of the comments outstanding for so long would be met by this legislation and that the present Committee would be in a position to note its conformity with the Convention.

The Employers' members noted that this case concerned a series of provisions relating to and interfering with freedom of association, and that some were useless and therefore should be eliminated. They referred the Committee of Experts' comments on the restrictions imposed on the right to strike, recalling that these were the sort of cases where the employers had a differing view as to the requirements of the Convention. In any case, the current legislation contained enough problems concerning conformity with the Convention; for example, interference in the internal affairs of the unions. A certain number of points might be resolved by the new law which had been drawn up following tripartite consultations; however, a series of other legislative measures were still necessary. They hoped that in the reasonable and foreseeable future there would be amendments since, for 25 years, there had been divergence between law and practice and the requirements of the Convention.

The Committee took note of the information provided by the Government representative and of the debate which took place. The Committee noted with interest that certain draft laws had been adopted and called on the Government to send the texts in question to the ILO so that the Committee of Experts could examine them. Taking into account the importance of the points raised by the Committee of Experts, the Committee requested the Government to take all necessary measures to bring about rapidly full conformity between the legislation and practice and the Convention. The Committee hoped that the Government would, in its next report, be in a position to indicate significant progress in the application of the Convention on all the points raised by the Committee of Experts.

Poland (ratification: 1957): The Government has communicated the following information:

In the report submitted to the International Labour Office in February 1989 the Government informed about the opening of the Round Table Conference aiming, *inter alia*, at reaching agreement on a new pluralistic model of trade unions. The purpose of this written communication is to present up-to-date information on the results of the Round Table (ended on 5 April 1989) and on subsequent changes in legislation during the period April-May 1989.

The participants of the Round Table agreed, *inter alia*, that in order to ensure the workers the right to establish and join the trade unions of their own choosing and, particularly, to enable legal activity of the Independent Self-governing Trade Union "Solidarity" and of other trade union movements, the Trade Unions Act of 8 October 1982 should be amended without delay and that respective amendments would:

- ensure that free establishment and registration by workers of the trade unions, including the registration of the nation-wide trade unions, as well as free creation of the trade union organisational structures on branch, territorial, occupational or other principles, in accordance with the ILO Conventions, particularly Conventions No. 87 and 98.
- determine principles of co-operation of trade unions in enterprises in matters connected with collective and individual representation of rights and interests of workers in their relations with the manager of the enterprise and organs of the workers' self-management.
- ensure equality of all the trade unions, including in particular, equal rights of trade unions which are representative for workers of the majority of enterprises.

On 7 April 1989 the Parliament (Sejm) adopted the Act amending the Trade Union Act, 1982. Amendments took into account all above-mentioned agreed points.

It should also be noted that immediately before their adoption, the Government consulted the ILO concerning the main provisions of the Amending Act.

Participants of the Round Table recognised also the necessity of carrying out further amendments of the Trade Union Act 1982, particularly of its articles concerning collective disputes, the right to strike and the categories of employees not allowed to form and join trade unions.

On 7 April 1989 the Sejm also adopted the new Act on trade unions of individual farmers, implementing the principles of the trade union pluralism in agriculture. In accordance with this Act, individual farmers running farms and their family members working with them on the farm are entitled to establish and join trade unions of individual farmers for the protection of their rights and professional interests. Trade unions of individual farmers are self-governing and, particularly, they have the right to determine the aims and programmes of their activity, adopt statutes and other acts concerning their activity as determine their internal organisational structures. They are independent and are not subject to supervision and control of the state administrative authorities. These authorities should refrain from any activity leading to the limitation of the independence of the trade unions in their activity carried out in accordance with law.

Trade unions functioning on the basis of this Act have the rights and obligations accorded by the law to socio-occupational organisations of farmers in the field of representation and defence of rights and interests of farmers.

The Act recognises the principle of equal treatment by the State, and the self-management organs of trade unions of farmers and socio-occupational farmers' organisations, in the field of their activity.

As a result of the above-mentioned changes in legislation, the following trade unions have been registered by Polish courts: Independent Self-Governing Trade Union "Solidarity", on 17 April 1989; Independent Self-Governing Trade Union of Individual Farmers "Solidarity", on 20 April 1989. These trade unions are nation-wide organisations.

The Government wishes also to inform that on 7 April 1989, the Sejm adopted one more Act – the Act on Associations – which abrogated the Decree of the President of the Polish Republic of 1932. The new Act creates conditions for full implementation of the freedom of association guaranteed by the Constitution. It ensures to all citizens, whatever their religion or opinion, equal rights of active participation in the public life of the country and of expressing different views and realising their interests. An association is a voluntary, self-governing and durable organisation of non-lucrative character. It independently determines its aims, programmes of activity and organisational structures as well as adopts internal acts concerning its activity. It is prohibited to organise associations based on the principle of absolute obedience of members to the authorities of the association. The Act provides that no one may be forced to join the association or leave it. No one may be punished due to his membership of the association or for staying outside it. The right of association may be limited only in cases provided for by the law, justified by national safety reasons, public order, health protection, public morality or reasons of protection of rights and freedoms of other persons.

In addition, a Government representative referred to the written information which had been submitted to the ILO. This information related to recent changes directly affecting the implementation of Conventions Nos. 11, 87 and 98.

As far as Convention No. 87 was concerned, the Act of 7 April 1989 is of primary importance. It abolishes former restrictions on the establishment and functioning of trade unions – especially the stipulation that there could be only one trade union at each enterprise. It ensures freedom in the choice of principles on which the structure of trade unions should be built, including in particular the right to establish unions on a territorial basis. It ensures the equality of all trade unions. It sets out the principles of co-operation between trade unions in enterprises. Also on 7 April 1989 legislation was adopted to give effect to the principle of trade union pluralism in agriculture. Finally, an Act of 24 May 1989 makes provision for the re-employment of persons who had been dismissed for trade union activities after 13 December 1981. This last provision has a direct relation with the need for protection against acts of anti-union discrimination which is incorporated in Convention No. 98.

The speaker then referred to the Act on Associations which was also adopted on 7 April 1989 and which created conditions for the full implementation of the principle of freedom of association guaranteed by the Constitution of Poland. He stressed also the importance of the Act on Oblivion of 29 May 1989 which was not just a simple amnesty provision, but rather it entirely obliterates all convictions imposed in respect of strikes of other protests committed after 31 August 1980.

Both of these latter measures were consistent with the spirit of recent political and legal changes in Poland. They were helping to create more appropriate conditions for the implementation of the Conventions, and in a sense could be regarded as guarantees of their full implementation.

He noted that the independent Self-Governing Trade Union "Solidarnosc" had been registered on 17 April 1989, and that a parallel organisation for individual farmers had been registered on 20 April 1989. These bodies had been registered in addition to existing unions, most of which were affiliated to the All-Polish Alliance of Trade Unions. All of the most representative unions in the country were part of his country's delegation to the present International Labour Conference.

Referring to employers' organisations, he noted that in January 1989 the Association of Employers in Poland had been established. This organisation combined employers from the state, co-operative and private sectors.

Turning to the further intentions of the Government, it had been agreed at the Round Table Conference that further changes to the Trade Union Act, 1982, would be introduced at a later stage. These changes would deal with collective disputes and strikes – and in particular would simplify procedures associated therewith. It would also deal with those groups of employees who were not permitted to form or join trade unions. This category included prison officers – a matter which had been raised on a number of occasions by the Committee of Experts, and which had been discussed in this present Committee. Implementation of these changes would complete the second stage of the agreed revision of the Trade Union Act.

He also announced that his Government had decided to establish a tripartite committee for co-operation with the ILO. A preparatory meeting had been held on 1 June 1989, and it was hoped to establish the committee in September, or in the early autumn. The Government also intended to examine the possibility of ratifying Convention No. 144 on tripartite consultation. This was further evidence of the Government's positive attitude to the ILO, and consultations within the Committee would have a direct bearing on the attitude of the Government to the practical implementation of ratified Conventions and to Conventions which had not yet been ratified by Poland.

He stressed the importance which the Government had always attached to dialogue within the present Committee. He recalled that two years ago the Government had stated that the question of union pluralism remained open, and that the then-current restrictions were of a transitory nature. It had said that future developments in this regard depended upon the general situation in Poland, and it had appealed for understanding and patience. In 1988, the Government had been able to indicate some measures undertaken to change the legislation, and in February 1989 it had announced the holding of a Round Table Conference aimed at, *inter alia*, the creation of trade union pluralism. The information presented to the present Committee showed how serious the Government's intention had been on previous occasions.

The Workers' members noted that a great deal had happened in Poland in recent times. They found the progress which had been made in this case refreshing, comforting, encouraging and very different from the criticisms and difficulties which were found in most cases.

They were aware that the application of the Convention had been the subject of comments by the present Committee, by the Committee of Experts and by a Commission of Inquiry. It was clear from reading the report of the Committee of Experts, and from what the Government had told the present Committee, that there had been real progress in this case – even though not everything had yet been put right. One sign of progress was the establishment of a national council charged with the reform of all labour legislation in Poland – a body which was actively co-operating with the ILO in its work. A further sign of progress was the setting up of a group of experts within the Ministry of Labour to deal with human rights, and to examine conformity between legislative provisions and human rights Conventions.

The changes which had been made were most welcome, and were most encouraging. However, much remained to be done, and it was important that the Government did not cease in its endeavours to bring law and practice into conformity with the Conventions.

Finally, they asked whether the Government could indicate if the amendments relating to collective conflicts and the right to strike would be introduced in the near future.

The Worker member of Poland expressed his sincere appreciation of the work of the present Committee in helping to convince the Government to reopen dialogue with the workers represented in "Solidarnosc".

He found the statement of the Government representative to be a reflection of the spirit of dialogue which had led to the Round Table Conference. The co-operative attitude of the Government

was most welcome, and Solidarnosc wanted to promote continuing dialogue through the tripartite machinery. However, there was a problem in that one partner was missing. There was a need to counterbalance the Government as an indirect employer with representatives of direct employers. This was not yet possible.

The consensus at the Round Table Conference had simply been a starting-point for further negotiations which were necessary to deal with a number of urgent issues. In that context, the speaker asked the Government representative to comment on five points: (1) the need for fundamental reform of the Labour Code; (2) the strengthening of collective bargaining; (3) the repeal of legislative measures which provided for discrimination in employment and for forced labour in certain circumstances; (4) the extension of trade union rights to areas which had been categorised as "essential" after the declaration of martial law; and (5) the introduction through the country's Constitution of the direct applicability of ILO Conventions. Many of these were sufficiently clear as to permit direct application through the judicial process, rather than just by means of legislative reference.

These five points involved the repeal of remnants of martial law which had permeated the existing legislation, and also provided a framework for developing a new labour law system based upon respect for ILO standards.

Referring to the principles of freedom of association, the speaker fully concurred with the conclusion of the Committee of Experts at paragraph 148 of their 1983 General Survey on Freedom of Association and collective bargaining to the effect that "although the Convention clearly does not aim to make trade union pluralism compulsory, pluralism must be possible in every case". By the same token, he could not accept the proposition that a union monopoly encouraged employee integration and more effectively represented the interests of the workers. More and more States were abandoning this outmoded approach. It was surprising, therefore, to find that a minority of the Committee of Experts still sought to justify the retention of a trade union monopoly by reference to euphemisms such as "socio-economic and political circumstances" or "social realities".

Fundamental universal standards of human rights are inherent and inalienable values irrespective of socio-political system or levels of economic development. The speaker agreed with the Committee of Experts that trade union monopoly imposed directly or indirectly by the law ran counter to the standards expressly laid down by Convention No. 87.

Solidarnosc supported bona fide, new, independent trade unions which were established in Poland, or anywhere else, regardless of the socio-political circumstances of the country concerned.

The Employers' members noted that events had moved rapidly in Poland. In relation to Conventions Nos. 87 and 98, there had been positive and substantial developments both as concerned trade union pluralism and anti-union discrimination. The changes which had taken place in relation to these matters were to be welcomed.

They recalled that the Government had an on-going obligation to supply copies of new laws to the Committee of Experts, and to submit timely reports. They also emphasised that a great deal remained to be done. In this context, the Committee of Experts had provided a number of detailed interpretations relating to the Convention, and the Government should not be surprised if it had to appear before the present Committee again at some time in the future. This was said not as a threat, but to help the Government to realise that its task had only just begun.

The Employers' members noted with concern that there were continuing problems associated with the lack of private enterprise in Poland. They urged the Government to adopt programmes to develop free enterprise in their country. They reiterated that there had been giant steps in the right direction, and hoped that the positive attitude demonstrated by the Government would be applied to remaining problems in relation to the present Convention.

The Worker member of France recalled that his organisation, through its member on the Governing Body, had been instrumental in initiating the complaint against Poland which had led to the establishment of the Commission of Inquiry. He had heard of the substantial progress which had been made through the Round Table Conference. This was most gratifying, but it was now necessary to follow through with practical implementation. He hoped that other countries with similar political regimes would witness similar progress in the near future. For such progress to be meaningful, dialogue had to be carried on in good faith, and on a tripartite basis. When the Government indicated that it was considering the ratification of Convention No. 144, he took this as a positive gesture, indicating that the Government meant to press ahead with its reforms. The speaker hoped that they would also look carefully at the implementation of the Conventions which they had already ratified. He hoped that the Committee would,

next year, be able to note further progress both in Poland and elsewhere.

The Government member of the United States noted that the information presented by the Government did not constitute a 100 per cent resolution of all problems of law and practice. It would not have been realistic to expect that at this stage. But there nevertheless appeared to be a genuine evolution towards full respect for the principles of freedom of association and the right to organise. She hoped that in the report of the present Committee there would be an expression of satisfaction at the progress which has been made, and an encouragement to further progress in the future.

The Worker member of Liberia expressed satisfaction at the meeting of minds of all concerned in Poland. African workers supported the positive trends, and hoped for even further progress in the future.

The Government representative expressed his pleasure at the fact that his country was being treated neither as especially good nor as especially bad, but as normal.

It was difficult to be definite about when the second phase of the revision of the 1982 Act would be completed – especially in view of recent electoral developments. However, the changes had been agreed upon in principle at the Round Table Conference, so it seemed reasonable to assume that they would be implemented whatever shape the new Government might take.

Turning to the concerns expressed by the Employers' members about the private sector, the Government representative pointed out that this sector was still relatively small in Poland. It accounted for about 35 per cent of the active population (including independent farmers). He acknowledged that there was a problem in relation to employers' organisations. However, the establishment of an organisation in January 1989 had been a positive development, and it was now necessary to see how things worked out in practice.

The speaker considered that the issues raised by the Workers' member of Poland were directed to the Government itself, rather than to the Government representative in the present Committee. They would be dealt with in the proper way, and if necessary, the appropriate legislation would be prepared. Some of this work was already under way. This included the possible abrogation of those provisions of the Act of 1982 which dealt with the punishment of persons convicted of evading work.

The Committee took note of the information supplied by the Government representative and of the discussion that followed. The Committee noted with interest the evolution of the trade union situation and of collective bargaining, in particular as regards the right of workers to set up the organisations of their choice. The Committee welcomed the fact that the Round Table Conference which had taken place had recognised the need for a modification of the legislation regarding certain points which were raised by the Committee of Experts. The Committee noted with satisfaction that the Government had decided to set up a tripartite committee with responsibility for the examination of social legislation, taking into account the Conventions and Recommendations of the International Labour Organisation.

The Committee expressed the hope that discussion would be continued between the Government and employers' and workers' organisations with a view to continuing to adapt legislation and practice and hoped that all of the texts would be sent to the ILO so that the Committee of Experts would be in a position to examine them.

Romania (ratification: 1957). A Government representative recalled that the observations made by the Committee of Experts were not new and had already been discussed by the present Committee. They basically concerned trade union unity and the link between the Party and the unions which, in the Committee of Experts' opinion, were in contradiction with the principles inscribed in the present Convention. After reaffirming that his Government did not share this point of view, he stressed the conformity of the national legislation and practice with the Convention. He recalled that the unity of the trade union movement was linked to tradition, the origins of which were to be found in the beginning of the workers' movement in his country. The aspiration towards unity in the trade union movement continued to correspond to the desire of all the workers of the world. It was also notorious that, in several countries represented on this Committee, there was a recognised trade union unity. It was incorrect to maintain that trade union unity was imposed in his country through legislation either directly or indirectly. In this regard, article 27 of the Romanian Constitution provided that citizens had the right to associate with a view to forming, in particular, trade union organisations. As for section 2 of Act No. 52 respecting occupational trade unions, it granted to all persons working in the same

occupation or in similar occupations, the right freely to establish occupational unions without prior authorisation; no one could be forced to join a union against his will. In addition, under section 17 of Act 52, the establishment, organisation and functioning of occupational unions were freely determined by their members. It was therefore clear from these provisions that the relevant legislation neither directly, nor indirectly, imposed trade union unity.

The Government representative recognised that the Labour Code only mentioned the General Confederation of Trade Unions (UGSR); but this merely reflected a situation existing for over a century of the workers' movement of his country. It was also true that, by virtue of Act. No. 5 of 1978, self-management had been institutionalised. This Act specified that the supreme management forum in economic units was the general assembly of workers and that the executive governing body of this assembly was the workers' council, in which one-third of the members are directly elected by the General Assembly among the workers, irrespective of their membership in the union or other social organisations. Subsequently, in 1981, legislation had been adopted on the creation of the congress of workers' councils, of the national council of workers, of management councils of ministries and other bodies at the national level. These bodies examined and adopted the various economic and social development programmes, as well as the legal regulatory principles before they were submitted to Parliament for approval. It had to be noted that in the management councils of ministries – in addition to the representative of the General Confederation of Trade Unions – there were one-third of the members who represented workers in production units independently of their membership in trade unions or social organisations set up by the workers' councils. As regarded the higher State bodies, workers' organisations other than the General Confederation of Trade Unions were also represented, for instance: the Central Union of Craftmen's Cooperation; the Central Union of Agricultural Production Cooperatives; the Central Union of Consumers' Cooperatives, etc. In our conceptions and practice, the participation of workers to the decision-making process is the expression of the concrete and real possibility given to all the citizens of the country – without any discrimination – to participate in the direction of the society, on a global plane and at all the administrative and socio-economic levels, a direction conceived and implemented within the context of dialectical unity of its constitutive components: the elaboration and adoption of decisions, their practical implementation and the control on their method of realisation. This meant that the Committee of Experts' conclusions that the GCTU had the exclusive representation of the workers before the higher state bodies, including the Ministry of Labour, had no real basis.

With regard to the links between the Communist Party and the trade unions, his Government still considered that Article 3(2) of the Convention, which referred to the public authorities and not political parties, was not relevant to this question. The speaker recalled that, in Romania, the public authorities were the following: the Government, the Council of State and the Great National Assembly. Consequently, the Committee of Experts' references to article 26 of the national Constitution and to section 165 of the Labour Code, which laid down the role of the Party as a guiding political force went beyond the legal aspects of the question and dealt with problems that were not covered by the Convention.

In conclusion, the Government representative considered that Romanian legislation covered the provisions of Convention No. 87. Union monopoly and the links between unions and the Party are historical realities which existed long before the ratification of Convention No. 87 by Romania. These realities do not result from the legislation but from the workers' will itself. At the present time, they continue fully to reflect their will. However, given that certain provisions could give rise to misunderstandings, the Romanian authorities were continuing to take pains to make them clearer. After all, the democracy achieved until now in Romania was not considered to be an immutable system. As in other areas of activity, it could be perfected and subject to adaptation to real conditions which were in constant evolution. This explained why the five-year plan for 1991-95 stressed continuing improvement in the organisation and management of the global social and legal system which would, no doubt, mark a new stage in the development of participative democracy in his country. The Committee of Experts would be kept informed.

The Workers' members, after indicating that the discussion of this case could enable the repetition of a number of observations which had already been made on several occasions, recalled that a complaint had been presented by the International Confederation of Free Trade Unions (ICFTU) to the Committee on Freedom of Association concerning a number of very specific points. In 1990, logically, the Conference should have information on the state of the question. They expressed their concern at the statement of the Government representative who rejected the interpretation given by the Committee of Experts, and they feared that the situation

was a stalemate. They wondered whether the examination of this case would not better be handled by another body, and asked the Governing Body whether it would be opportune to have a Commission of Inquiry or some other procedure given the fundamental divergence which had existed for a great many years. They believed that the most important problem was to know whether in a country like Romania there were trade union organisations other than the organisation which existed today. It was unimaginable that, if in Romania there was total freedom for workers to create trade union organisations of their own choosing, there were no organisations other than the Confederation which existed, and which was therefore unique. Indeed, one could have a theoretical text, but in practice other measures, in particular threats, could make implementation of that text impossible. According to article 26 of the Constitution, the Romanian Communist Party guided the activities of mass organisations. Consequently, in their opinion, even if one tried to distinguish between the public authorities and political authorities, they were in reality one and the same authority.

In addition, section 165 of the Labour Code laid down that trade unions should mobilise the masses in order to carry out the programme of the Romanian Communist Party. Sections 113, 116, 119, 122 and 153 of the Code entrusted one expressly named trade union – the UGSR – with the exclusive duty of representing the workers. These provisions showed that the existence of free unions able to draw up their proper statutes in full independence with regard to the UGSR and the Communist Party, was questionable. The Workers' members also noted that there was no more talk of new legislation on trade unions to which reference had been made at a certain time. In view of the Committee of Experts' report and the discussion in the present Committee, they hoped that the Committee on Freedom of Association would be in a position to clarify the situation.

A Worker member of France recalled a number of facts showing that the allegations presented by the Government representative did not stand up to close examination. For example, in June 1988, 34 workers from an armaments factory who had met to discuss the creation of an independent union had been arrested by the police and a number of them were still in prison today. Several dozen workers were still detained following the demonstrations in Braşov, which took place in November 1987, despite a so-called amnesty decreed in 1988. Even worse, between 50 and 80 workers had been reported missing since these events, and 60 workers had been sentenced to terms of imprisonment of as long as three years for having attempted to establish independent unions. Other attempts had been made in June 1988, but were met with brutality against arrested persons, who were transferred to other jobs and subjected to severe conditions. One worker who had tried to form an independent group of workers in September 1983 was still serving a ten-year prison sentence. The present Committee's attention also had to be drawn to the fact that the physical safety of Romanians living abroad had also been threatened; several dissidents had received death threats, while not wishing to enumerate situations of this kind, the speaker recalled the case of those who, only because they had participated in meetings, had been dismissed and found themselves under constant police threat and brutality during repeated arrests. All these facts showed that the ICFTU's complaint was more than ever justified and the inquiry that would be carried out would show that the information supplied by the Government representative had no other aim than to delude, giving the impression that it was a non-reply.

The Employers' members pointed out that since at least 1974, the Committee of Experts had been requesting Romania to amend its legislation on the issues that were being discussed here. Until now, the Government had replied to these demands in varying ways. For two years in succession, the Government did not appear before the present Committee. Sometimes it used a Member of arguments saying that the facts put forward were not correct, or the legal basis was different, or the assessment made by the Committee of Experts was totally wrong. In the end, the Government indicated that, in the future, the question could be debated. While it was true that the problem of trade union unity was not unique to Romania, the reasons given by the Government representative, in particular the tradition reason, were quite irrelevant. The fact that, traditionally, there were many unions or only one union, was not part of the present Committee's discussions, since that was not the point in the present Convention. What the Convention required was that there be the real possibility of freely creating unions and employers' organisations. The institutionalisation in the legislation of trade union unity was a serious violation of freedom of association. The same went for the very close links with a political party laid down in the Constitution. In this respect, the reply given by the Government representative had been extremely vague. He had started by denying the existence of such a link, then he had stated that there could indeed be reflection on it. According to the law as it stood, trade unions in Romania had no

possibility to draw up their own statutes and, on the contrary, were tied to those of the UGSR.

It was an undeniable fact that the violations of the Convention covered three points: trade union unity laid down in the law; the existence of a close link with the Communist Party; and the absence of any autonomy as regarded internal statutes. This meant that there was no independence for collective bargaining, which was naturally a fundamental element for freedom of association. In the absence of detailed information from the Government representative, particularly on the amendments which had to be made, the Employers' members regretted to have to observe that both the legislation and the practice in Romania constituted a violation of the Convention which had lasted for a very long time. That was why they insisted urgently that the situation be changed.

The Government representative, while rejecting the assertion that his Government had violated Convention No. 87, emphasised that the present Committee was not the place to discuss the complaint presented by the ICFTU. His Government had already communicated a preliminary reply on it, and a final reply would soon be drafted.

The Committee took note of the information supplied by the Government representative and of the debate that ensued. The Committee expressed its deep concern at the fact that the Government had not taken any measures in response to the comments that had been made by the Committee of Experts for a number of years and it recalled the importance of the questions raised in the observation of the Committee of Experts. It urged the Government to adopt very rapidly the amendments required to bring its legislation into conformity with the Convention.

United Kingdom (ratification: 1949). A Government representative recalled that, as a founding member of the ILO, his country continues to support its aims, objectives and activities. He then pointed out that public service workers in his country have broader freedoms to organise, bargain and strike than public servants in most other countries, and indeed are treated no differently from workers in other sectors of the economy. By contrast, in other cases considered by the present Committee, public servants had been entirely or partly barred from the right of association.

The Government appreciated the work done by the Committee of Experts, which had a difficult and complex task in looking at the application of conventions and interpreting them in the light of national laws and in the context of the diverse socio-economic factors and institutional structures in each country. The Committee of Experts was a distinguished authority in law whose opinions were respected. But in complex areas there were often divergent views, even among experts and within rational and democratic organisations – of which the ILO must surely rank as a leading example – it should be possible to say: yes, we understand why you came to these conclusions, but we think it is possible to make a different interpretation.

The Government's actions in respect of the General Communications Headquarters of Cheltenham (GCHQ) were taken solely in the interests of protecting national security. Although the GCHQ was not part of the Foreign and Commonwealth Office, it was in fact one of the security and intelligence services and formed an integral part of the United Kingdom's organisation for defence and national security. It provided vital indispensable operational support to the armed forces of the United Kingdom and its allies, including a continuing watch for any form of armed hostile activity. The speaker conveyed his Government's disappointment with the Committee of Experts' rejection of the argument that the workforce at GCHQ might fall within the scope of the "armed forces exemption" in Article 9 of the Convention. The functions of GCHQ were very closely connected with those of the armed forces and the Government found it hard to believe that GCHQ would not fall within the spirit of the exemption. Consequently, this was very much the kind of borderline case which Convention No. 151 was designed to clarify. GCHQ should operate continuously if national security needs were to be met and there had been severe disruption there through industrial action, with 10,000 work-days lost between 1979 and 1981. The Government's actions had been taken in the firm belief that it was unacceptable to have a top secret intelligence establishment vulnerable to national strike action.

In framing its Conventions, the ILO had taken account of the special issues which in matters of national defence and security; Convention No. 151 contained a specific exclusion clause for those involved in work of a highly secret or confidential nature. In formulating its action on GCHQ the Government took the view that it remained within the letter and spirit of these instruments. Convention No. 87 could and should be examined in conjunction with Conventions Nos. 98 and 151. It appeared to the Government that because of earlier disputes about the application of Convention No. 87 to the public service, an instrument dealing specifically

with this area – Convention No. 151 – had been adopted and this new Convention took precedence over the generality of Convention No. 87. The Government's interpretation of the preamble of Convention No. 151 was that it had been adopted with the two earlier Conventions in mind. Conventions Nos. 87 and 151 were interwoven with each other to such an extent that the power in Article 1(2) of the latter Convention to disapply the guarantees provided by that Convention would be of no utility or practical effect unless it was intended to have the effect of disapplying also the associated provisions of the earlier Convention. This meant it was for governments to determine – by means of national law and regulations – the extent to which the protections provided for in the Convention applied to public service workers engaged in highly confidential work: this was precisely what the Government had done.

The speaker noted that the Committee of Experts stated in its observation that the supervisory bodies of the ILO have consistently disagreed with the Government's view. The speaker indicated, however, that the same Committee previously acknowledged (in its report to the 1985 Conference) that the interpretation of the Conventions adopted earlier by the Committee on Freedom of Association was not the only sustainable one and was not necessarily definitive. The Committee of Experts was on record as recognising the difficulties inherent in interpreting the interrelation of these Conventions. In addition, the Court of Appeal in the United Kingdom specifically considered this issue, concluding that the Conventions should be read together and that Article 1(2) of Convention No. 151 took precedence over Convention No. 87. Therefore, the Government did not believe that its actions at GCHQ represented a breach of Convention No. 87.

The Government noted the Committee of Experts' expression of regret that 13 employees at GCHQ have been dismissed because of their refusal to give up membership in the union of their choice. The Government also deeply regretted the necessity of that action, which was not taken lightly. The speaker then set these dismissals in the context of developments at GCHQ, every opportunity was extended to the small group of staff who retained their membership in a national trade union to accept the terms and conditions of employment that were introduced on that date or, where practicable, to transfer to other employment in the Civil Service. The overwhelming majority of staff at GCHQ (98 per cent) accepted the new conditions of service. Nearly all the remainder either transferred voluntarily to suitable posts elsewhere in the Civil Service where they could retain their union membership, or opted for voluntary departure with the generous compensation normally paid in cases of redundancy. On 15 July 1988, the Government wrote to the remaining 18 employees who had either failed to leave their national trade union, or had rejoined trade unions after initially accepting the new terms of service, formally enquiring whether they were still members of a national trade union and reminding them that, if they were members, they were in breach of their conditions of service. On 29 September 1988, the Government announced that it proposed to transfer the few remaining trade unionists for whom alternative posts could be found; to terminate *with compensation* the employment of the so-called "non-optants" – those who had refused either to leave their union or to be transferred – for whom there was no realistic chance of finding alternative posts; and to institute further disciplinary proceedings against the "rejoiners" – those who had initially accepted the new conditions of employment but subsequently resumed their union membership – if they did not agree to leave GCHQ voluntarily with compensation. The possibility was, of course, at this stage, still open to those concerned to accept the conditions of employment at GCHQ and to remain there, and the government very much hoped that they would do so. By the end of October 1988, 17 trade union members remained at GCHQ. Of these, ten were "non-optants" and seven were "rejoiners". Of these 17, three were transferred to alternative jobs within the Civil Service, one rejoinder accepted premature retirement; and the remaining 13 were dismissed. Of the 13 who were dismissed, the seven non-optants received generous compensation and the six rejoiners received, *ex gratia*, six months' salary in lieu of notice. There are now no members of national trade unions at GCHQ, but there is a staff association which enjoys many of the rights of collective organisation except the right to strike. Over half of the employees at GCHQ are members.

The Government noted the Committee of Experts' view that it should undertake renewed negotiations with the relevant national trade unions. In fact, discussions were held with the national trade unions following the Government's announcement of 25 January 1984, and in those discussions the unions urged that a "no disruption agreement" would provide adequate safeguards. These proposals, which were of a limited nature, leaving the determination of the areas to be covered by the agreement for later negotiation, were very carefully considered by the government but had to be rejected, as they did not provide sufficient guarantee that conflict-

ing pressures would not produce difficulties in the future. Support for this conclusion was taken from the fact that the draft "no disruption agreement", which had been tabled by the Council of Civil Service Unions, was subsequently repudiated by two of the main trade unions concerned at their 1984 annual conferences. The unions formally rejected any negotiations directed towards the possibility of concluding a no-strike agreement at GCHQ. The Government recognised that the trade unions subsequently indicated that they might change their position on this point, but this possibility itself supported the Government's position. It was essential in the national interest to ensure the uninterrupted future operation of GCHQ and, clearly, this could not be guaranteed if agreements entered into by the unions representing the workers concerned could be repudiated at any time in the future as a result of a change in position of the unions concerned. The Government was also aware that very few trade unions in the United Kingdom had been prepared to enter into no-strike agreements and that a union which would voluntarily sign such an agreement, to ensure arbitration rather than strikes as the end result of any dispute, could find itself in severe difficulties with the rest of the trade union movement. Thus, for example, the Electrical, Electronic, Telecommunication and Plumbing Union (EETPU) was expelled from the Trades Union Congress (TUC) in September 1988 after entering into single-union no-strike agreements with two private companies. The Government therefore considered that in the specific context of GCHQ, and the national defence interests it served, further negotiations with the relevant trade unions could not possibly serve any useful purpose.

While, in the Government's view, the traditions and culture of British trade unions would make it impossible to revert back to representation by national unions at this particular defence establishment, the Government's action, was limited to GCHQ within the organisational control of the armed services; If the workers at GCHQ, undertaking the same tasks within the same establishment, had been reclassified in this way then no issue would arise under the convention: it would have been an apparently easy solution. However, it would not have been a solution which, in the Government's view, was possible, either in principle or in practice. At the level of principle, the people working at GCHQ were civil servants with contracts of employment as civil servants; it would have been a breach of those contracts and of the basic rights of these workers to reclassify them; these workers certainly would have strongly and rightly objected to such an action. It followed, therefore, that if such change was to take place, it would have to be done over a very long period of time. However, the people working at GCHQ had very specific and very rare skills and the practical problems of implementing such a change were considered to be insurmountable. The government, therefore, took the view that for reasons of principle and for reasons of practice such a change was not possible.

In conclusion, the Government maintained that its action on GCHQ was not an attack on freedom of association or on trade unionism, but was taken solely in the interests of securing its national defence. Over the period since 1984 when it announced the action, the Government had made every effort to accommodate the small minority of workers who were not able to accept the new conditions of service. The outcome was not perfect, but in the context, might be seen as one which was both reasonable and practicable, and which left the United Kingdom well within the spirit, and indeed the letter, of ILO Conventions. If Conventions were to be effective, interpretation must not be too narrow; it must be appropriate, responsible and realistic.

The Worker member of the United Kingdom stated that this was a serious case, because a very deep principle was at stake. He had hoped for a sign of progress, or at least a gesture of conciliation, but it appeared that the Government had never moved from its position and had consistently repeated the same arguments on the many occasions this case was before the present Committee or the Committee on Freedom of Association.

He had listened to the arguments advanced although they were not new.

Firstly, regarding the Government's statement that civil servants generally in the United Kingdom enjoyed broader freedom to organise and to bargain than those of most countries, the speaker replied that the rights provided for civil servants generally in the United Kingdom were those laid in Conventions which the Government had adopted: no more, no less. If the Government was better than other countries it was because those countries infringed the appropriate Conventions, particularly the freedom to associate. By denying the GCHQ workers that freedom, the Government was placing itself in the same position as those countries.

Secondly, as regards the inter-relation of Conventions Nos. 87, 98 and 151, the Committee of Experts had already answered the Government's argument. Convention No. 151 does not overrule the important articles of Convention 87. Each time the Govern-

ment had used this argument the Committee of Experts had rejected it.

Thirdly, the argument that GCHQ workers should be treated in the same way as members of police and armed forces because of the nature of their work, the speaker – while conceding the very special nature of their work – stressed that the Committee of Experts rejected that argument; indeed with very good cause: all these workers had been members of national trade unions for 30 to 40 years; they were then as they are now – civil servants. The Government representative had pointed out himself that it would not be possible for them to be conscripted into the armed forces; they were not members of the armed forces and could not be treated as such.

Fourthly, as regards the argument that the civil service trade unions would not accept a no-strike deal because when this was suggested at one stage it was rejected by two trade unions at their subsequent conference, the speaker pointed out that there was a great difference between seeking a conference's views on a hypothetical case and an actual offer of a binding agreement; the latter had never been put to the trade unions' conferences because no offer of any kind had ever been made by the Government to the unions concerned. Indeed, only a month or two ago, there were discussions with the civil service trade unions which said they would be prepared to negotiate a watertight deal which provided positive assurances of no interruption to the work of the GCHQ. The Government should therefore do what the Committee of Experts had asked them to do – that is to negotiate a no-strike deal; if the British trade union movement refused to negotiate or refused to reach agreement the Government would then have a case that it could confidently present to this Committee. The Government was not asked anything unusual but only to negotiate.

Fifthly, as regards the argument about how generous the Government was in its compensation to dismissed or compulsory transferred GCHQ workers, no price could compensate for a denial of freedom to associate and the right to organise. The Government had already shown its so-called generosity when it bribed GCHQ staff with £1,000 each if they left their unions. The principles laid down in Convention No. 87 were not for sale and could not be bought at any price.

Sixthly, concerning the argument about 10,000 workdays lost, the speaker emphasised that this was not 10,000 of workdays lost to GCHQ. He could not reveal how many staff worked at GCHQ for that was secret information which he was not prepared to reveal, but many thousands of hours were lost each week when a large proportion of the staff went home at the weekend. That put the Government claim into its true perspective. However, the important issue here could take the form of this interesting question: since the strikes took place in 1979 and 1981 and it was 1984 before the Government actually took some measures, was it really a matter of such great urgency as far as the national security was concerned, if it took so much time?

Finally, as regarded the argument based on the judgements handed down by the British and European courts, the speaker conceded that the Government may have won on technicalities but, in this context, only one court was entitled to interpret Conventions under the Constitution of the ILO: the International Court of Justice. The Government representative seemed to argue somewhat perversely that because the possibility existed of having the Committee of Experts challenged in court then ambiguity must therefore exist. The United Kingdom Government was challenging the views of the Committee of Experts. They were creating the ambiguity. The answer to that was that the Committee of Experts had invited the Government, if it wanted to challenge its interpretation, to do so before the International Court of Justice. The Government had not done so and would not do it because, in the speaker's opinion, they already had legal advice as to what the answer might be.

It appeared that the Committee of Experts, in its appeal to the Government, put its final conclusions in about the strongest terms it could use: what the Committee of Experts wanted in fact was negotiations. The present Committee could not come back every year discussing the same thing and was entitled to have the answer to one simple question: will the Government enter into negotiations with the trade unions as the Committee of Experts has recommended, or will it not? This could be answered by a simple yes or no. This Committee should let the Government answer that question and make its judgement.

The Workers' members emphasised that all the relevant information on this case had already been given by the present Committee in its reports of 1987 and 1988, by the Committee on Freedom of Association, by the Committee of Experts – all of which had decided this issue – and, finally, by the Government representative in his present statement. Consequently, there was nothing to add on substance. Although it was decided by common agreement to limit the discussion to the first part of the observations made by the Committee of Experts on the GCHQ, the Worker

members noted with concern in the light of the observations of the Committee of Experts and of the discussions which took place these last years, that this was not an isolated case but actually a situation, among many others, where unjustified measures had been taken against unions with the effect that their action, and in particular collective bargaining, was hindered. They wished to emphasise that the arguments raised by the Government representative contradicted both the observations of the Committee of Experts and the Committee on Freedom of Association. The Government is ignoring the Committee of Experts' observation that the measures taken against the GCHQ workers form part of a systematic restructuring of the labour relations legislation. They emphasised that this case concerned both Convention No. 151 and Convention No. 87, and raised the issue of public servants' freedom of association and collective bargaining. Convention No. 151 is meant to clarify and add to Convention No. 87, and not to replace it. The public servants' freedom of association and of collective bargaining still raises serious difficulties in this country.

Concerning the alleged necessity of the measures to be taken with respect to the GCHQ, they expressed their surprise, as did the Worker member of the United Kingdom, that the Government had waited until after 1984 to deal with events which occurred in 1979 and 1981. It was disturbing that the Government took such drastic measures as dismissals, since the ILO supervisory bodies had begun the examination of this case.

The Government had not used the possibility of recourse to the International Court of Justice, and refused to negotiate and to take into account the comments of the ILO supervisory bodies. It was worrying that a sort of internal association of GCHQ employees could be established, while the existence of a normal union was challenged. Should one conclude that this type of association is less dangerous than a traditional union for national security? Do public servants lose their patriotism when they organise?

The Workers' members noted with regret that the Government maintained its position and refused to negotiate; therefore, this is a very serious case. They hoped that this case had not reached the point of no return.

The Employers' members recalled that this case had already been examined by the present Committee twice – the first time in 1985 – and that the Government and the Worker members were still at odds. The Employers' members stated that they had no intention to act as arbiters. This case concerned a communications centre where employees have functions comparable to those of military personnel and the Government was not prepared to accept strikes which could have serious repercussions; this position seemed justified. The discussions and negotiations did not produce results and 17 employees refused to cancel membership in their union, as proposed by the Government; 13 of these 17 employees have been transferred or dismissed. This was a very special case which would not affect the United Kingdom economy, wholly or partly. This was a very specific case which would not happen again in other circumstances since its complexity was also due to the difficult distinction between public servants and military personnel, a difficulty which has legal repercussions.

In 1985, when the Committee of Experts first studied this case, it noted in its report that this question went beyond the scope of Convention No. 87 and that this was a very complex situation. The issue was the relationship between Conventions Nos. 87 and 151 and the Committee of Experts then considered it was not in a position to make a decision. In the meantime, the Experts modified their position. The reference made to the International Court of Justice was then legitimate, since under the Constitution the Court was the only body competent to decide on interpretation problems. The question was: who should refer the case to the International Court of Justice? Could a government simply write a letter to the Court? This would be too easy.

The strained relations between the Government and the unions explained that this problem could not be resolved yet and that there was no solution in sight. This case should be replaced within the context of the part of the observations made by the Committee of Experts which would not be discussed this year.

Even before the publication of the report of the Committee of Experts, the Employers' members heard the unions complain that the Government constantly interfered in collective bargaining and that it violated union rights. The issues which were raised now could be debated, and should be examined again by the Committee next year. The Employers' members hoped that the Committee of Experts would examine again these questions in the meantime.

The particularly difficult relations between the unions and the Government are an obstacle to a solution. The question as to whether this communications centre could be integrated with the armed forces was a very difficult question to resolve since it concerned national legislation but, from a theoretical point of view, that solution could be considered. However, the Employers' members would not state whether this solution was the best one.

In any event, in view of the differing points of view, it would be necessary to emphasise in the conclusions that what was at issue in this country was not the freedom of association, but the situation of workers in a given sector which raised serious difficulties. The question had no relation whatsoever to the national economy, nor did it have links with the freedom of association. It should be admitted that positions were sometimes irreconcilable during a certain period, especially when it concerned so unique a sector. The Employers' members recalled that some cases – too many of them – had been discussed for 20 years without any solution or progress. This case was fairly recent and had been discussed three times during a relatively short period. Right now, it seemed that no solution was in sight and the Committee had to note it with regret.

The Worker member from Sweden, speaking on behalf of the Workers' members of Denmark, Finland, Norway and Sweden stated that a well-functioning supervisory system was a basic prerequisite of the ILO, but that the supervision would be meaningless if the member States did not respect the views expressed by the supervisory bodies. The Committee of Experts and the present Committee could examine objectively, independently and impartially cases brought before them. Until recently, their views were considered as binding by the member States, until the International Court of Justice had made a final decision. If that principle was not maintained, the whole work of the ILO would be undermined. Generally, however, there was no problem concerning the interpretations given by the supervisory bodies as the member States usually agreed with the Committees, which was further proved by the fact that only one case had been brought before the International Court of Justice since the founding of the ILO. In the present case, in spite of the unanimous views expressed by the supervisory bodies, 13 employees of the GCHQ had been dismissed because of their refusal to give up membership in the union of their choice. The right to join a trade union or to work for a union is one of the basic human rights. Therefore, it was of the utmost importance that a leading member State of the ILO should not ignore the views of the two Committee unless it took steps to bring the case for a final decision by the International Court of Justice. Any other behaviour would undermine the position of the supervisory bodies and of the supervisory system as a whole. The speaker therefore urged the Government to renew negotiations with the trade unions in order to find a solution consistent with the requirements of the Convention. The only other alternative would be to bring the case before the International Court of Justice.

The Worker member from Poland stated that his organisation was very happy to reappear in the ILO after eight years of official absence, and expressed his appreciation that it had not been forgotten. The speaker stressed that the GCHQ employees had been trade union members in many cases for up to 40 years; there had been no problem for many years and their loyalty was never questioned. Despite the fact that two ILO supervisory bodies reached the same conclusions, and that the trade unions have shown great flexibility and readiness to reach an agreement, the Government regrettably seemed to have rejected the possibility of a negotiated settlement. The credibility of the ILO, from which the Solidarity trade union benefited so much, would be put at risk if its supervisory bodies did not adopt a consistent approach. After so many years of discussion in this Committee concerning the present case, it was necessary, to retain the credibility of the Committee, to strongly draw world-wide attention to the gravity this case represented for workers in the United Kingdom. The GCHQ case is one of principle, the principle of freedom of association and human dignity.

The Employer member of Sweden, commenting on the report of the Committee of Experts, emphasised that he did not suggest that the Experts were not impartial or independent, but he questioned their expertise. The Committee of Experts had forgotten the basic principles governing the interpretation of treaties between States, as could be seen in the increasing number of over-interpretations in the reports of the past few years; he cautioned against that trend. He referred in particular to the present case and expressed the hope that the Experts would reconsider their position in that respect. The GCHQ establishment should be classified in the category of armed forces or police, and only the International Court of Justice could give an authoritative interpretation of the Convention. There were two ways to accomplish this: either the Conference or a majority of the Governing Body could ask for an opinion, or a government other than the United Kingdom or a worker delegate could make a constitutional complaint. The Governing Body could then establish a Commission of Inquiry whose conclusions could be appealed to the International Court of Justice by the Government. This course has now been open for five years and has not been used. Therefore, this Committee should not deal with this case any more, and the workers, if

they so wish, could go to the Court by presenting a constitutional complaint.

The Worker member of the Federal Republic of Germany stated that what was most frightening was the fact that the Government assumed that trade union members were or could be a threat to the national security of the country. This reminded one of the hostile attitude towards the entire workers' movement which existed at the end of the last century. Members of the GCHQ had their own economic and social interests and, like all other employees, they needed the freedom to organise in unions and they had the right to bargain collectively. The Government ignored the findings, considerations, suggestions and demands of the ILO supervisory bodies. This was really a serious case because it was undermining the authority of the supervisory procedures. Meaningful dialogue did not mean one side who speaks and the other who does not listen. The present Committee cannot be satisfied if countries simply ignore its conclusions, because this would threaten its authority.

The Worker member of the Netherlands stated that he was really concerned about the possible consequences of this case for the ILO supervisory system, especially in view of the final comments of the Employers' members. The key sentence in the Government's declaration was, "we understand how the Committee of Experts came to its conclusions but we came to different conclusions and we should be allowed to do it". Back in 1978 there was a debate in this Committee between the Government representatives of the United Kingdom and of the USSR on this very point. The USSR representative had then been defending the point the British Government is now making, and the British representative had then submitted that that position would undermine the whole ILO supervisory machinery if this Committee would accept it. In cases where there were differences of opinion for 20 years, this Committee always showed its concern by expressing its views in a special paragraph. The key question here was: should the present Committee accept the Committee of Experts' views on this case, which included their views expressed in several reports in previous years. In the past two years the present Committee by and large always accepted the views of the Committee of Experts. Consequently the question was: did the Committee of Experts change their interpretation on this Convention, and in this very case this year? That was not so.

The Worker member of the United States commented on the Government representative's statement that it would serve no useful purpose to enter into any further negotiations with the unions involved; this statement greatly troubled him because it was slamming the door shut on any possible solution in consultation with the union, notwithstanding the fact that the latter was willing to reconsider the no-strike agreement sought by the Government. The legal complexities of this case were such that the final arbiter in this matter could only be the International Court of Justice. The speaker stated he would not quarrel with the Government's statement that the British courts had held that somehow there should be a fusion between Conventions Nos. 151 and 87; however, he doubted very seriously that the British courts at the same time indicated that there should be no further resort to resolution or possible compromise on the issue of the no-strike clause in an agreement between the Government and the trade unions. The Government representative never indicated a departure from the normal course of negotiation, reconsideration and re-negotiation if necessary, to resolve a very important problem. On the contrary, he seemed to take the position that the Government had always firmly supported these fundamental principles. Consequently, the present Committee should be preoccupied by such an adamant refusal to re-enter into any negotiations despite the union's indication of its willingness to negotiate on the very issue which is the root cause of the Government's concern in this case.

The Employer member of the United States replied to the comments made earlier by the Worker member of the Netherlands; this appeared to be a case of a "rush to judgement", whereas in fact this case was certainly recent. He further stated that this appeared to be a question of form over substance, since the functions of the GCHQ employees seemed to be inherently military. If these employees had been labelled "military" in terms of their functions, there probably would have been no problem: the fact that they were not so labelled expressly seemed to make a great difference to the Committee of Experts. The speaker also stated that there were really two questions here. Firstly, as mentioned by the Employers' members, on the basis of the 1985 observations of the Committee of Experts, there seemed to be an evolution and changing of the findings on the part of that Committee. Secondly, as was pointed out by the Employer member of Sweden, there was also the question of whether or not the Committee of Experts had in fact over-interpreted or misread this particular Convention. These questions were very different from the nature of the debates that took place in the late 1970s and early 1980s, which were really dealing with questions of application and wheth-

er there should be differences in application based on the nature of the political, social and economic views of particular governments.

The Worker member of the Netherlands replied to the previous speaker on two points. Firstly, he clarified that what he said before was that, if the present Committee on a certain case accepted over a number of years the views expressed by the Committee of Experts, the only reason to disagree now could be that the Committee of Experts had now changed their interpretation. Secondly, the speaker explained the criticism he had put forward during his intervention on the Dutch case; he made it clear that he criticised the fact that during a number of years the Dutch trade unions had asked for an interpretation by the Committee of Experts which did not come for a couple of years.

The Government representative stated he would make sure that the points made would be reported to his Government. He clarified some of his previous comments in reply to the Worker member of the United Kingdom, emphasising, first, that whilst the United Kingdom had a common law based system and not a system of law based on positive rights, in reality and in practice, public servants in the United Kingdom have greater freedom of association than in most other countries. Second, this was not a general case on freedom of association but a very specific case, concerning an establishment which was vital to national defence. Third, the trade union representatives had now suggested, after four years, the possibility of a no-strike agreement; to the speakers' knowledge, this had not been mentioned to his Government. Fourthly, the British Government has absolutely never impugned the loyalty either of employees at GCHQ or of the trade unions. However, for reasons of national bargaining across the public service, the national trade unions had used the GCHQ employees as part of a national bargaining strategy. This may have been a legitimate action but it did undermine the credibility of the trade unions in the particular and unique situation of that establishment; this was worrying and troublesome. The speaker stressed again that this was not a general freedom of association situation, but a very unique case due to the special nature of GCHQ; the Government's action in this case was not an anti-union measure, but one taken solely in the interests of national security. In the meeting of the Governing Body which recently took place the new Worker member on the Committee of Freedom of Association pointed out that it was important to make a distinction between what he called "bureaucratic idiocies" and what he termed "monstrous abuses of human rights". The Government did not believe it breached Convention No. 87, but if the present Committee were to find otherwise, the speaker hoped that if fault there was, it lay in the former category. The Workers' members had referred in their comments to special conclusions on this matter; the speaker hoped that this Committee would think very clearly and carefully before agreeing to this. To adopt that type of conclusion for matters that were not fundamental human rights issues would be to undermine the force of a sanctioning policy that the ILO has at its disposal. This Committee should not have double standards, and the universality of the ILO standards should be maintained.

The Chairman of the Committee proposed the following conclusions:

The Committee took note of the information submitted by the Government representative and of the detailed discussions which took place in the Committee. The Committee expressed its concern at the situation discussed by the Committee of Experts, which noted in its report that the GCHQ workers still did not enjoy union rights, contrary to the Convention. It recalled in that respect the conclusions of the Committee on Freedom of Association as regards the GCHQ case. The Committee noted with regret that the Government had dismissed some GCHQ workers during the proceedings pending before the Committee on Freedom of Association, and that the Government does not consider that it would be useful to hold negotiations with the workers' associations on the right to organise of workers. The Committee expressed the firm hope that the Government will reconsider its position, through dialogue with the trade unions, with a view to finding solutions to the factual and legal situation, that would be in full conformity with the Convention. The Committee expressed the firm hope that the next report of the Government requested by the Committee of Experts will contain information on definite developments in this situation, in conformity with the Convention. In addition, the Committee asked the Government to study very carefully the comments of the Committee of Experts on the Employment Act of 1988, and to provide information on the measures it considered taking to implement these comments.

The Workers' members proposed that these conclusions be mentioned in a special paragraph of the present Committee's general report since, although this was an important case which had been discussed on many occasions, the Government had not initiated negotiations with the trade unions concerned and the situation had not progressed.

The Employers' members pointed out that the legislative questions had not been discussed by this Committee and should not be included in the conclusions; if reference to these aspects were retained in the conclusions, the dissenting position of the Employers should be recorded. The proposal that the conclusions be included in a special paragraph was not acceptable: a complex legal question was at issue, which could be finally resolved only by the International Court of Justice; the issue was, who would take the initiative of an appeal to the Court. It followed that the situation was not clear as had sometimes been alleged. The case was not typical. Fortunately, the existence and extent of freedom of association in the country was not at stake; it was merely an individual borderline case which warranted full attention as such and which was being discussed for the third time now. In many other cases, a legal trade union monopoly, depriving all workers of freedom of association, had been debated for over 20 years. There was a question of equality of treatment, so that a special paragraph could not be accepted in the present case.

The Workers' members requested that a nominal vote be held to decide whether this case should be mentioned in a special paragraph.

The Government member of Czechoslovakia, speaking on behalf of a certain number of socialist countries, stated that they were not in favour of solving problems by a vote, but preferred that a solution be sought by other means. However, if a vote was to take place, the complexity of the problems at issue required time for reflection; therefore, they asked that the vote be delayed until a later time, in the hope that the Workers' and Employers' members could reach an agreement in the meantime.

The Government member of the United States wondered whether this case should be pushed so far. She considered that this was not an issue by whether the United Kingdom was a developed or developing country, and that if there had been an egregious violation of freedom of association there would be no question that a special paragraph was merited. Indeed, this was a very special case. She was concerned that a vote on this matter would damage the good will and consensus which were so important to the work of the Committee.

The Government member of France requested that, were a vote to be held, members should have the possibility of explaining their vote.

The Committee adopted the conclusions proposed by the Chairman with regard to the GCHQ issue and decided that, in a later sitting, a nominal vote would be held to decide on the appropriateness of mentioning this case in a special paragraph unless, in the meantime, the Workers' and Employers' members could conclude an agreement on this issue.

At a later sitting the Committee proceeded to a record vote at the request of the Workers' members for the registration of this case in a special paragraph of the report of the Committee.

The results of the vote were as follows: 56,845 votes in favour; 60,398 votes against; 9,555 abstentions. Consequently, the Committee decided not to register this case in a special paragraph of its report.

After the results of the vote had been announced, various Government members went on to explain the reasons for their vote.

A Government member of Sweden, speaking on behalf of the five Nordic countries, stated that the Governments of those countries had agreed with the conclusions adopted by the present Committee in this case, but had voted against a special paragraph because they wished to maintain the particular significance of the special paragraphs, which in their opinion should continue to be reserved for the most serious cases.

A Government member of the Federal Republic of Germany explained his Government's "No" vote, noting that the question voted upon was not whether the United Kingdom had violated the Convention; rather the vote had been about the fundamental principles governing the work of the present Committee: dialogue and consensus. Taking a vote was contrary to consensus and did not contribute to furthering a dialogue, which was sought in this case, in particular by the Workers.

A Government member of Portugal stated that he voted "No" because of the doubts which surrounded an interpretation of the situation. His Government thought this case should be subject to further legal analysis; the present Committee should not adopt a decision which, by its exceptional nature, would have to be seen as final. In addition, in other cases where doubts of interpretation existed, decisions different from the one proposed had been taken; this had to stand in the way of mentioning the United Kingdom in a special paragraph of the report.

A Government member of Australia had disfavoured the inclusion of this case in a special paragraph for the following reasons. The present Committee traditionally reached a consensus view; the approach taken in this case was cause for concern. Having noted the discussion with interest and the special and unique circumstances of this case, his Government none the less thought

there might be a technical breach of the Convention. The United Kingdom Government had not moved to address the issues raised by the Committee of Experts and apparently saw no need so to move. The Australian Government supported the Committee of Experts' conclusions. It encouraged the United Kingdom Government to undertake further negotiations with the relevant trade unions to seek, in a manner consistent with the requirements of the Convention, resolution of the issue. However, special paragraphs had previously been used only in respect of gross breaches of human rights, circumstances which did not apply in this case. At this stage, a special paragraph would be a disproportionate response.

The Workers' members regretted the result of the vote; they were also saddened by not having been able to reach a consensus with the Employers' members, as was usually the case. They wished to make it clear that special paragraphs did not represent a judgement; they were merely an indication of which cases had been considered worth highlighting and on which governments and employers' and workers' organisations were invited to try to overcome the difficulties. They believed in the independence, impartiality and objectivity of the Committee of Experts and in the great importance of the Committee on Freedom of Association. They stated that standards and the supervisory machinery existed for both industrialised countries and developing countries; problems in the industrialised countries assumed different proportions from the ones they assumed in poor countries, in so far as there was non-compliance or serious difficulties were encountered, particularly in relation to basic standards, such as freedom of association, they believed that attention should be drawn to this problem as well. The Workers' members explained the reasons why they had proposed the use of a special paragraph: firstly, because they thought all the possibilities of dialogue and conciliation had not been exhausted within the country; secondly, because of the dismissal of 13 workers for faithfulness to their trade union during the course of the procedure before the Committee on Freedom of Association; and thirdly, in order to urge and encourage the British Government not to close the door but rather to reopen negotiations. They expressed their surprise at the narrow margin in the voting results and their satisfaction with the total solidarity shown by the Workers' members, which they considered to be important and historical.

A Government member of Ecuador explained that he had, with much regret, voted in favour of mentioning this case in a special paragraph in the hope that this would spur other countries to reflect on the tendency towards singling out situations in small countries which were sometimes the result of pressure from political interests outside the country. He expressed satisfaction that a democratic vote in connection with the present case had shown that principles of equity were not always violated.

A Government member of the United States declared it was a shame that the situation had become so polarised. Her Government questioned whether this matter should have come to a vote at all. She hoped that the present Committee could now move forward in a positive and constructive manner, on the basis of good will and consensus. A vote had been cast against a special paragraph because its use should be reserved for serious, long-standing and pervasive violations of a ratified Convention; the United Kingdom case did not meet that test. The United States Government firmly believed in the uniform, universal application of ILO standards, regardless of a country's political orientation or level of economic development. In the view of her Government, this had not been a vote for or against a double standard; it had been a vote for or against lowering the standard that the present Committee applies in deciding whether to mention a case in a special paragraph. She declared that her Government was not ready to change the criterion determining whether or not a case should be registered in a special paragraph. Her Government thought that another case discussed recently in the present Committee had also not merited a special paragraph, because there had appeared to be signs that the government in question was taking steps towards the fuller application of a ratified Convention.

A Government member of France stated that he had voted "No", essentially because of the jurisprudence of the Committee. The long-standing work practices of the present Committee allowed stable and objective positions to be taken, whether the country was large or small, industrialised or developing. According to tradition, a special paragraph could be used when the country in question met two criteria; firstly, that it had been under examination for a long time without any progress being made and, secondly, that it was a very serious case of violation of human rights. Each case of a special paragraph had to be put into perspective, that is, related to and compared with others. It had not seemed to him that the present case met the two criteria mentioned above. Finally, he expressed the hope that a return would

be made to consensus, which was the usual working method of the Committee.

A Government member of Uruguay explaining his "Yes" vote stated that it had been based on the objective facts described in the Committee of Experts' report, which had said that workers were dismissed while the Committee on Freedom of Association was examining the case. In this sense, his vote constituted support for the ILO supervisory system. He indicated that the same criteria should be applied to other similar and even more serious cases dealt with by the present Committee.

The Government member of the Netherlands stated that a "No" vote had been cast because the Government considered the present Committee should follow its usual procedure of reaching decisions by consensus.

Explaining the reasons for its abstention on the vote, the Government member of Czechoslovakia referred to the earlier expression of his Government's view that such issues should be decided by consensus not by vote. Further, it was his Government's view that sanctions should be applied only in cases of gross and repeated violations of the respective Conventions and where consensus had been reached. His Government had not been fully convinced of the arguments put forward in this case and wondered whether a real issue of principle was at stake, or rather a matter of disagreement between the Government of the United Kingdom and the Committee of Experts over an interpretation of one specific issue covered by Convention No. 87.

A Government member of Bulgaria explained his delegation's abstention in the vote on the basis of his Government's opinion that only dialogue should be promoted in the present Committee and that decisions should be reached only by consensus. A vote was not a dialogue. No matter its outcome, it did not serve the cause of co-operation. He stressed that to achieve better results, emphasis should be placed on dialogue.

A Government member of Turkey wished to explain the "No" vote of his Government. He recalled the mandate of the present Conference Committee, which should not be exceeded; the striking of a balance between North or South, East or West, was up to other United Nations bodies having responsibility in that regard. While his Government had great respect for the Committee of Experts and its report, it did not take the conclusions therein as word of law. The present Committee was supposed to feel free to make a full assessment of all the aspects in the report, without any prejudice in regard to any consideration on a specific country.

A Government member of the United Kingdom noted that his Government had voted "No" because it felt that registration of this case as a special paragraph would be disproportionate and that it would undermine the force of ILO sanctions. This was not a North-South question. It was a question of the norms governing the practice of the present Committee. The Workers' members had, however, demanded a vote and the issue had been put to the democratic process which had now produced its results. His Government thanked the present Committee for its decision, particularly as an indication of the return to a sense of proportion. The Government hoped that the Workers' members would take good note of the outcome.

Convention No. 95: Protection of Wages, 1949

Dominican Republic (ratification: 1973). The Government has sent the following information:

With reference to the Committee of Experts' comments, the labour authorities are considering urgent and necessary measures which might be adopted to ensure effective application of Articles 2, 3, 5, 6, 8(2), 14 and 15 (b) of the Convention and of the Recommendations made by the Commission of Inquiry in paragraph 543 of its 1983 report – in particular legislative reforms:

- to prohibit strictly the payment of wages in the form of promissory notes, vouchers, coupons or other negotiable instrument;
- to allow wages to be paid directly to the workers;
- to lay down a general prohibition on employers limiting the worker's freedom to spend his wages;
- to regulate the assignment of wages;
- to take sufficient measures to inform workers of the conditions of payment of wages and the deductions which can be made; and
- to regularise other aspects of the employment of sugar-cane workers.

The Government also provided the following details of the application of the Convention:

Article 2. In practice, the Government repeats, the coverage of the Convention has been widened, although the legislation needed to apply it has not yet materialised. The labour authorities still wish to consult concerned workers' and employers' organisations

in order to exclude from the total or partial application of the Convention persons working in conditions of employment in that such application would be inappropriate, or persons engaged in non-manual or domestic or similar work. Amendments to the Labour Code to extend wage protection to all agricultural enterprises, regardless of how many workers they employ or what operations are involved, are being considered.

Article 3. Wages are generally paid in legal tender; payment by cheque is also allowed. Payment by promissory note, voucher or coupon or in any other form in place of currency is prohibited. Payment of Haitian workers' wages in negotiable vouchers has, it is repeated, been abolished by administrative means pending repeal of the provisions of the Labour Code which authorise it. This provision is applied in enterprises of the State Sugar Board (CEA) and Consorcio Vicini operations which had for decades allowed workers to negotiate wage vouchers to third parties. In these enterprises, under administrative arrangements workers receive cash advances, as is the case in the Central Romana.

Article 5. Wages are paid directly to the worker concerned unless the worker is unable to collect them in person and authorises payment by the enterprise to some other person on production of the workers' identity papers. In the CEA, wages are paid to casual workers by chitties which are redeemed each week; while awaiting their wages, workers can use the chitties to buy essential goods at official prices in CEA- and INSEPRE- (National Price Stabilisation Institute) run shops.

Article 6. No employer may in any way restrict the worker's freedom to dispose of his wages. The Government considers that it fully satisfies Resolution No. 1/88 of 10 June 1988, which retroactively to 1 April 1988 laid down that all agricultural workers, whatever their type of employment, receive a minimum wage of RD12 Dominican pesos for an eight-hour day. The Resolution also provided for measures to be adopted as soon as possible to guarantee minimum wages when these workers have task-rate contracts. The CEA presently employs casual workers only for the transport and collection of cane, which is why cutters have increased their productivity and thus attained daily wages above those fixed by the National Wages Committee, since they cut over 2 tons of cane in an eight-hour day.

Circular No. 8 referred to by the United Workers' Organisation (CGT) in its communication of 3 January 1989 has been duly observed and widely distributed among cane workers. In accordance with the 1988-89 rates, administrative measures have been taken to make sure all workers employed in CEA operations receive minimum wages. The labour and CEA authorities will supply the ILO with complete information on the practical application of Circular No. 8 including the wage rates fixed by the CEA, the number of contracts and the daily earnings of workers employed in each process, and the means by which non-CEA plantations are made to observe the agricultural minimum wage.

Article 7. No coercion whatever in respect of workers using any works stores selling goods or services at fixed rates is allowed. The following are the main measures by which it is ensured that, in conformity with Article 7(2), goods are sold at fair and reasonable prices and that there is no exploitation in and around the sugar enterprises and plantations:

- (a) In collaboration with INSEPRE, various public stores have been set up.
- (b) In collaboration with the DGCP (Price Control Department), a price list for essential goods has been drawn up.
- (c) The CEA has substantially increased the production of groceries for sale to its workers as part of the recent Agricultural Diversification Plan.
- (d) Sugar workers can validate their wage advance chitties in CEA plantation shops in collaboration with INSEPRE without any reduction or discount.
- (e) The DGCP regularly inspects private and CEA stores to ensure prices are fixed and to avoid speculation and usury to the prejudice of the workers.
- (f) The CEA has considerably increased the network of non-profit-making businesses both for cash sales and through advance forms (CEA Form No. 1) or letter of payment for daily workers.
- (g) Businesses in and around CEA enterprises have to pay all the rest of the money due to sugar workers when they pay for purchases with written proof of what has been cut, collected or transported.
- (h) All businesses (private or CEA) operating in or around the enterprises and plantations have to accept cash or written proof of what has been cut, collected or transported.
- (i) To avoid arrears of payments to sugar workers and prevent them having to pay with chitties or written proofs of wage advances, in businesses, stores, shops or public selling points

providing essentials, payment of wages is made or cancelled weekly.

In and around the Central Romana enterprise there are stores, shops, kiosks and public selling points where the requirements of Article 7 are strictly observed. Central Romana has a detailed and effective Agricultural and Cattle-farming Diversification Programme as part of its overall social plan for the benefit of its own workers and the whole population of the eastern region. The CEA has greatly increased the coverage of its own Agricultural Diversification Programme, especially the Food Programme, which includes vegetable, fish, chicken, pig and rabbit farming, reasonably priced beef, wheat flour and other goods at the public selling points (comestibles, rice, beans, bananas, etc.), and the food supplement programme, according to the CEA Social Development Programme Director. There are other programmes, for instance, for clean drinking water, nutrition and health, and education. The Government is compiling data and will shortly send a full report on the resources spent and the results obtained by the CEA and private enterprises in their compulsory and non-compulsory employees' Agricultural Diversification and Social Assistance Programmes.

Article 8. Deductions from wages are only allowed under conditions fixed by legislation, collective agreement, or tribunal decision for the economic protection of persons under the age of 18 years. In the last case, the size of the deduction is determined as a proportion of the worker's income. Enterprises have to inform workers of the conditions for such deductions. The State Secretariat for Labour's inspection department is vigilant in CEA enterprises and districts in ensuring wage protection measures are applied and that cane is correctly weighed: the latter operation is satisfactorily organised, according to inspection reports, by laying down rules to make sure weighing is accurate (with no reduction for wastage) and done in the presence of the driver, the cutter or a CEA representative who supervises it. All workers may see the weight conversion table and the wage rates in force.

Articles 9 and 10. Any deduction from wages to guarantee a direct or indirect payment by a worker to the employer, his representative or an intermediary for obtaining or retaining employment, and any attachment or confiscation of a worker's wages contrary to the legislation are strictly prohibited.

Article 11. The long-standing practice in the CEA and Casa Vicini of withholding part of cutters' pay as an "incentive" to be paid at the end of the harvest (intended to keep casual workers in their jobs until the end of the harvest) has been abolished. Authorised incentives to cane workers now form part of the weekly wage.

Article 12. Under the legislation wages are paid regularly (weekly, fortnightly or monthly) as the parties to the contract (worker and employer) agree, with the union's consent if there is one. Within a reasonable time of the expiry of the contract, all remuneration due is finally adjusted in accordance with the legislation, collective agreement or decision of an arbitration tribunal. A Bill now before the National Congress would require employers to pay off their workers within ten days. The ILO will be informed of further developments in this regard.

Article 13. This Article is satisfactorily applied. In the CEA, workers are paid at the end of each week somewhere near to the workplace. Advances to the workers are deducted.

Article 14. It is common practice in the country to give workers an appropriate and easily understandable statement of their conditions of wages, a breakdown of how wages are calculated, the time and place of payment, etc. In the CEA, Circulars Nos. 8 and 9 of 20 October 1988 are satisfactorily applied, guaranteeing information on wage conditions to workers known as "ajusteros" who work by the day or the task and workers presenting cut cane by weight, mostly in Spanish and in Creole if necessary. There has been a widespread publicity campaign to inform Dominican and foreign (Haitian) workers living in the country of the incentives and conditions of work and life in CEA operations for the 1988-89 harvest. The campaign covered the whole country and various mediums of communication with the aim of attracting manpower for cutting and collection of cane, at a time when labour is scarce, in the absence of imported labour from Haiti.

In each CEA enterprise the management displays in prominent places texts, in Spanish and Creole, showing the terms of employment contracts binding on the employer and the agricultural worker covering such subjects as wages, living conditions, medical assistance, food facilities, labour discipline, etc. Every CEA enterprise also gives orally full information in Spanish and Creole when a worker is engaged or at work.

Article 15. The labour authorities are considering early measures to apply this Article in full, in accordance with labour legislation in force. The labour authorities have strengthened inspection in the CEA, Casa Vicini and the Central Romana, in order to guarantee sugar workers their rights. Further information on inspection will be sent to the ILO. The CEA has designed its inspec-

tion to cover all aspects of plantation work, cutting and transport of cane, sugar milling and production, the Agricultural Diversification Programme, etc. Living and working conditions in CEA enterprises and districts are inspected by the State Labour Secretariat's inspectorate, which has been augmented for this purpose. Inspection also takes place in Casa Vicini and the Central Romana.

In addition see under Convention No. 105.

Iraq (ratification: 1960). The Government representative stated that his Government had closely examined the comments of the Committee of Experts on the payment of wages to Filipino workers in Iraq and noted that that committee had based their observation on the existence of agreement between Iraq and the Philippines. The Government wished to say that there was no such agreement as described in the report and that Filipino workers in Iraq were treated just like Iraqi workers as regards the payment of wages, under Labour Code No. 71 of 1987 and Labour Code No. 95, an earlier document. If there were a document, the Government would be prepared to discuss both its existence and its veracity.

The Employers' members considered that it was unclear if there was a problem; the point, however, remained that this was a case occurring under Convention No. 95 which addressed another issue, namely the protection provided relating to promissory payment of employees, which was prohibited by the Convention. It would appear that the proposal that had apparently been made by the Filipino Government had remained merely a proposal and was not actually agreed to. If that were the case, then there was compliance with the Convention on this point.

The Workers' members thought it was difficult to decide whether the matter was settled, if indeed it was true that no agreement existed between Iraq and the Philippines to pay 40 per cent of wages in dinars and 60 per cent in dollars, but the latter only after two years. If article 3, paragraph 1, of the Convention were indeed being applied, then it was for the Committee of Experts to determine, subsequent to the reply from the Government, whether or not there had been full application of the Convention. However, Article 3 did not allow for a time lapse of two years before payment of 60 per cent of wages. If that had not been done, then that was progress already: they hoped the Committee of Experts would be able to ensure that, in this aspect, there was conformity with the Convention. Otherwise, it would be necessary to add other complaints or claims by the Filipino Government or by the workers concerned themselves.

The Government representative reiterated that there had been no such agreement on the part of the Filipino and Iraqi Governments and that Filipino workers in Iraq were treated in the same way as all other foreign workers and just as Iraqi workers as regards the payment of salaries, with the right to transfer part of their salary back to their families.

The Committee took note of the information supplied by the Government representative and recalled the comments according to which proposals to pay the wages of Filipino workers in Iraqi territory were in contravention of the provisions of the Convention. The committee trusts that the Government will communicate detailed information in this case so that the Committee of Experts may be assured of the application of the Convention in this matter.

Philippines (ratification: 1953). The Government representative informed the present Committee that at this point in time the Governments of Iraq and the Philippines involved in this case were still pursuing the discussion and review of the existing arrangements. A Filipino mission was currently in Baghdad as part of the follow-up efforts of his Government. As soon as the negotiations were concluded, his Government would provide the ILO with the details of the arrangements; in any case, however, it would send a report on application of the present Convention for the period ending 30 June 1989 right after the said date as requested by the Committee of Experts.

The Workers' members recalled that the present Committee had discussed the same question in relation to the application of Convention 95 by the Government of Iraq at its present session. They thought that it was good to deal with both sides of the question because the two countries were concerned with this Convention. Iraq had stated its willingness to give full implementation to the Convention and, although there was no agreement between the two countries, according to the Government representative of Iraq, Filipino workers were paid in the same way as Iraqi workers were paid in Iraq. If this was the case, then it appeared that there was an accord eliminating the problem. But as long as even a rumour existed to the effect that part of the Filipino workers' salary was being withheld, thereby depriving workers of the benefit of part of their salary, there was cause for concern. They noted that the ongoing negotiations would take account of the require-

ments of the Convention. If technical assistance of the Office was required, the Workers' members recommended that it be provided. They hoped that the Philippines and Iraq would pay workers normally and apply a decent and acceptable system, including, where appropriate, savings where the workers themselves asked for this to be taken out of their salary.

The Employers' members considered that the situation was neither clear nor satisfactory. For some time there had been talk of arrangements between the countries concerned, but Iraq had stated that no arrangements existed at all. This partial payment of wages was a problem not only because many workers were affected, but also because a good share of the wages was involved. The question involved not only workers going to work in Iraq, but also in other states in the region. A solution had to be found; if necessary the ILO's assistance should be drawn upon through an explicit request. In such an unclear situation, it was necessary to uncover the real facts and the Government representative's intervention was not really sufficient. A request from the Government for ILO assistance would be in the interests of its own workers.

The Government representative expressed his appreciation for the offer of assistance of the ILO which his Government would consider in the event that it should be needed.

The Committee took note of the information provided by the Government representative. It recalled the comments of the Committee of Experts according to which proposals to pay the salaries of Filipino workers working in Iraq were contrary to the provisions of the Convention. The Committee considered that the Government of the Philippines would provide detailed information about arrangements in force and that the agreement to be signed with the Government in Iraq would conform with the provisions of the Convention. The Committee wished to record that the assistance of the ILO might be useful as appropriate.

Portugal (ratification: 1983). A Government representative recalled that the Committee of Experts, in its observations on the application of the present Convention, had asked questions on the discussions held last year in the present Committee and on the information provided by his Government in its report on the Convention. His Government had also communicated a written reply to the Committee of Experts and to the present Committee, which was given to the Secretariat.

Given the size of the written response, resulting from the fact that the Government gave factual and legal details, as well as reports and data provided by the labour inspectorate, it would be preferable that the present Committee gave the Committee of Experts an opportunity to examine this information and that the discussion on the questions asked be delayed. In any event, the Government wished to inform the present Committee that the situation continued to progress in a satisfactory manner. At the end of the first trimester of 1989, the number of workers who had wages in arrears amounted to 15,436, representing 23.8 per cent of the total number registered at the end of 1985. The number of undertakings in arrears in the payment of wages was 117, 17.5 per cent of the 1985 total. In March 1988 the arrears in wages concerned 20,802 workers and 185 enterprises, respectively 25.8 per cent and 36.7 per cent of the preceding year's total. The basic wages and all other benefits were taken into account in these calculations. The total number of undertakings in arrears in the payment of wages included active and stagnant enterprises and undertakings that had been closed. Between 1 January 1988 and 31 March 1989 only 5,765 workers have benefited from Act No. 17/86 at their own request.

The workers who had wages in arrears only represented 0.5 per cent of the salaried workers. The claims of workers, wages or claims of another nature were protected by privileges and paid on a priority basis as against the debtor undertaking's assets. The workers with wages in arrears may, under Act No. 17/86, either institute regular proceedings before the Labour Court or file a complaint with the labour inspectorate.

From 1 January 1988 to 31 March 1989 the labour inspectorate imposed 952 fines upon undertakings in arrears in the payment of wages and prepared 5,050 determinations specifying the amount of wages in arrears due to workers. As regards the application of Act No. 17/86, the labour inspectorate prepared during the same period 75 reports of inquiry, establishing that 71 undertakings were in arrears in the payment of wages.

The speaker concluded by stating that, according to the labour inspectorate and to his Government, this issue should be settled through the normal means of prevention applicable to labour legislation violations. Indeed, the workers of this country who had wages in arrears have used more frequently the normal means of protection than the exceptional procedure established by Act No. 17/86, which shows that this problem no longer had the social dimension it once did.

The Employer member of Portugal stated that, in 1986, the Portuguese employers had declared before the present Committee

that in three years' time the delay in the payment of wages would no longer be a grave social problem. Since 1985 the delay in the payment of wages in a great many enterprises had created a very complex situation. The main causes of these difficulties were negative events, such as the no-compensation nationalisations which had occurred in the private sector, discretionary public intervention in companies and the adoption of one of the EEC's strictest laws on labour contract questions. All the events which occurred between 1974 and 1979 had aggravated the economic crisis, which had very seriously affected both public and private enterprises in the beginning of the 1980s. Happily, the situation had reversed, as the Committee of Experts had noted and as was also evident in the available statistics, which confirmed that the delay in the payment of salaries had ceased to be an endemic problem. The number of enterprises affected had fallen 82.5 per cent, from 668 in 1985 to 117 in March 1989; 15,436 workers were affected, that is 86.2 per cent fewer than in 1985; this represented 0.5 per cent of all salaried employees. This amounted to progress, even if as the Portuguese employers believed, all the individual cases of workers still affected should be supported. Whilst he noted with interest the explanations of the Government representative regarding the positive effects of Law No. 17/86, the speaker stressed these improvements had occurred because of the sacrifices which workers and employers had been willing to make in order to save most of the companies affected. In particular, besides financial difficulties, the employers had come up against other difficulties such as outdated legislation on labour contract matters (which had remained outdated until the beginning of 1989) and permanent restrictions on credit. If the number of enterprises affected continued to fall at the current annual rate, the speaker hoped that the situation as regards delay in payment of salaries would be completely resolved in the coming two years.

A Worker member of Portugal stressed that action by the supervisory bodies of the ILO had greatly contributed to an improvement in the situation, as the delay in the payment of wages had markedly diminished. However, the problem remained. Non-payment of wages was an affront to the fundamental rights of workers and this amounted to inadmissible violation and exploitation. The number of workers affected merely gave an idea of the breadth of the problem; the essential fact was that there were still skilled workers who had not received their wages. Figures given by the Government provided significant evidence of this. They showed that the workers affected numbered several thousand; official statistics show that they were not a fixed group of workers, since workers enter and leave this situation of delayed wages. The Government had stated that, on the one hand, the situation was well under control and, on the other hand, the employers were responsible, attempting thus to justify their own failure to adopt specific measures and their lack of responsibility. The worker still ran the risk of not receiving his wages and, should this occur, his situation would not immediately be resolved. When employers did not pay wages, the existing law did not sufficiently protect them and did not ensure conformity with the Convention: the notion of wages was too limited as it covered basic remuneration only and did not take into consideration subsidies, bonuses and other supplements; in cases of non-payment of wages, there were time limits within which the worker had to claim his due, that is two months if it is a question of the whole wage, or four months if it is a question of only part of the wage. By making partial, or even symbolic, wage payments, employers could block any action by the worker; there were cases in which a worker suffered a permanent delay of three months in the payment of his wages. The penalties for non-payment of wages and their application were ineffective; in cases of termination of contract for the reason of non-payment of wages or in cases of closure of the enterprise, the worker ran the risk of never receiving his unpaid wages; the new law on dismissals, which had been adopted in February 1989, continued to place upon the worker the burden of proving the guilt of the employer in cases of wage non-payment. In the contrary case, the worker did not receive any compensation if he terminated his contract. Finally, the speaker recalled that quantitative data did not allow one to judge application of the Convention, that the law and penalties were neither effective nor deterrent and therefore did not provide true protection of wages. The speaker emphasised that the non-payment of wages was a violation of workers' basic rights and a way of limiting the exercise by workers of their individual and collective rights; she considered that the problem should continue to be examined by the Committee of Experts so that the Government would assume its responsibilities and adopt the necessary measures for an overall solution to the problem.

The Workers' members recalled that the question of non-payment of wages in this country had been under discussion by the present Committee for some time. Although they noted that improvements had actually taken place and that the number of workers affected had been reduced, this did not mean that the question was settled; as long as there was a single worker who did not receive

his wages on time, one had to continue taking action. The difficulties that arose were of several kinds. The case, for example, of an employer who continues running his enterprise whilst not making regular wage payments; this causes a situation in which the workers are often too frightened to take any action. Penalties against such an employer should be severe, as a worker who does not receive his wages very quickly encounters major obstacles for himself and his family and quickly finds himself in a state of poverty. Regular wage payments (which, by the way, he thought should be made every two weeks), were essential and especially so for manual workers. Another difficulty arose because employers, especially during the economic crisis, had not been paying wages regularly in order to place pressure on the workers to accept reductions in pay. A third difficulty to which reference had been made in the report of the Committee of Experts results from the closure of enterprises for different reasons, such as, for example, bankruptcy, fraudulent bankruptcy which leaves the workers without a responsible party against which to take action. In this respect, it should be noted that in certain countries, especially Common Market countries, solidarity funds had been set up which acted as substitutes for employers' contributions to the payment of salaries to the workers. Finally, whilst noting some progress, the Workers' members also recalled that full remuneration remained to be paid to several tens of thousands of workers and that existing efforts on that issue should be kept up.

The Employers' members declared that, on this question of the protection of wages, notably the delay in the payment of salaries and the non-payment of salaries, the present Committee had noted real progress for the first time the previous year; they noted that further progress had taken place. Nevertheless the problem continued to exist. This was recognised by everybody and it had to be stopped as soon as possible. They wondered whether all the examples provided by the Workers' member came within the scope of the Convention. They stated that they were concerned about Law No. 17/86 respecting arrears in wages, which appeared to have been interpreted in a restricted manner, the notion of basic remuneration seeming even more limited than the definition of salaries in the Convention; they considered that this deficiency should be remedied as soon as possible.

The Government representative remarked that the Employers' members and Workers' members had both noted progress and that he wished to make some corrections to the statements made. The law expressly prevented any reduction in wages and any agreement made by a worker to such a reduction had no effect and at any time the worker could claim the differences in wages. Law No. 17/86 was an exceptional law concerned only with basic remuneration; salary supplements were guaranteed by the country's general law. Workers were not obliged to accept the application of Law No. 17/86, it was only applied if workers opted for its application, otherwise they could make use at any time of the normal channels for wage protection. In cases of non-payment of wages, the worker could file a complaint with the labour inspectorate immediately after the day on which payment was due. The problem of fraudulent bankruptcy and of the disappearance of employers was a false problem; companies were registered and their assets could be seized.

The Committee took note of the information supplied by the Government representative. It noted that legislative measures had been adopted in order to guarantee the payment of wages, but that the problem of the payment of wages in arrears had not been entirely overcome in practice. Whilst noting the progress described in practice by the Government representative, the Committee wished to emphasise the importance it attached to a solution being found to this problem, not only in the law but also in practice. It expressed the hope that the Government would pursue its efforts and would report on progress achieved during the coming year.

Convention No. 98: Right to Organise and Collective Bargaining, 1949

Brazil (ratification: 1952): The Government representative of Brazil stated that his country was in a transition period, and the promulgation of the new Federal Constitution had introduced great innovations in the national legal order. The Congress was now drawing up specific legislation that would permit implementation of the Constitution. The Ministry of Labour was now preparing studies and Bills with the aim of speeding up the process of adapting the national legislation to new constitutional standards, in an effort to overcome the obstacles to full implementation of the Convention. It had to be noted that the Constitution represented great progress on a number of points: a trade union member could not be dismissed, except in case of serious misconduct, from the time of presenting his or her candidacy for trade union

office until, in case of election, even as an alternate, the expiry of one year from the end of his or her term, as established in the legislation (article 8, paragraph VIII of the Constitution); there was recognition of collective agreements and awards (article 7, paragraph XXVI of the Constitution): civilian public servants were granted the right to freedom of association and the right to strike (article 37, paragraphs VI and VII of the Constitution); article 173, paragraph I of the Constitution guaranteed employees of public enterprises, mixed economy enterprises and others the social rights referred to in article 7 of the Constitution, including recognition of collective labour agreements and awards. It could be concluded that negotiation by representative organisations was fully ensured. In addition, freedom of collective bargaining was provided for in the Bill on wage policy that had been approved by Congress and was now under consideration by the President of the Republic. This Committee should also be informed that the Inter-ministerial Council on Wages in State Enterprises (CISE) was playing an advisory role as an employer in cases in which the Government held more than 50 per cent of the enterprise capital. This Council was an advisory body for the management of state enterprises and was not an instrument that impeded collective bargaining.

The Government representative conceded that there still were a few obstacles to the full implementation of the Convention in the legislation and in practice, but the Government was making every effort possible to overcome them. There was an agreement regarding technical co-operation between Brazil and the ILO. Two officials from the Ministry of Labour had recently had internships on the application of standards, and this year the ILO Regional Adviser on Standards would be visiting Brazil. A request had been made for him to be accompanied by a legal expert to provide advice to national experts in drawing up Bills containing provisions which would be fully compatible with ILO Conventions.

The Worker member of Brazil stated that the present Committee should not limit itself to an analysis of legal terms which in any event were not implemented in practice. He referred in particular to the observation of the Committee of Experts on Decree No. 2425 of 7 April 1988, which provided in its section 7 that public enterprises, mixed-economy enterprises and private enterprises subsidised by the State or holding concessions from public services, could not conclude collective agreements or accords unless those pacts were in line with the decisions adopted by the Inter-ministerial Council on Wages in State Enterprises (CISE). In this regard he stated that in practice, these enterprises first asked permission from the CISE, then negotiated and finally returned to the CISE, whose usual practice was to invalidate clauses in already negotiated agreements.

In relation to the right to strike, the speaker referred to the observations of the Committee of Experts on the right of workers to freely negotiate their conditions of employment. Those observations had mentioned CUT. It was necessary to clarify that the CUT now represents around 15 million workers with approximately 5 million members in local unions. He stated that the CUT had refused to engage in discussions on a social accord to fight inflation, because it was the CUT's position that Brazilian workers had nothing left to give up in material terms, since the statutory monthly minimum wage was the equivalent of approximately US\$40. The CUT had also felt that values other than material ones – such as the right to strike – were values that could not be subject to bargaining. The CUT proposed to the Government and to the employers that a collective labour agreement be negotiated to take the place of current individual agreements; the bargaining should make up for the wage cuts occasioned by economic measures and by the absence of wage protection standards. The speaker indicated that at the moment wages had declined some 40 per cent and that he was astounded that in his country employers were maintaining that the compensation for the erosion in wages should not be more than 6 per cent, a proposal which the Government had accepted. This had caused the largest strike ever in Brazil, in which 30 million workers had participated; instead of negotiating with the workers as had been hoped, the Government introduced Temporary Order No. 50 which dramatically curtailed the right to strike, thus violating the Constitution and the provisions of the Convention. This restriction can only be compared to those which existed in three countries with very special historical circumstances: Hitler's Germany, Franco's Spain, and Stroessner's Paraguay. Brazil was one of the few countries in the world that had not yet ratified Convention No. 87, and there had often been repression of strikes by the military, as in November 1988, resulting in the death of three workers in Vuelta Redonda. In addition to this, it is necessary to mention the detention of trade union leaders because of the strike and the dismissal of more than 300 trade union leaders over the past two years. The assassination of the trade union leader Chico Méndez was one of the many events of this type.

The speaker concluded by calling for the assistance of the present Committee to vindicate the legitimate rights of workers, in particular, the rights to strike and to bargain collectively; it was unacceptable that a country considered to have the eighth largest economy in the Western world continued to pay around 4 per cent of its gross domestic product for foreign debt servicing while at the same time having some of the most degrading social conditions known to modern history.

The Workers' members shared the opinion of the Employers' members' that Brazil was going through a transition period in relation to collective bargaining and freedom of association. It was necessary to recognise the existence of trade unions and to accept representative trade union organisations. If those organisations were not recognised for purposes of collective bargaining, they were being compelled to strike merely to have the right to negotiate; this was regrettable, since strikes should only be used as a last resort in difficult situations. The Workers' members took up three important points from the statement made by the Government representative: (1) improvement of protection against illegal dismissal of trade union representatives; (2) restrictions on the freedom of association rights of public servants in violation of Convention No. 98; and (3) limitation on the right to strike in sectors where there had been no such limits.

The Workers' members recalled their general approach regarding bargaining and the right to strike. Employers and workers from all quarters had to be brought together in an attempt to remedy the serious situation and to see to it that it was not only the workers who bore the brunt of economic adjustment. The Workers' members therefore called for solutions to be sought with the central trade union organisations that were truly representative of the vital forces in the country, in regard to freedom of association rights.

The Employers' members recalled that 37 years had passed since Brazil had ratified this Convention. There were still some fundamental problems with regard to compliance, but the picture painted by the Committee of Experts' report was not entirely negative. That Committee had noted with satisfaction a law protecting trade union officials from dismissal except in case of a serious offence. The Employers' members also noted that the Government appeared ready to enact a Bill to guarantee the right of association and the right to strike for persons employed directly or indirectly by the public administration. On the other hand, workers' right to freely negotiate their terms and conditions of employment (as provided by Article 4 of the Convention) was limited by wage and price controls and by governmental powers to cancel collective bargaining agreements and arbitration awards that were inconsistent with those controls. There was also work to be done with respect to the rights of workers in certain public sector enterprises to negotiate freely their terms and conditions of employment. The Employers were encouraged by the Government's stated wish to avail itself of technical co-operation to resolve remaining problems.

The Government representative of Brazil wished to clarify that Temporary Order No. 50 on the exercise of the right to strike was only valid for 30 days, and thus had expired. Also, Congress was drawing up a Bill which would regulate only the exercise of the right to strike in relation to essential services which could involve a true risk for the population. In connection with the accusations of repression of workers and violation of freedom of association, the Government of Brazil had supplied all the information required, and the matter had been thoroughly discussed in the Governing Body. It was important to note that since the time of the military dictatorship, the great trade union organisation CUT had been recognised and had now been called upon to participate along with other social partners in meetings organised by the Government.

The Worker member of Brazil wished to clarify that this was the first time the CUT had been included in the Brazilian delegation to this Conference, thanks to the efforts of the Ministry of Labour. He hoped this would be so every year and that the traditional method of balloting between the old official confederations would be abandoned. He also wished to state that while Temporary Order No. 50 was no longer in force, it had been reissued in the form of Temporary Order No. 59, which contained the same terms and was still in force.

The Committee took note of the Committee of Experts' report and of the information supplied by the Government representative. The Committee welcomed the fact that some progress had been achieved relative to the protection of freedom of association. It noted, however, that problems remained regarding the free fixing of wages and the right to collective bargaining for employees of the State and certain public sector enterprises. The Committee expressed the hope that the Government would soon take the necessary measures to apply the Convention fully in law and practice. It hoped that the possibility for tripartite dialogue at the na-

tional level would be put to use in this regard and that the Government would be able to indicate progress in its next report.

Denmark (ratification: 1955). The Government has sent the following information on developments in connection with negotiations with a view to renewal of the collective agreements in the spring of 1980:

(a) *The Private Sector*

Negotiations with a view to the renewal of collective agreements take place every second year in the spring in Denmark. Collective agreements in the private labour market expire on 1 March and collective agreements in the public labour market and a few private sectors expire on 1 April. These negotiations have a direct and an indirect impact on that part of the labour market which is regulated by collective agreements; in Denmark this is a very large part of the total labour market. In recent years the general trend has been for negotiation in the private labour market to take place between the individual national unions and the opposing employer organisations, i.e. so-called decentralised negotiations, as opposed to negotiations conducted at the central level by LO (the Federation of Danish Trade Unions) and DA (the Danish Employers' Confederation) on behalf of their member organisations.

In the spring of 1987 collective agreements were concluded in the usual manner on the private labour market. This time it was, however, agreed that the collective agreements would run for a period of four years; one of the reasons for this was that working time was reduced by two hours per week under the new agreements. The collective agreements provided, however, that negotiations could take place in the spring of 1989 concerning pay rates. These negotiations could be conducted in the usual way and the parties would have the right to call a strike or lockout if they failed to reach agreement.

As an element of the tripartite negotiations which the Government conducted in the autumn of 1987 and later with the social partners, a common declaration was adopted by the three parties in December 1987 which stressed, among things, the decisive importance of ensuring that the development in costs in Denmark did not exceed that of other countries.

It is important for the understanding of further developments to realise the distinction between the so-called normal pay agreements and minimum pay agreements. Normal pay agreements are characterised by the fact that the pay rates are expressly fixed in the collective agreement. This means that the development in wages is fixed once and for all in connection with the collective bargaining process. Minimum pay agreements are characterised by the fact that it is only the minimum pay that is regulated in the agreement. The amount of actual wages received by the individual employee is fixed through negotiations at the individual enterprise by means of "personal supplements" to the wage. Negotiations concerning the amount of such supplements may, in principle, take place any time during the term of the collective agreement.

The actual negotiations with a view to the renewal of the collective agreements are consequently – when it comes to wage rates – of less importance in fields with the minimum pay system than in fields with the normal pay system. An increase in the minimum wage by a certain percentage does not necessarily mean that all employees covered by this collective agreement will receive the same percentage wage increase. That will depend on local negotiations concerning personal supplements. For the same reason it has been pointed out by the employer side that it is not possible simply to project an increase in the minimum pay to a field with the normal pay system because the employees covered by the normal system would in this way obtain a wage increase which would on average be higher than that of the employees working under the minimum pay system.

Negotiations between the parties in the individual fields covered by collective agreements continued until mid-February 1989. The negotiations were very difficult and actually broke down at some points. From the employee side, notice of massive strikes (excepting only in quite essential sectors) had therefore been given. The strikes were to take effect from 6 March.

On 19 and 21 February 1989 there was a breakthrough in the negotiations in two sectors within the field covered by the minimum pay system: the clerical field (clerical staff and shop assistants) and the iron industry. The main element of the agreement was an increase in the minimum pay rate of about 1.25 D.kr. per hour in each of the following two years. The parties had agreed that these negotiation results should form part of the draft settlement that they expected the Public Conciliator to propose for the whole private labour market.

At this stage the negotiations in the other fields continued within the framework of the public conciliation system. In the other fields covered by the minimum pay system the Public Con-

ciliator invited the parties to reconsider the situation in the light of the breakthrough in the two sectors (clerical field and iron industry) mentioned above. In the field covered by the normal pay system the Public Conciliator selected three fields where special efforts should be made to come to a result with her assistance.

In the fields with the minimum pay system, results were rather quickly obtained corresponding to those in the clerical field and iron industry. In the fields covered by the normal pay system it was not possible for a long period of time to bring the parties any closer to each other. At some point the negotiations of the Public Conciliator were even suspended; the decisive negotiations were not resumed until 1 March. On 3 March an agreement was obtained between the Association of Employers of the General Danish Industries on the one hand, and the Union of Danish Semi-skilled Workers and the Female Workers' Union, on the other. The most important element of this agreement was an increase in wage rates by 1.10 D.kr. per hour in each of the following two years. On the same day the Public Conciliator again invited the parties in the remaining normal day fields (as she had earlier done for the minimum pay field) to reconsider the situation in the light of the breakthrough which had taken place in the negotiations. At the same time she used her powers to postpone for a period of 14 days the strikes of which notice had been given in order to give the parties time for such consideration.

These negotiations led to negotiation results in a number of other fields covered by the normal pay system; on 11 May the Public Conciliator was able to put forward a draft settlement covering most of the private labour (excluding the agricultural and the financial sectors as they conduct their own negotiations). The draft settlement was adopted by the parties on 30 March 1989.

In a few other fields collective agreements were concluded without the assistance of the Public Conciliator. This was the case, for instance, in parts of the financial sector and in negotiations between the Danish Seamen's Union and the Association of Danish Shipowners. In other fields the Public Conciliator had to be involved in the negotiations and a draft settlement was proposed which has now been adopted. This was the case, for instance, in the agricultural and banking sectors.

(b) *The State Sector*

Pay and working conditions for employees in the state sector are, as a general rule, laid down in collective or other agreements. Such agreements are concluded between the Ministry of Finance and the organisations which have the right to negotiate for the employees concerned. The Ministry of Finance represents all employees in the state sector in these negotiations.

There are about 250,000 persons employed in the state sector. About 150,000 of them are public servants, while the remaining 100,000 are employed under a collective agreement, with pay and other working conditions more or less identical to those applying the normal pay system in the private sector. In recent years many different organisations have had the right to negotiate on behalf of employees in the state sector. This has made negotiations difficult and time-consuming. In connection with the renewal of agreements, the parties conclude agreements concerning the general framework for pay and working conditions, normally for a 2-year period. This includes, for instance, general changes in pay rates, working time and holiday.

In the spring of 1987 agreement was reached in the usual manner with the organisations of the public servants; subsequently collective agreements were concluded with the organisations of the staff employed under collective agreements.

As regards working time, the regulation scheme and regional allowances the agreements concluded in 1987 were to run for a period of four years.

The negotiations in 1989: In recent years radical changes have taken place in the negotiation patterns on the employee side. A number of employee cartels have developed; this means that the central organisations which negotiate directly with the Minister of Finance represent about 95 per cent of the employees in the state sector. This has made it possible to solve general problems more easily and to bring the negotiations to a conclusion more quickly.

The negotiations – both in the public sector and on the private labour market – took place in the light of the agreement reached during the tripartite negotiations concerning the importance of attaining a lower development in costs than that of other countries. To this should be added that the public employers had indicated to the employee organisations that they found it extremely important to ensure that the public wage systems were made much more flexible. This could be obtained in the form of individualisation and increased decentralisation of the determination of wages and salaries. Furthermore, it was a demand from the employer side that the many different sets of rules concerning working conditions etc. should in the future be made more simple, open and uniform.

On 14 March 1989 the parties in the state sector concluded an agreement concerning the renewal, for a 2-year period, of collective and other agreements. The agreement fixed a framework of 2.5 per cent during this period, broken down as 1.5 per cent for general increases in wages and salaries and 1 per cent for selective pay increases, including also those necessary in order to achieve the increased flexibility which was one of the main demands of the employers. Within this framework it was further agreed to introduce full pay in connection with maternity leave from 8 weeks before the confinement until 24 weeks after and the introduction of a pension scheme for about 40,000 employees who had not been covered by a labour market pension scheme. At the same time a committee was set up to come up with concrete proposals for a simplification and harmonisation of the system of collective and other agreements during this period and prior to the next round of negotiations. It was also agreed to set up a committee which is to examine the existing sets of rules and come up with proposals concerning a uniform agreement on cooperation.

As regards those 5 per cent of the employees who are covered by the general negotiations with the Minister of Finance, agreement has been reached about the renewal of the collective agreements for the coming two years. There is only one organisation which has – after giving a strike notice – asked the Public Conciliator for assistance in the negotiations; it is now expected that a result will be obtained also in this case.

(c) *The Municipal/County Sector*

About 480,000 persons are employed full-time in the 275 municipalities and 14 counties of Denmark. Among the functions they perform are: child care (nurseries, kindergarden, day care), nursing and care of old persons, teaching in the primary school system and in the upper secondary schools, health care, supply of essential services, environmental protection, care for disabled persons and administration of the tax authorities.

Pay and working conditions for teachers in the primary school system follow the rules applying to public servants in the state sector and are fixed by negotiations between the Teachers' Central Organisations and the Minister of Finance. Pay and working conditions for other staff categories employed in the municipal/county sector (about 420,000 full-time employees) are laid down by agreement between the staff organisations and the municipal/county employers.

The rate of organisation is very high for employees in the municipal/county sector. The majority of the staff organisations in the municipal/county sector are affiliated with a joint organisation, KTO (the organisation of public servants and other employees in the municipal/county sector).

On the employer side there are 5 negotiating parties; the National Association of Municipal Authorities which negotiates for 252 municipalities; the National Association of Municipalities in the County of Copenhagen which negotiates on behalf of the municipalities in the metropolitan area except the municipalities of Copenhagen and Frederiksberg which negotiate separately.

The negotiations are co-ordinated among these five municipal/county employer parties by a special central supervisory body, the Pay Board of the Municipal/County Authorities, which also co-ordinates pay and working conditions for employees in the municipal sector with those applied to employees in the state sector.

The negotiations with a view to renewal of the collective agreements in the municipal sector take place every second year in the spring as the agreements expire on 1 April. The negotiations take place in the form of general negotiations between the five municipal/county employer parties jointly, on the one part, and the KTO, on the other part. These general negotiations lay down the framework for the renewal of the collective agreements and other agreements with the individual employee organisations. Agreements are concluded – on the basis of the general negotiation result – between the municipal/county employers and the individual employee organisations.

The negotiations in 1989: In connection with the negotiations in 1989 certain general questions were removed from the negotiations. They were, in particular, the question of the duration of working time and the regulations scheme under which wages and salaries in the public sector are regulated in accordance with the development in wages and salaries on the private labour market. In connection with the conclusion of the collective agreements in 1987 these questions had been agreed upon for a 4-year period i.e. until 1991.

The negotiations with the KTO concerning the general questions were initiated early in January 1989. Prior to that, these negotiations had been intensely prepared by the municipal employers. The municipal/county sector is undergoing radical changes right now and the tight economic situation has led to a need for significant changes in the system of collective and other agreements as known until now. Some of the planning of the ne-

gotiations had taken place in cooperation with the State and had resulted in a report (No. 1150) "Collective agreements and other agreements in the 1990s". It was the wish of the municipal/county employers that the negotiations should lead to a result within a very limited economic framework. At the same time the municipal/county employers wished to obtain improvements as regards the content of the agreements. One aspect was to maintain and further develop the right to individualise wages and salaries by decentralised determination thereof which was introduced in connection with the conclusion of the agreements in 1987. The municipal employers also wanted to introduce a general agreement concerning a rationalisation and streamlining of the system. Finally, they wanted to change the system so that the demarcation lines between the various occupational fields were broken down and uniform and more simple rules introduced.

The municipal/county organisations (KTO) wanted to obtain adjustments of pay rates, improvements in a number of social elements of the agreement system in the form of a general training and job security agreement, improvements in the rules concerning pay in connection with maternity leave, etc. and pension schemes for those groups who did not already have such schemes.

The negotiations in the municipal/county sector entered into a decisive phase towards the end of February and early in March when there was a breakthrough in the negotiations on the private labour market. Traditionally, the negotiations in the public sector have to a very high degree been dependent upon the outcome of the negotiations on the private labour market as the negotiations on the private labour market have formed the framework for the adjustment of wages and salaries in the public sector.

Agreement was reached between the municipal employer parties and the KTO about a general compromise within an overall framework for improvements of 2.5 per cent for the coming 2-year period until 1 April 1991. Out of this framework, 1 per cent is to be used for general increases in wages and salaries, 0.3 per cent for individual pay increases agreed upon in local negotiations, and 0.25 per cent for special demands in connection with subsequent negotiations with the individual employee organisations. The remaining part of the framework has, among other things, been used for the introduction of full pay in connection with maternity leave and the introduction of pension schemes for those groups which have not earlier been included in such schemes. A general framework agreement has been concluded concerning rationalisation and streamlining of the system and it has been agreed to start negotiations during the term of the agreements concerning the dismantling of demarcation lines between the vocational fields and concerning simplification of the system of collective and other agreements.

As a new thing, the compromise was reached in the municipal sector before a negotiation result had been obtained in the state sector. This framework of 2.5 per cent – which is estimated to be lower than that resulting from the renewal of the collective agreements in the private sector – also applied to the renewal of the collective agreements in the state sector.

At the present time final negotiations are taking place with a few staff organisations concerning the special demands. It seems that it will be possible to bring these negotiations to an end without industrial action being taken.

In addition, a Government representative referred to information contained in the written communication submitted by his Government regarding negotiations for collective agreements which took place in the Spring of 1989. The outcome of the negotiations had been very satisfactory from all points of view. New agreements had been negotiated on all the issues that were open to negotiation – first and foremost pay rates. In the private sector, the parties had, in complete agreement, made wide use of the services of the public conciliator. In the public sector most agreements had been negotiated by the parties themselves, normally without recourse to the conciliation services. The negotiation system had proved its effectiveness, all the more so because costly and devastating labour conflicts had been avoided. The system was able to cope with new economic circumstances that left room for only modest wage increases. The process had not been an easy one.

Referring to Case No. 1470, examined by the Committee on Freedom of Association, the speaker indicated that the Government had announced in March 1989 that it had comments to make on the conclusion drawn by that Committee; it had thus suggested that the Committee of Experts wait for these comments before examining application of the Convention. The Committee of Experts had drawn its own conclusions, based in part upon the conclusions reached by the Committee on Freedom of Association, before the Government had made additional comments. The Government therefore thought that the Committee of Experts' comments had been formulated on incomplete grounds. The Committee on Freedom of Association had itself recommended, in its May 1989 Report, that the last communication from the

Government should be transmitted to the Committee of Experts. The situation addressed by Case No. 1470, and the Danish International Ships' Register (DIS) it involved, was complex and had not been adequately considered; the Government believed that the present Committee should not draw any conclusions concerning this case.

The Government representative explained that in 1987 the Danish shipping industry (the country's third largest export industry) was seeing an increasing number of ships flagging out to flags of convenience. If the industry were to have disappeared, the country would have encountered severe economic problems and many Danish seafarers would have been unemployed. The Government saw no alternative to establishing a realistic alternative, that is, the Danish International Ships' Register. Part of the package was that seafarers on DIS ships were free from Danish tax, an important change, since in Denmark more than half of total income was paid in direct taxes. One result of that change was the absolute necessity of concluding new collective agreements for persons employed on DIS ships; if not, their income would have doubled, thus diverging from the wages which had been agreed. The matter was urgent; the new register had to come into effect quickly to prevent further flagging out. Another consequence was that to make the new register efficient, the employers had to have the possibility of concluding different agreements with different unions on the same category of labour. In international shipping, labour was employed from all over the world. There was nothing illegitimate in stating that unions from labour-supplying countries were also entitled to make agreements for their members, as they had in fact done. The Government did not understand the Danish unions' attitude towards these unions.

The results since the law was passed had been good. Many ships had flagged home to the Danish flag and the Danish maritime fleet had increased by 13 per cent, compared to 1 per cent world-wide. Employment on Danish ships had been stable. Work on Danish ships was now covered by new net wage agreements concluded between the ship owners and the unions. Agreements with Danish unions included, where relevant, a clause for ships with mixed crews, specifying that persons with equal qualifications should not be hired on conditions other than those in the said agreement, that is, as if they were covered by the agreement. It had to be stressed that everyone employed on DIS ships was covered, apart from agreements, by Danish legislation with its high level of social protection.

Everyone could agree that this case raised extremely interesting questions for discussion. However, the Danish case did not form a sufficient basis for such a discussion. It had not been adequately considered and the principal issue of international ships' registers should be dealt with in a general way, and not on the basis of a single case. There was a general trend towards such registers; on 31 May 1989, the European Economic Commission had put forward a proposal on a European Ships' Register, along the same lines as the DIS, to the Council of Ministers. His Government thought that the present Committee should not draw specific conclusions based on Case No. 1470, but instead should state its wish that the issue of international ships' registers be discussed in some appropriate forum. The forum might be the Committee of Experts, which might even carry out a special survey, or perhaps the Joint Maritime Commission under ILO auspices. After such a general discussion, the issue could be returned to next year, when one of the maritime Conventions (the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)) would be under discussion in the context of the general survey to be prepared by the Committee of Experts. The representative stated that his Government would attempt to resume domestic discussions on the issue on a tripartite or bipartite basis, as appropriate.

The Worker member of Denmark noted that the Government was being brought before this Committee in several cases involving some of the ILO's key Conventions on basic human rights (Conventions Nos. 87, 98 and 111). With regard to the present Convention, since the present Government came to power in 1982, it had made a number of legislative interventions concerning both the right to strike and existing collective agreements. Those interventions had led to five complaints brought before the Committee on Freedom of Association. The most serious intervention was adopted, in June 1988, of Act No. 408 on the Danish International Ships' Register, which established a continuing legal violation of the above-mentioned Conventions. The complaint regarding the Danish International Ships' Register was important, not only nationally, but for all seafaring nations. The case had far-reaching consequences; the speaker supposed that any transnational trade, such as perhaps haulage contractors, could be seen as requiring an international register to address competition from abroad. Honest, free competition was what was needed. The present Committee should reject such international registers, since they were an artificial means of gaining a competitive advantage at the cost of other countries. When similar registers were estab-

lished to retain competitiveness, it became a vicious spiral. The real losers were the workers and those governments and employers who retained a sense of decency.

Citing the text of section 10 of Act No. 408 (reproduced on page 379 of the Committee of Experts' report), the speaker stated that under subsection (1), shipowners could unilaterally evade their obligations under an existing collective agreement by simply changing the ships' register. This provision constituted a flagrant violation of Conventions Nos. 87 and 98, as both the Committee on Freedom of Association and the Committee of Experts had noted. Because of the operation of the provisions of subsections (2) and (3) of section 10, the workers, with their negotiating position totally undermined, then had to renegotiate their agreements with the shipowners. To understand the situation fully, general Danish labour law had to be taken into account. It had been illegal to discriminate against workers on the basis of colour, race or nationality since 1911, when the industrial court had ruled that an employer had to pay the same wages and generally comply with the terms of an agreement in respect of all persons performing work covered by that agreement. This had enabled Denmark to ratify Convention No. 111 in 1960 without amending any labour law. Thus, foreign workers working alongside Danish seafarers had the same rights. Subsections (2) and (3) of section 10 of Act No. 408 had removed the possibility of maintaining this fair and equitable state of the law. With these provisions, the Danish Government had created two classes of workers. By contrast, such discriminatory provisions did not exist in the Norwegian ships' register.

Recalling the Government representative's reference to a crisis in the shipping trade as justifying these measures, the speaker asked for more information, especially since several Danish shipping companies had earned record profits in 1988. He wondered whether the Government had considered means other than these to stop flagging out and, if so, why the alternatives were rejected. He noted that the tax exemptions granted in legislation adopted parallel to Act No. 408 had reduced shipowners' crew costs by more than 40 per cent. Surely such a hefty subsidy should have been fully adequate to meet any alleged crisis. He challenged the statement made by the Government in correspondence to the ILO in which it had said that the agreements would have ceased to be in operation in any event because more and more ships would have been flagging out. This was incorrect because irrespective of flagging out, an agreement continued to run for its full duration under Danish labour law. He also disagreed with the Government's statement that the parties had agreed in practice that mixed crews should be treated in the same way. In all but two cases, the shipowners had rejected agreement to this effect. The Government had triumphantly stressed that new agreements had replaced the old ones; in fact, the old agreements had been removed by law and the workers had no choice but to conclude new agreements providing for considerably inferior conditions (reduced crews and changed working time). It was also important to note that not all cancelled agreements had been replaced by new agreements. The shipowners were under no obligation to enter into collective agreements. In practice, several seafarers were working on Danish ships without being covered by collective agreements. Despite the Government arguing that the Act would create more jobs, employment had fallen by 10 per cent since the new register was established, and no increase was anticipated.

In relation to section 10 of the Act, the Government had stated that a criterion of residency and not nationality had been applied in subsections (2) and (3). Fortunately, both the Committee on Freedom of Association and the Committee of Experts had seen through this ploy, the speaker said. It was important to know that even when a foreign seafarer had been working on Danish ships for several years, the seafarer was not deemed to be a resident of Denmark. He noted that the Government had also tried, in correspondence with the ILO, to maintain that subsections (2) and (3) of section 10 solved a problem of organisations competing to conclude agreements. The Government had said it could not accept Danish organisations in the seafaring trade having exclusive competence to negotiate agreements on Danish ships. These arguments had been invented for the occasion, the speaker said. No one was demanding that only Danish organisations should have the right to conclude these agreements; so far, no foreign organisation had wanted to negotiate an agreement, because their members had been secured the same rights as Danes under Danish agreements.

The speaker wanted to know why the Government had not sought the legal opinion of the Office while the Act was being drafted. A large minority in Parliament had called for this and yet the Government had rejected the proposal.

In its complaint concerning the Act, the Danish Federation of Trade Unions had requested that direct contacts be established. As in previous cases, the speaker said that the Government had rejected this suggestion. He cited the Government's written reply

of January 1989, to the effect that the case had been "sufficiently elucidated so as to eliminate any doubts in relation to the basis upon which it can be evaluated." The Government had stated that it thus found it "unnecessary to have direct contacts between the ILO and the parties to this case." With reference to this, the speaker could not understand that the Government representative now was of the opinion that further consideration was needed before the present Committee could draw any conclusions. The speaker wished to know how the Government intended to comply with the recommendations made by the Committee on Freedom of Association, which had been endorsed by the Committee of Experts. Those bodies had not merely stated that the Convention had been violated; they had urged the Government to amend Act No. 408. He asked specifically whether the Government intended to repeal the discriminatory rules in subsections (2) and (3) of section 10 of that Act.

If the Government disagreed with the supervisory bodies' analysis in this case, the speaker wondered how it would attempt to resolve the situation. Would it, he asked, request that a commission of inquiry be set up? Replies were needed from the Government on these questions, he concluded.

The Employer member of Denmark noted that the Government had invited the present Committee to engage in a more general discussion of problems arising out of international ships' registers, going beyond the Danish International Ships' Register alone. The Shipowners' Association would be prompted to take an active part in such a discussion. The allegation made by the Worker member of Denmark, that collective agreements were set up in a discriminatory way, was absolutely untrue. In the collective agreements in question, it was stated clearly that with respect to skill, no discrimination at all could take place. The Danish Shipowners' Association had concluded new collective agreements with all Danish unions concerning work on board ships registered in the International Ships' Register. All the agreements had been concluded in a peaceful way; the unions had been free not to conclude any collective agreements at all. That would have meant that the international register never would have opened and flagging out would have continued. He disagreed with the statement made by the Worker member of Denmark concerning employment. It had stabilised on the same level as last year, and the employers had hoped that it would increase. Almost 90 per cent of all work on Danish ships was carried out by Danish citizens. In the negotiations, there had been good, serious discussion with all the unions, including the Danish Metal Workers, to which general purpose crew members belonged. The agreements were concluded with all the affiliated unions of the Federation of Danish Trade Unions, not with the Federation itself. The Danish employers' requests for discussions with the Federation had gone without reply. The new agreements did not provide for considerably inferior conditions, the speaker said; they gave all seafarers improved working conditions and guaranteed them a higher real income than in the past.

Moreover, the setting up of an international register could not, in his view, be seen as interference in existing collective agreements. The old agreements were still in force for all ships in the ordinary ships' register. The new international register never could have opened had it not been for the tax exemption for all seafarers and the ability to conclude new agreements with the trade unions based on the possibility of concluding collective agreements with foreign seafarers. The international register was a positive alternative to flagging out, not only out of the national social security system but also out of national collective agreements. There were other second registers in Europe, and the Commission of the European Community had proposed a register along the same lines as the Danish register. The Danish employers were quite willing to continue discussions to try to convince the Danish trade unions that the DIS had so far been a success.

Another Worker member of Denmark requested the Government representative to state why the Danish trade unions had not been invited to take part in negotiations on the draft legislation on the ships' register. The Bill had been introduced into Parliament in December 1987 and approved six or seven months later. There had been ample time for negotiation of the labour market participants, including the unions. The speaker thought that direct contacts would help all concerned to consider the issue further. The government had stated to the ILO in a letter of January 1989 that the case was sufficiently elucidated, thus obviating a need for further discussion; the Government representative had now told the present Committee that the case was complex, requiring more information to be on the table to permit discussion. The speaker asked the Government to indicate whether it was now in a position to accept or to request direct contacts involving the social partners, which he thought would be of assistance. The Danish legislation needed to be brought into conformity with the ILO's minimum standards, and steps towards achieving that could be made by direct contacts.

The Worker member of Norway, speaking as well, on behalf of the national trade unions of Denmark, Finland and Sweden, noted that the legal concept of the Danish International Ships' register under Act No. 408, had been dealt with by the Committee of Experts as relating both to Conventions No. 98 and 111. The Committee of Experts had called upon Denmark to amend the Act so as to ensure that *all* seafarers employed on Danish internationally registered ships could benefit from collective bargaining engaged in by representatives of their own choosing. After quoting the text of section 10 of the Act *in extenso*, the speaker listed three consequences of the legal provisions which he thought brought the legal concept of the Danish International Ships' Register into conflict with the principles of Convention No. 98. In the first place, seafarers who were non-resident in Denmark and employed on board Danish ships could not be covered by collective agreements concluded by Danish trade unions, even though they were members thereof. Secondly, the Act permitted the conclusion of separate collective agreements, with two or more foreign trade union organisations being represented on board the same Danish ship. These collective agreements could provide different wages and other employment conditions for seafarers due to their national origin, while the seafarers are serving at the same time on equal jobs on board ship. Thirdly, under Act No. 408, Danish trade unions could bargain on behalf of non-resident, non-citizens only if the seafarers concerned were ensured national treatment in Denmark by virtue of an international treaty. These consequences showed that Denmark was not fulfilling the obligations it assumed when it ratified Convention No. 98. The legal concept in Act No. 408 brought about discrimination on the basis of national origin. That meant in fact discrimination based on race. There was a responsibility to react with all legal means to eliminate all forms of discrimination based on race on board Danish ships and ships of all other ILO member States. The present Committee should not only take note of the report of the Committee of Experts in this case for information or notice. A serious disagreement existed between the Government, on the one hand and the Danish trade unions and the Committee of Experts on the other hand, as to the correct legal interpretation of the relevant Conventions, among them Convention No. 98, in relation to section 10 of the Act. The speedy internationalisation of the shipping industry could confront the present Committee with several new cases of this type in the future. Acts on international ship registry had already been introduced in the United Kingdom (Isle of Man), France (Kerguelen Island) and Norway. Those enactments had chosen quite different legal concepts as regards seafarers' right to organise. If the draft on international ships' registry proposed by the Commission of the European Community were enforced, there would be discrimination against seafarers on the basis of national origin in respect of the right to organise and engage in collective bargaining, which would be in flagrant contradiction to Convention No. 98.

This case was important in light of the development of international ship registers elsewhere in Europe. This fact made it all the more regrettable that the possibility of direct contacts had been rejected by the Government. The dispute relating to Convention No. 98 and Denmark was legally clear-cut and could easily and quickly be settled by an advisory opinion sought from the International Court of Justice. On behalf of the national unions of Denmark, Finland, Norway and Sweden, he proposed that the Conference as a whole authorise the ILO Governing Body, in accordance with article 37 of the ILO Constitution and article 9, paragraphs 2 and 3, of the agreement between the ILO and the United Nations, to request the International Court of Justice to give a legal advisory opinion in this case.

The Employer member of Sweden thought that a lot of irrelevant material had been brought into the discussion of this case. When the report of the Committee on Freedom of Association had come before the Governing Body, criticism had been voiced against the conclusions in the case. Over-interpretation had taken place. In addition, the speaker expressed surprise that the Committee of Experts had included this case in its report this year. That Committee had shown undue haste, especially given the fact that it had not had the chance to consider the Government's most recent communication, even though the Committee on Freedom of Association had asked the Committee of Experts to do so. He suspected that the machinery was being used for internal political fights. The idea of international ships' register should, however, be subject to more general examination at a proper time and in an appropriate forum. That would be the most satisfactory conclusion the present Committee could reach.

The Worker member of the Netherlands found an interesting element of the debate in the reference made to the proposal for a European ships' register. He wished to challenge the view of the Government that, foreseeing establishment of that register, it would be unwise for the present Committee to express itself on this case. On the contrary, he suggested, it was very important for this Committee to state its position as clearly as possible in order

to give the European Commission guidance on ILO standards and their importance. Any enlightening contribution the present Committee might give to the Commission would be very important.

The Employer member of the United Kingdom, referring to Case No. 1470 concerning the Danish International Ship's Register, recalled the special rules provided in section 10 of Act No. 408 applicable to collective agreements for ships registered on the register. It seemed to him reasonable for the Danish Government to have concluded that existing agreements should not be applicable to an entirely new register, which was subject to profoundly different conditions, namely the tax regime. Further, he feared that the Danish unions were really claiming the right to decide who should represent non-Danish seafarers serving on those ships. That would not be reasonable and would effectively remove the right of non-Danish seafarers to choose their own representatives. That could lead to a direct conflict with the provisions of the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147). Wherever possible, wages should be fixed by negotiation in the country of the seafarer's domicile; he wondered how that could be complied with if non-Danish seafarers were to be represented by Danish unions. As to the fear that the provisions on the DIS could be extended to land transport, he thought that quite unlikely. For the ILO's entire existence, the maritime industry had justified separate machinery owing to its unique circumstances. The Danish Government had suggested that international registers could perhaps be discussed in the Joint Maritime Commission, and the speaker thought that might well be appropriate. He pointed out that a meeting of the Joint Maritime Commission was scheduled in the next biennium, starting in 1990. The Danish Government wished to postpone a conclusion in this case to provide the opportunity for further comments and discussion elsewhere. In the circumstances, where the case was so clearly arguable, that seemed to the speaker to be an entirely reasonable proposition which the present Committee should accept. This was all the more so since Convention No. 147, of obvious relevance, would be debated in detail during the next session of this present Committee.

The Worker member of Pakistan associated himself with the statements made by the various Worker members who had spoken. He stated that in the developing countries, workers looked to the developed countries to set better standards of implementation for their welfare. The argument had been advanced that workers not of a particular country, on a particular ship, should be left to their own fate. But experience had shown that workers from labour-sending countries could not always defend themselves. If they were unionised in the receiving country, their unions were able to safeguard their interest more effectively. There could be discrimination in having different standards for the two sets of workers involved, one for the Third World countries and one for the developed world. There would be discrimination and flagrant violations of international labour standards if wages and working conditions on the same ship were different for workers from developed countries and workers from developing countries. He therefore supported the stance taken by the Danish workers as to the contradictions between the provisions introduced and the Convention. The Committee on Freedom of Association had also upheld the principle that international labour standards are indivisible, whether they relate to Third World countries or to the industrialised world.

The Workers' members thought that this matter should not simply be referred to another forum; the problems concerning seafarers were posed not only for Denmark but also for other countries and had to be discussed in the present Committee. Next year, when the Committee of Experts' general survey on the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147) would be discussed in relation to this special category of workers, the general question as well as the specific matter involving Denmark would have to be discussed. The Workers' members thought that it would not be reasonable, in the case of a country like Denmark, a democratic country with a tradition of labour relations and collective agreements, for a hard and intransigent stance to be taken instead of a position maintaining dialogue and consultations in order to arrive at solutions; this would moreover prove that ILO Conventions were useful not only for developing countries but for developed countries as well.

The Workers' members were aware of serious problems regarding maritime matters, not only in Denmark but in many other countries as well; there was, in particular, a problem of competitiveness. The Workers' members hoped that the Office and the European Commission would examine the contents of a draft EEC Directive to evaluate its conformity with Conventions Nos. 87, 98, 111 and 147. This would make it possible to determine the action to be taken; in the case of Denmark, it lay in two fields. First, it involved knowing whether or not the legislation needed to be modified, and to what extent, because there were divergent and contradictory that had to be overcome. Second, it involved knowing whether there were shortcomings in regard to collective

bargaining and studying the difficulties and how they could be overcome and avoided in the future. It would be very unfortunate to have the Government, employers and workers engage in a dialogue among the deaf. The Workers' members hoped to see recognition, by both Denmark and the European Commission, of the need for the assistance of the Office. They had hoped that it would be possible to overcome the difficulties, and because of this the present Committee should not be content with waiting for replies or reports; it should act.

The Employers' members thought it was important that the parties directly involved had been the first to state their view in this case. Addressing the general question, the Employers' members always favoured the principle of free collective bargaining, which should be pursued in line with national conditions. The national conditions in Denmark had been explained extensively by the Government in the written information it had supplied. The Committee of Experts has set a high standard in requiring that the autonomy of the parties to collective bargaining could be waived only for compelling reasons of national economic interest. The Employers' members did not see that standard in the Convention, but it was the standard used by the Committee of Experts to be considered in looking at the ships' register. The Employers' members saw national economic interests involved here which were of the highest possible importance. Secondary or international registers existed in many countries with a traditional shipping industry; there had been considerable national justification for this. The relationship between the establishment of new international registers and an increase in flagging out to so-called flags of convenience could not be doubted. Flagging out had meant that the national legislation on labour matters, social security and safety at sea was no longer applicable. With the Danish register, however, the only consequence was that existing collective agreements had to be changed, while all the other legislation on safety and so forth remained in force. New collective bargaining could still take place and this had in fact occurred. The Committee of Experts had always said that in any interference in collective bargaining, workers' standards of living should be guaranteed; in this situation, legislation exempting crews on ships listed on the new ships' register from taxation on their wages acted as a kind of compensation to ensure their standard of living. Mention had been made of a distinction made between foreigners and nationals in relation to new collective agreements, with the suggestion that this might violate Convention No. 111. Without getting into discussion on that question, the Employers' members wished to point out that in no case was nationality a criterion under that Convention. They did however think that the broader questions involved should be taken up at a later time. The Government had offered to have such a discussion next year. The Committee of Experts had requested the Government to report on the results of collective bargaining, and it had complied fully with that request. The question of the ships' register, which was a difficult problem, was being discussed for the first time this year. The Employers' did not wish to draw any conclusions on the substance and did not want to refer to the question of discrimination in the conclusions in this case. They preferred to come back to the matter at a later time when it might be possible to find a solutions that would reflect a consensus, which was not possible at the moment.

The Worker member of Liberia observed that countries in the Third World saw flags of convenience as an industry which could generate badly needed employment. Notwithstanding this, they would very much like to have their nationals treated in keeping with the strict application of ILO Conventions with respect to equal treatment at work. These workers were not boarding ships only as labourers; Liberia trained young men in a maritime institute who emerged with some measure of competence. But with such serious unemployment problems in the country, there could be little bargaining power in collective negotiations with shipowners. He submitted, however, that shipowners could not contract with Liberian seafarers with a view to violating the Convention if working conditions under other contracts were more favourable. Treatment of Liberian seafarers should be commensurate with treatment given to the shipowner's own nationals.

The Government representative declared this had been an extremely interesting discussion. If nothing else, it had given ample evidence that the case contained many issues deserving further dialogue. He thought that all the disagreement on the various points stemmed back to one basic disagreement, namely, what the alternative to establishing the DIS had been. The trade unions considered the alternative as being the status quo, but the Government firmly believed that this would have led to a complete flagging out to flags of convenience. The signs of this could be read in the new proposal from the EEC Commission.

It had been said that the Government had repeatedly violated ILO Conventions and that an example should be set. He found that to be a queer statement, since the Government had invariably and unwaiveringly declared its intention to abide by ratified Con-

ventions. It was quite something else to say, as in this case, that the matter was more complex than it seemed at first glance. The Government wished to discuss problems to find a solution. The Government had never been convinced that a direct contacts mission in this case would solve the problems. The facts in the case were not difficult. In the Government's view, this was not essentially a Danish case at all, so all in all the Government was still not convinced that a mission to Denmark would be adequate. As to the question of discrimination which had been touched upon, the Government did not understand how a criterion of residence could be discriminatory. The speaker recalled that work on DIS ships was now covered by collective agreements concluded with the respective unions. On this background, the present Committee might foresee further dialogue, partly on a general level under ILO auspices and partly at a domestic level prior to the 1990 International Labour Conference.

The Workers' members were of the view that the issue involved eliminating confrontation and getting rid of the divergencies which existed between the Government on the one hand and the Committee on Freedom of Association and the present Committee on the other hand. They recalled that Denmark was not the only country at stake in relation to this issue, which also concerned the Common Market. Recalling the example of the Netherlands in which direct contacts had contributed to clarifying certain issues, the Workers' members stated that it would be very regrettable to have to conclude that an industrialised country never had need of assistance or of direct contacts.

The Committee took note of the information supplied orally and in writing by the Government representative, as well as of the detailed discussion which had taken place. The Committee observed that the comments of the Committee of Experts had found divergencies between the legislation and the provisions of the Convention. It also noted the conclusions of the Commission on Freedom of Association in this connection. The Committee took due note of the assurances of constructive tripartite dialogue given by the Government representative. It requested the Government none the less to pay particular attention to the observations of the Committee of Experts in order to take them into account in developments concerning the legislation and practice in regard to collective bargaining. The Committee expressed the hope that the Government would continue to provide information on developments in the situation and that progress would be achieved in the application of the Convention.

The Workers' members wished to recall that not only the Danish Government, but also the Danish trade unions, had presented information to the present Committee. The Workers' members also stressed the fact that it was not merely a matter of taking stock; the Office should find a way of examining the matter in the context of maritime questions in general and of the draft EEC directive. Finally, it was not enough to provide information; it was also necessary to act and, in this respect, the Workers' members held firm in proposing Office assistance to the Danish Government in the name of the present Committee, even though the Government representative was not in a position to reply at this time to that suggestion.

The Employers' members pointed out that the Employers as well as the Workers had contributed information to the discussion. The Employers' thought it necessary to have a careful and detailed discussion before drawing any conclusions of future action. They also disagreed with the proposal of direct contacts, since the questions involved here were not typical of the kind that could be solved in that way.

Dominican Republic (ratification: 1953). The Government has communicated the following information:

In general, workers in the Dominican Republic enjoy protection against any act of discrimination which would infringe freedom of association in relation to employment. The right to form trade unions is enshrined in the Constitution and the Government promotes full respect for trade union rights, offering to the workers all the guarantees necessary for retaining this right as a vital part of public liberties. No legal provision impedes national or legally resident foreign workers from working freely or from joining trade unions in accordance with the Constitution and the labour legislation. In some cases, foreigners who are not legally resident may work, but may not join trade unions due to their status as migrant workers. National and foreign workers enjoy freedom of association and the right to organise both in rural and in urban areas.

As concerns the employment of Haitian workers in sugar cane plantations, there is no anti-union discrimination whatsoever by employers. This is proved by the existence of trade unions in each and every one of the installations of the CEA, a trade union at the Casa Vicini and one in the Central Romana, which are the only sugar producers in the country.

The labour authorities are evaluating a preliminary draft of legislation which would guarantee the continued existence of trade unions and protect trade union leaders in their jobs due to the exercise of their trade union duties, in order to reintroduce it to the legislature for early adoption. There is a firm will to make the necessary administrative and legislative reforms in conformity with the recommendations of the 1983 report of the Commission of Inquiry and the comments made by the Committee of Experts concerning the protection of Haitian workers against any act of anti-union discrimination which might be practised by the large employers of the sugar sector, one of the most basic of the economy. Acts of direct or indirect interference against workers' and employers' organisations or their members or representatives, are now practically non-existent. As for their establishment, functioning and administration, this kind of organisation has complete independence in accordance with the guarantees contained in the Constitution and labour legislation; the authorities of the State Secretariat of Labour maintain strict supervision in this regard.

Other important preliminary drafts of legislation and various administrative provisions are being evaluated, drafted or redrafted, in order to attain higher levels of compliance with Conventions Nos. 87 and 98, such as the extension of the coverage of the Labour Code to agricultural, agroindustrial and forestry undertakings which permanently employ fewer than ten workers; extension of the coverage of section 307 of the Labour code, strengthening sections 678(15) and 679(6) of the Labour Code concerning sanctions for violations of section 307; the adoption of adequate measures to guarantee effective protection against any act of anti-union discrimination or interference, and measures for reintegration in employment, preventive measures and penal sanctions involving prison sentences.

The Government trusts that it will soon be able to inform the ILO of the adoption of a package of measures for the amendment of the present legislation so as to bring it into complete conformity with the Convention.

As concerns the specific cases of violations of trade union rights of migrant workers, acts of anti-union discrimination and interference with trade union organisations, alleged by the General Confederation of Workers in its communications of 3 and 31 January 1989 to the ILO, the Government refers to the comments it recently made in a communication to the ILO.

In relation to other aspects of the application of this Convention, the Government refers to the report it has submitted on the application of Convention No. 87 for the period ending 30 June 1989.

The General Directorate of Mediation and Arbitration of the State Secretariat of Labour has intensified its work, and has made important progress among workers' organisations, stimulating collective bargaining and the conclusion of new, significant and satisfactory collective agreements and peaceful solutions to innumerable labour conflicts. It has also supported the development of new trade union organisations, all of which are indicators of the peaceful labour situation in the Dominican Republic.

Greece (ratification: 1962). The Government has communicated the following information:

In reply to the observations of the Committee of Experts in regard to the application of Article 4 of the Convention, the Government notes that, in the context of the effort being made to modernise the legal provisions governing collective bargaining in Greece, the Minister of Labour, in 1988, set up a committee of university professors and professors who are experts in labour law. This committee recently submitted a draft Bill it had drawn up; comments on it are being sought from interested parties and representatives of political parties before being put into final form. This draft Bill has already been signed by the competent Ministers and will be placed before Parliament. The draft Bill provides that there shall be no state intervention at any stage of labour dispute resolution (face-to-face negotiations, arbitration), since there are no plans to set up a special corps of arbitrator-mediators outside the public service. In addition, no limitation will be placed on the right to strike from the beginning to the end of a conflict or even while dispute resolution is being pursued.

Haiti (ratification: 1957). See under Convention No. 87.

Nicaragua (ratification: 1967). See under Convention No. 87.

Poland (ratification: 1957): The Government communicated the following information: In the course of the Round Table Conference there was discussion of the problem of ensuring the possibility of reinstalling to employment persons who lost their jobs due to their trade union activity carried on after 13 December 1981 (in contradiction of the then-existing law) and of reinstating continuity of their employment, interrupted because of dismissal. Basic

provisions of the draft Act on the Rights of Persons to Re-enter an Employment Relationship were agreed upon.

On 24 May 1989 a respective Act was adopted by the Sejm. It provides that the above-mentioned person may apply to establishments which had dismissed them for re-employment in accordance with their skills and professional experience. An establishment should employ an applicant and if it refuses to do so, persons concerned may apply to the Special Social Conciliatory Commission, composed of a representative of the administration, a representative of a trade union – indicated by an applicant – and an impartial, competent chairman. Appeals may be lodged with the Commission also by teachers of schools and academies of all levels and research workers of the Polish Academy of Sciences.

All workers whose employment was terminated after 13 December 1981 due to their trade union activity carried on in contradiction with the then-existing law will be ensured continuity of employment regardless of whether they return to the previous enterprise or not.

The Government wishes also to note that on 29 May 1989 the Sejm adopted an amnesty act concerning certain criminal acts and misdemeanours. It covers the cases of infringement of law for political reasons or in connection with strikes or acts of protests, committed after 31 August 1980.

Detailed information on the above-mentioned changes in Polish legislation, and – in particular – on changes in the Trade Union Act shall be submitted to the ILO in the due course.

In addition, see the discussion under Convention No. 87.

Turkey (ratification: 1952). A Government representative stated that Turkey had recently gone through an important political, social and economic process. An integral part of this dynamic process had been the progress achieved in the area of industrial relations. Important improvements were brought to the labour legislation in June 1986 and 1988. In 1988-89, the Government's efforts continued to the same end, with regard to both domestic legislation and international agreements, including the recent submission to the Parliament of the ILO constitutional amendments of 1986. The speaker welcomed the positive reference made in the Committee of Experts' report about the improvements brought by laws Nos. 3449 and 3451 of June 1988. This evolutionary process would have to be pursued on the basis of tripartite dialogue and consensus.

As regards Convention No. 98, the Committee of Experts referred in its comments to three issues under Act No. 2822 of 1983 on Collective Bargaining, Strikes and Lockout. The first issue concerned the requirement of trade unions having a membership of at least 10 per cent of the workers employed in a specific branch of activity and more than 50 per cent of the workers employed in the enterprise or the workplace, so that they could be qualified as a party to negotiate a collective agreement. This issue had been duly considered by the Government, which also undertook consultations with the workers' and employers' associations. The speaker reiterated that the concurring positions of the employers and workers on this issue had remained unchanged. The Government, therefore, in the continuing absence of any formal request by both social partners to change this numerical criteria, did not find itself presently in a position to launch any legislative initiative. It would, nevertheless, continue to maintain this issue under consideration on the basis of tripartite principles. He added that under the present legislation, minority unions were effectively allowed to function freely and had such rights as to make representations on behalf of their members and to represent them in cases of individual grievances. Furthermore, 2,454 collective agreements had been signed in 1988 alone covering 629,000 workers, i.e. one-third of all unionised workers.

With regard to the second issue, namely the intervention of the Supreme Arbitration Board in dispute-settling in certain situations, the Government representative stated that, as urged in the Committee of Experts' report, the application of this procedure was in fact restricted to cases where work stoppage due to a strike would endanger the life, personal safety or health of the whole or the part of the population. In the exercise of this power, the Government and the judiciary had been extremely careful not to exceed the limits intended by the law-maker. Indeed, since the enactment of this Law in 1983, the Government had only implemented this measure once on 22 March 1989 when it decided to postpone the implementation of the decision of a strike by the iron and steel workers. The Government decision had been subsequently brought by the workers' union to the Administrative Court of Appeal and before the court could pass a judgement on the case, the Government had decided to lift the postponement. The strike had in fact been going on for the last 45 days involving 23,000 workers. This procedure was governed by constitutional rules strictly restricting its exercise to exceptional situations. Furthermore, the law guaranteed the repeal procedure on any such

Government decision, therefore ruling out any possibility of arbitrary action. Furthermore the composition of the Supreme Arbitration Board had been improved by Act No. 3451 of June 1988 so as to provide for a more balanced tripartite representation. The speaker further stated the high number of strikes (156 in 1988) and the participating workers (30,000 in 1988) did indicate the presence of effective use of the right to strike in Turkey; the work-days lost in 1987 and 1988 in strikes reached record highs, around 1.9 million work-days each year.

The third issue concerned public servants and their right to collective bargaining. The speaker reminded the Committee that the Turkish Government had not yet signed Convention No. 151 on Labour Relations (Public Service) of 1978. Furthermore, Article 6 of Convention No. 98 provided that "this Convention does not deal with the position of public servants, nor shall it be construed as prejudicing their rights or status in any way". Those public servants who, under Article 6, are not dealt with by Convention No. 98, are defined by Act No. 657 on the State Personnel Regime. Therefore, the Committee of Experts' report clearly referred to another category of persons in public service and whose status is in fact governed by Decree No. 233. There had been a recent development with regard to this issue: article 3 and other sections of Decree No. 308 of 18 January 1988, which prohibited the contracted personnel of the public enterprises from signing and benefiting from collective agreements, had been declared unconstitutional by the constitutional courts. Therefore, these employees will very shortly recover their rights to collective bargaining. The speaker concluded that his Government had taken note of the Committee of Experts' observations and would be pleased to supply the Committee with more detailed information at a later date.

A Worker member of Turkey stated that once again the Committee had been unable to note any real progress concerning this case. The Government had merely repeated arguments which had been consistently rejected by this Committee, the Committee of Experts and the Committee on Freedom of Association. This could not possibly result from a lack of dialogue, since both Workers and Employers had always offered a constructive dialogue over many years, since 1983 to be exact. Furthermore, this could not result from lack of assistance since there had been three direct-contact missions, two technical missions, some 18 reports of the Committee on Freedom of Association, hours of discussions, pages of observations, and conclusions of this Committee with which the Government had always seemed to agree. Why then cannot this present Committee note any progress?

The answer to that question requires an assessment from a broader perspective, which involved one basic argument raised by the Government, which was that "Turkey is in a phase of rapid development concerning all spheres of life and all parts of society... improvement of labour legislation has been a priority objective and as it stands now is a part of the 'evolutionary' process of the labour life in Turkey". The speaker stated that the labour legislation here in question had never been and would never be a part of this evolutionary process in labour matters; it was an integral part of a system imposed upon Turkish workers and the Turkish society under extraordinary conditions, at a time when Turkey was entirely under martial law and when practically all trade union activity was prohibited. It was a system designed to curb all trade union rights and liberties, which was best described in a report of the Director-General's representative following his fifth and last visit to Turkey: "...Laws Nos. 2821 and 2822 (respecting trade unions and collective agreements, strikes and lock-outs respectively) constituted a legal straightjacket in which the trade unions found themselves, faced with interference in or control of practically every activity that unions should normally be able to carry out, free from any state intervention..."

As regards the argument that amendments had been brought to the labour legislation, these modifications failed to address major problems relating to ILO principles, such as: exclusion of public servants from the right to organise, interference in the administration and activities of trade unions, excessive restrictions on the right to strike and problems related to collective bargaining. To this day, teachers both in private and public institutions, just like some 2 million public servants were still denied the right to organise.

To sum up, another full year had passed by and nothing had changed; the Government had made promises which it had not kept; no consultation whatsoever had taken place and violations were still occurring. Perhaps the time had come for this Committee to note that this attitude could no longer be tolerated.

A Worker member of the Federal Republic of Germany stated that the Committee of Experts' report established clearly that there were still serious difficulties in Turkey with regard to collective bargaining. Workers were still deprived of the right to negotiate their working conditions. The numerous limitations on the right to strike in Turkey extended far beyond the essential public

services. In numerous sectors, workers were facing extremely difficult conditions and were subjected, in case of dispute, to an arbitration procedure which was not adequate since they could be constantly placed in a minority position because of the composition of the Arbitration Board. By and large, free collective bargaining was not possible in Turkey, strikes could be suspended and workers could have to give up their right to strike, under the threats of heavy fines and prison terms of up to eight months in certain circumstances. This serious situation should be examined and put to an end.

A Worker member of United Kingdom stated that he could have repeated almost word for word what he said last year because hardly anything whatsoever had changed. The speaker strongly reiterated that the right to strike was fundamental to trade unionism, since it was the only tool available to workers in a dispute when all other means of arguing their case had been exhausted. No one could argue that the right to strike existed in any realistic form in Turkey; furthermore, large numbers of workers in Turkey had no right to strike at all; in addition, where this right was recognised, there existed a whole series of laws prohibiting certain actions perfectly legitimate in other countries and circumstances, such as the right to collect money to assist strikers and the right to establish picket lines around an undertaking which was on strike.

As regards the right of public servants to joint trade unions, the Government advanced that it had no obligations whatsoever to civil servants since it had not signed Convention No. 151; the speaker reiterated that Convention No. 151 did not override Conventions Nos. 87 and 98 in the case of countries which had signed it, and in the case of countries which have not signed Convention No. 151, this did not affect their obligation to give civil servants the right to organise. A country which refused that right to public servants could not claim to be fulfilling its obligations under the Conventions. The workers had hoped to see fundamental changes in the situation but, unfortunately, there was no progress whatsoever.

A Worker member of the Netherlands stated that this was a very serious case, which had been discussed again and again, and where the Government had made many promises which it had never fulfilled in a meaningful way. Both the Committee of Experts and the Committee on Freedom of Association had expressed themselves on the case and the comments of the latter had been just as severe as those of the former. Since the Employers fully participated in the supervisory activities of the Committee on Freedom of Association, they should subscribe completely to its judgements. This was a long-standing case, involving violations of trade union rights and also of human rights: trade union organisations had been closed down and trade union leaders had been locked up, many of them sentenced to long prison terms. Accordingly, it was very hard to believe that the Employers would not accept mentioning Turkey in a special paragraph of the report, with a view to drawing the attention to the fact that this was a serious case, which had been discussed year after year without major improvements.

The Workers' members, after expressing their full support to the previous Workers' speakers, emphasised certain points which, in their opinion, showed the seriousness of the situation:

- (1) the Government had undertaken in 1986 to re-establish freedom of association and collective bargaining, but it had not fulfilled its commitments and the fundamental problems subsisted since the improvements concerned only minor issues: these were the conclusions of the Committee of Experts and of the Freedom of Association Committee; consequently, the legislation and practice were unacceptable and should be modified;
- (2) the interference in trade union affairs, and particularly in collective bargaining, could not be tolerated; in spite of the repeated requests of the Workers' members, the Government had not ratified Convention No. 87, which was regrettable since the right to collective bargaining depended on the right of association;
- (3) in spite of the technical assistance and the missions from which this country benefited, the three problems mentioned by the Committee of Experts still had not been resolved:
 - concerning the numerical requirements giving bargaining rights, the Government maintained that it would not take any initiative as long as social partners would not agree, which did not make any sense;
 - as regards the disputes settlement procedure, some progress had been made but there were still important restrictions;
 - finally, public servants did not have the right to organise or to bargain collectively although their number was very high.

All this showed that there was no satisfactory progress.

A Worker member of the United States insisted on the extreme seriousness of this case, a case so serious in fact that the Committee of Experts highlighted it by pointing this Committee's attention to certain conclusions of the Freedom of Association Committee mentioned in paragraph 25 of the General Report. Furthermore, workers who were members of the tripartite delegation of United States, in a pre-Conference briefing, had especially expressed their concern on this case after consideration of the Committee of Experts' observations. Furthermore, he specifically approved the previous statements of the Workers' members.

The Employers' members noted that during the present discussions, new facts had been introduced which had not been mentioned by the Committee of Experts in its report, and thus, that they would not deal with them. During these last two years, the present Committee had noted two points: first, Turkey had ratified Convention No. 98 but not Convention No. 87 and, when this Committee mentioned the conclusions of the Freedom of Association Committee, it referred only to the conclusions concerning Convention No. 98. Although these two Conventions are linked, problems concerning exclusively Convention No. 87 should not be discussed in this Committee. Secondly, during this year and last year's discussions, certain speakers mentioned that some new legislative texts had contributed to worsening the situation; in this respect, the Employers' members indicated that the Committee of Experts, this year, had examined with interest certain legal texts which could bring about certain improvements.

The Committee of Experts had criticised on the one hand the numerical conditions imposed on trade unions so that they be authorised to bargain collectively and, on the other hand, the obligation to accept compulsory arbitration in certain cases. The Government had explained to the Committee of Experts why it did not seem appropriate to amend the legislation, but the Committee of Experts without listening to the Government's arguments told it directly in its observations what to do. The Employers' members called attention to this method by the Committee of Experts, which they could not get used to. They pointed out that, in their opinion, the national legislation should provide for a reduction of the numerical criteria presently prescribed. The Committee of Experts could have answered to the Government's arguments and could have given further explanation to demonstrate, for instance, that the conditions established were excessive and that they could prevent the establishment of new unions, or that powerful unions could use them not only to compete with weaker unions but also to eliminate them. Concerning compulsory arbitration, the Committee of Experts had considered that it was justified only to prevent strikes presenting a risk to the life, security or health of the population. The Committee of Experts had not pointed out in the present case the principle it had mentioned in the Netherlands case, which permitted restrictions to collective bargaining for compelling reasons of national economic interest. The Government had declared that compulsory arbitration would only be resorted to in exceptional circumstances (presenting a danger to the citizens' health or national security); in this respect, the Employers considered that a certain convergence of opinions between the Government and the Committee of Experts existed. The Employers' members criticised the formula regularly used by the Committee of Experts to define the cases in which it was justifiable to limit the right to strike in respect of Convention No. 87. The Committee of Experts had also used that formula in its observations on the implementation of Convention No. 98 in Turkey, as regards compulsory arbitration. The Employers' members did not agree with the criteria used by the Committee of Experts since, in their opinion, it was not realistic nor acceptable to only take into account the risk to the life of the population; the State should be able to intervene before this stage. In any event, they added that it should be possible, through dialogue, to avoid excessive state interference in free collective bargaining but that such interference should not be limited only to situations where the population was really in danger. The huge number of work-days lost because of strikes, mentioned by the Government representative, showed that there were indeed strikes in this country and that compulsory arbitration had not been used as often as certain speakers had suggested.

As regards freedom of association and the right to bargain collectively of public servants, the Committee of Experts had requested the Government to submit the relevant instruments and information for examination.

The Employers' members noted in conclusion that the problems raised by the application of Convention No. 98 had not yet been settled. The situation should continue to improve as regards the problems mentioned by the Committee of Experts and this should be mentioned in the conclusions of this Committee which would have to discuss again this case.

The Workers' members, referring to the Employers' members' intervention on the Netherlands' case, emphasised that the Com-

mittee of Experts and the Direct Contacts Mission had dealt with that case on the basis of Convention No. 87, ratified by the Netherlands, although it would have normally been dealt with under Convention No. 98. In the present case, this was exactly the reverse situation; the applicable Convention was No. 98 and it could not be totally separated from Convention No. 87. In practice, there had been discrimination for union activities; public servants had been punished; trade unions had been dissolved; and trade union leaders had been prohibited from exercising their union duties. In the present political situation, profound changes and improvements could have been expected but, unfortunately, they had not occurred yet. This Committee should insist that the Government adopt measures that would be compatible with the various Conventions it had ratified, and even those it had not ratified.

A Worker member of the Netherlands added, concerning the Dutch case, that the problem, in short, was interference in collective bargaining. The Workers would have liked to use Convention No. 98 but this was not possible because the Netherlands had not ratified it; so they invoked Convention No. 87. As regards the Employers' statement on the state interference in collective bargaining in the Netherlands' case, he pointed out that the Committee of Experts had defined the criteria to be fulfilled to permit what it called "legitimate interferences in collective bargaining". As was made clear in the observation of the Committee of Experts and in the report No. 265 of the Freedom of Association Committee, if these criteria are respected, there would be no illegitimate interferences in collective bargaining, but these criteria should be duly verified.

A Worker member of Greece expressed his total disagreement with the Employers' argument that powerful unions would fight less powerful unions, from which they concluded that "weak" unions could be prohibited. Obviously, there could be competition between unions in a pluralist system – that is the essence of democracy – but this competition should take place through dialogue and action in favour of the workers; that could not justify any intervention whatsoever from the authorities or the employers. The speaker specifically asked the Government representative to explain why the representatives of DISK, an important Turkish trade union confederation, was still prohibited and why its representatives did not attend the Conference.

The Government representative stated that cases should not be discussed in the abstract. In that context, as regards the numerical requirement issue, he stated that there had been no request from the most representative workers' or employers' organisations to change the present legal status; this was just a factual situation.

As regards the second issue, the Government had not excessively used the Supreme Board of Arbitration; in fact it had only used it once recently, and the case had been withdrawn shortly thereafter. In addition there were very effective judiciary safeguards, which guarantee the lawful usage of this mechanism by the Government. Furthermore, the criteria used by the Committee of Experts on this issue were based on Convention No. 87, by which the Government was not bound because it had not ratified it. Concerning the third issue, the Government would compile all the information available and transmit it to the ILO organs in due time.

The Government representative recalled his preliminary remarks to the effect that Convention No. 151, which was clearly a specialised Convention on public service, did not bind the Government because it had not ratified it. Convention No. 98, however did not cover public servants; the speaker reiterated his previous comments on the trade union rights of public servants.

As regards other comments to the effect that nothing much had been done in Turkey to adjust policies in line with the ILO principles, the speaker informed the Committee that his Government had just submitted to the Parliament for ratification four new Conventions (Nos. 59, 123, 142 and 144), and had just ratified the European Social Charter; the ILO Constitutional Amendments had also been submitted to Parliament and should shortly be ratified. As regards the DISK situation, the judgments rendered by the courts are now in the process of appeal, which may take a long time, as would be the case in many countries. Before a final judgment was issued in these cases, the Government could not take any measures for obvious reasons.

The Committee has taken note of the information given by the Government representative, and of the detailed discussion that took place in the Committee. The Committee noted with concern the conclusions of the Committee of Experts that, even if trade union legislation had been improved in some respects, the amendments to that legislation had resulted in no changes whatsoever in regard to the points raised by the Committee of Experts. The Committee wished to recall in this connection the conclusions of the Committee on Freedom of Association. The Committee noted with regret the position adopted by the Government and expressed the firm hope that in view of the serious divergencies that had

existed for a number of years, the Government would adopt in the near future all necessary measures as a result of genuine tripartite consultations, in order to give full effect to the comments made by the Committee of Experts and to improve the situation concerning full compliance with the Convention in law and in practice. The Committee hoped that the progress awaited for such a long time would be in evidence in the next report of the Government, so that discussion could be continued within the supervisory bodies.

The Workers' members expressed their complete agreement with these conclusions and proposed that they be included in a special paragraph of the report in view of their extreme importance. The Employers' members did not agree with that proposition.

Convention No. 105: Abolition of Forced Labour, 1957

Central African Republic (ratification: 1964). See under Convention 29.

Dominican Republic (ratification: 1958). The Government has communicated the following information:

No form of forced or compulsory labour is used in the Dominican Republic. The national authorities maintain strict compliance with the standards set forth in this Convention and with the recommendations made by the ILO's Commission of Inquiry in its 1983 report, as well as the observations made by the Committee of Experts in 1988 and 1989. This compliance maintained by the authorities explains why no measures involving imprisonment and/or forced or compulsory labour exist.

In the labour sphere, no recourse is had to this form of work as a method of mobilisation and utilisation of national or foreign labourers in order to foster the economy in the sugar plantations and refineries of the CEA, as was previously alleged by the Central Unitaria de Trabajadores (CUT). With regard to the importation of Haitian labourers for work in the sugar cane harvest (cutting and collection of the sugar-cane) in government-owned sugar mills, the collective agreements between the Governments of Haiti and the Dominican Republic for the recruitment of Haitian workers have not been renewed. These agreements were suspended because of the difficult socio-political situation which has emerged in that country. Haitian workers have not been hired under the bilateral agreements since the fall of the Duvalier regime in 1985. Both Governments are presently involved in a complete revision of the procedures and of the numbers of jobs for Haitian workers in order to re-establish these agreements as soon as possible, based on the best living and working conditions for these workers on Dominican territory and in the most favourable terms for both States. Any new developments on this matter will be communicated to the ILO. The present forms of recruitment of Haitian workers for sugar plantations in 1988-89 do not include, in any instance, round-ups of these workers legally or illegally resident in the Dominican Republic with the complicity of the national authorities, in order to hand them over, for payment, to the state sugar refineries.

Neither forced labour nor any form of discrimination exists in the Dominican Republic against Haitian workers engaged in agricultural work, cutting and collecting of sugar-cane at the CEA plantations and refineries, where these foreigners enjoy the same rights and privileges under the labour legislation as Dominican workers employed in similar work. Clandestine work by Haitian nationals who regularly, and in increasing numbers, cross the Dominican/Haitian border illegally does, however, exist to a large degree. These workers are used by private employers in various agricultural and livestock activities whence they move later to the informal rural and urban sectors, to domestic work and to the construction industry in the large cities of the country. The authorities are studying possible measures, to be adopted in the near future, to regulate recruitment and contracting, and the work of foreigners resident in the country, in particular, to reduce illegal trafficking of Haitian workers "ambastilles" to a minimum. These measures would also regulate the inadequate living and working conditions of these workers offered to them by private employers who benefit considerably from the use of practices which fall outside the labour law. In fact, the living and working conditions provided by private employers to illegal immigrant Haitian workers are less advantageous and humane than those granted to workers in the sugar plantations and refineries of the CEA.

In recent years (1987 and 1988), the CEA has undergone a dynamic process of diversifying its production into the agricultural and livestock subsectors, giving emphasis to the agroindustrialisation of the duty-free zones. The CEA has not been able to achieve full "Dominicanisation" of the sugar plantations in this process despite the great efforts made by its administration and the plan

conceived to attract Dominican and resident Haitian agricultural workers, and to issue to the latter the full legal and social status similar to that enjoyed by Dominicans. Because of this, and in the absence of Haitian agricultural workers being brought in, the present harvest (1988-89) has been affected by a considerable lack of pickers which has resulted in a significant delay in the work of cutting and collecting sugar-cane, as well as the task of grinding it, with the subsequent loss of millions of pesos for the state sugar-trading centre.

Presently, no violation of the labour law has been registered against the CEA as concerns its sugar plantations and refineries nor do they offer sub-human conditions, particularly with regard to the work-day and wages. For the cutting and collecting of sugar-cane, Haitian and Dominican agricultural workers do not work for more than the eight hours a day allowed by agreement or by statute. The object of misunderstanding is that the said workers voluntarily vary their hours of starting and stopping work in order to take advantage of the hours of moonlight, early morning, dusk, etc. Earned wages are higher than those offered in Dominican agriculture due to the increase accorded for each ton of sugar-cane cut and collected. The considerable increase in income guarantees better living conditions. The presence of armed guards does not imply repression (such as the completion of excessively long work-days) but rather exists for the protection of human and material resources in the state-owned work centres.

Likewise, although Conventions Nos. 97 and 143 and Recommendations Nos. 86 and 151 (concerning migrant workers) have not been notified by the Dominican Republic, their provisions are observed so as to give full effect to the recommendations of the 1983 Commission of Inquiry found in paragraphs 516, 522, 526 and 527 of its report.

With reference to the provision of the Third Part of the Labour Code, it is reiterated that labour laws in the Dominican Republic are of a territorial nature and apply to Dominicans and foreigners without distinction.

The methods for recruitment established in the absence of agreements between the Governments of Haiti and the Dominican Republic for the hiring of Haitian agricultural workers, consist of contacts and personal interviews between the agricultural workers and the authorised representatives of the CEA, either in their place of residence in the Dominican territory, or in some cases when workers appear in person at branches of the state sugar enterprise searching for work at the time of the sugar harvest. In both cases, the Haitian agricultural workers showed particular interest in the cutting and pulling of sugar-cane, accepting the actual living conditions and work available in the CEA's plantations and refineries. Moreover, the CEA provides all possible facilities so that the recruited workers can be adequately transported from their places of residence around the country to their workplaces.

In compliance with the recommendation in paragraph 544 of the 1983 report of the Commission of Inquiry, the State Secretariat for Labour has intensified its inspection services in the sugar plantations and refineries, both state-owned respect for the rights of both national and foreign workers employed in agricultural work or on plantations for the cutting and collection of sugar-cane. In due time reports will be forwarded on the results of the system of regular visits to both the state and private sugar plantations and refineries, in order to improve the effectiveness of these services and on the complaints and irregularities investigated and sanctions imposed in cases of violations of agricultural workers' rights.

The CEA regularly uses individual contracts as a means for recruiting Haitian agricultural workers. Each contract contains all the contractual conditions and benefits which are enjoyed by Dominican workers hired also on an individual basis.

The Government is carefully considering the recommendations made by the Commission of Inquiry in 1983 in order to apply fully this Convention and others ratified by our country, as concerns the employment of Haitian workers in Dominican Republic sugar plantations, in order to take and implement all administrative and legislative measures that may be necessary.

The CGT, in its communications of 3 and 31 January 1989, made allegations concerning the violation of some provisions of this Convention. With regard to the questions raised in these accusations, the Government refers to the contents of its report recently sent to the ILO.

Article 1(c) of the Convention

Despite the existence of Act No. 3143 of 11 December 1951, amended by Act No. 5224 of 1959, on work paid for but not done, this does not imply that it is a means of labour discipline in practice since this Act has fallen into disuse. In order to repeal the application of Act No. 3143 as a practical measure, the authorities have determined ways of resolving labour conflicts, arising under this Act, through administrative or judicial means.

Article 1(d)

The provisions in the Labour Code which contemplate punishment by means of sentences of imprisonment involving compulsory labour for participation in strikes have, in practice, been completely abolished, now that the right to strike is guaranteed by law and by the authorities. The Government has, however, invoked some provisions of the Labour Code (sections 370, 373 and 378) in order to protect public order, human life and private property. The Government is promoting both the repeal of some of these provisions and possible amendments to others in order to ensure that the laws are in conformity with the Conventions.

As was expressed in earlier reports, the authorities are reevaluating possible reforms to the Labour Code in order to bring national legislation into conformity with the Convention by providing that no form of forced labour may be imposed as a labour disciplinary measure. Furthermore, the Government's willingness to ensure the adoption of all measures necessary to give full effect to the provisions of the Convention remains.

In addition a Government representative of the Dominican Republic, the Secretary of Labour, stated that there had been a lack of labour inspectors and a budget deficit in the State Secretariat of Labour; 60 posts for labour inspectors had now been created in order to overcome these shortcomings. These labour inspectors were employed under sections 390 and 400 of the Labour Code in order to effectively oversee the application of the labour provisions in that Code, especially in sugar mills under the administration of the State and on individual private plantations. These inspectors were to ensure, inter alia, that the minimum wage be paid to agricultural workers, and that the measures dictated by the State Sugar Board (CEA) in an effort to improve the situation of Dominican and Haitian labourers were being taken, and in particular that workers be paid wage bonuses before the end of the harvest. Other types of measures had been taken as well, such as mechanising the harvesting of cane and having the cut cane weighed in the presence of the cane cutter who was then given chits (showing the number of the cart, the name of the cutter, the date and the exact weight of the cut cane) as proof of the work performed. These labourers also benefited from having products available on sale at reasonable prices, social assistance and medicines. All of these measures were designed to increase the wage earned by workers on sugar cane plantations. The Government representative gave the exact number of weighers at each mill. He also stated that in case of difficulties in the weighing process, the chief weigher could intervene to try to resolve the problem; all the same, inspectors had shown that it was difficult to cheat the cane cutters, since they had garnered great experience over many years and knew the precise weight of cut cane. Up to now, 12 weighers had been dismissed for committing irregularities in carrying out their duties; this indicated that the circulars issued by the CEA were being observed in practice.

With regard to the labourers' housing, the labour inspectors had found that in plantations administered by the State, there were adequate sanitary facilities, works stores and childcare centres. It was important to note that the works stores, previously under private ownership, which had lent itself to speculation, were owned by the State, and offered prices for food and medicines which were within the reach of the workers and which were controlled by the Government Price Stabilisation Institute. The labour inspectors had also been asked to make a detailed report on the situation of agricultural workers on plantations with a view to improving the situation of workers of Dominican Republic and Haitian origin who were resident in the country. Circular No. 789 of 20 October 1988 contained provisions and recommendations to plantation administrators in relation to contracting Dominican Republic and Haitian manpower and in connection with the sugar cane harvest.

In regard to wages, the Government representative explained that there was a policy of wage bonuses, and that no plantation worker received a wage below the level of the statutory minimum wage. Nor were wages deferred, they were instead paid directly to the worker. Circular No. 111 of 11 November 1988 set forth provisions on wages: the price for sugarcane was 7 pesos and 50 centavos per ton. To this was added the bonuses offered for cutting a set number of tons, and which were now paid at the same time as wages were paid. The bonus was 1 peso per ton, which increased the amount to 8 pesos and 50 centavos per ton of sugarcane. In addition, the labourer received 2 pesos and 50 centavos when he or she cut more than two tons. All this, together with incentives granted by the CEA, had increased the real wages of the workers. In addition, thanks to newly introduced mechanisation, a worker's output was around 22.65 tons per load and per cart. In a study done in the state cane mills by the Secretariat of Labour, it had been shown that between 1 April 1988 and 30 May 1989, there had been a monthly average of 11,850 labourers and 3,623,205 tons of sugarcane had been cut in that period. When this figure was divid-

ed by the number of national and foreign labourers, the average was 50.55 tons per worker per month, which meant 2.14 tons per worker per day. When multiplied by the real price per ton, which was 8 pesos and 50 centavos, each worker was earning 18 pesos and 19 centavos per day, representing an increase of 51 per cent over and above the statutory minimum wage for rural workers which was 12 pesos per day. In addition the representative stated that if account were taken of the wage bonus given at the end of the harvest to each worker who cut more than 150 tons, this increased the wage by 5.25 per cent, for a total of 23 pesos and 52 centavos per day, which was 96 per cent in excess of the minimum wage.

It was also envisaged that the Labour Code, in particular sections 200, 201, 202, and 203 will be modified so as to eliminate finally the practice of wage payments being made in tokens, promissory notes, or vouchers. It was hoped that the National Congress would approve this modification so as to give full effect to section 187 of the Labour Code which provides that wages must be paid immediately and directly in legal tender.

In relation to Convention No. 105, the Government representative stated that the problem of Haitian workers in the Dominican Republic was a difficult one, especially given the economic, social and historical conditions of the two countries. The Government of the Dominican Republic was perfectly aware of the problem and of the shared material interests of the island: this had to be taken into account but with prudence so as not to harm the island's resources and national interests. The Government of the Dominican Republic had the firm political will to seek solutions to this problem; its willingness to receive ILO missions, which were afforded all necessary facilities, stood as proof of this. On the occasion of the most recent direct contacts mission, the President of the Republic had established a commission charged with studying the possible ways of finding human and legal solutions to the problem of Haitian agricultural workers. This commission was made up of personages from all social and economic sectors of the country. The problem was an economic one, imposing obligations on both countries which shared a common border yet had different economic and social characteristics. At this time there were about one million Haitian nationals who had crossed the border illegally in search of better economic prospects and who were not being pursued by the immigration authorities of the Dominican Republic. Complaints had been made against the Government, but they had come from a trade union leader who had been expelled from the trade union federation to which he had belonged; these complaints had been made more for political than trade union purposes, and they had been disavowed by his former organisation.

Forced or compulsory labour for nationals or foreigners did not exist in the Dominican Republic; this was shown by the fact that, although sugar-cane being the backbone of the economy of the Dominican Republic, the amount of sugar-cane harvested in the years since the suspension of the agreements between the Dominican Republic and the Republic of Haiti had diminished considerably. This was also indicated by the fact that if there were a desire to resort to forced labour, in a country where there were one million illegal Haitian residents and well-organised police and armed forces, it would have been very easy to recruit the 30,000 to 40,000 persons required for the sugar-cane harvest. Instead, the Government had been obliged to close two sugar mills to take account of this reduction in manpower.

The Government representative stated that at the beginning of the harvest, the CEA had conducted a publicity campaign using the mass media in both the Dominican Republic and in Haiti in order to encourage the contracting of agricultural workers, informing them of the new minimum wage, social programmes (medical and social services), working conditions (hours of work, housing, provision of subsidised foodstuffs and other social benefits). Transport was also paid for persons voluntarily recruited.

The Government of the Dominican Republic was in compliance with Convention No. 105 and was taking appropriate measures in this regard. The President of the Republic had named a high-level commission which had recently visited the Republic of Haiti in order to conclude an agreement concerning the situation of Haitian workers in the Dominican Republic. In addition, a formal request for technical assistance had been made to the Director-General of the ILO so that such an agreement would take into account all pertinent international labour standards. The ILO had also been asked to designate an international legal expert specialised in labour standards who could, together with legal experts from the Dominican Republic and Haiti, study the extent of legal standards necessary so as to adopt legislation which would be in complete conformity with the international Conventions ratified by the Dominican Republic.

The Workers' members deeply regretted the fact that the Conference Committee had been discussing this case involving the Dominican Republic for many years, and almost always in the

same terms. Despite comments made by the Committee of Experts and the Conference Committee, regular observations appearing in the reports of the present Committee (a special paragraph had been included on the case involving the Dominican Republic in the 1988 report), a Commission of Inquiry in 1983 and a direct contacts mission in 1988, there had been practically no results apart from the announcement of the appointment of 60 labour inspectors. The Government had not sent any report and had not replied to any direct request or observation made by the Committee of Experts concerning Convention No. 105. Contrary to the Government's allegations, the legislation and practice in the Dominican Republic were in contradiction to the provisions of this Convention, and this remained the case in spite of many direct contacts and repeated technical assistance by the Office. Although poverty in Haiti could explain the fact that many people cross the border to seek work in the neighbouring country, this could not justify the continuing failure to take measures to give effect to Convention No. 105, in particular concerning regularisation of the status of Haitians who were on Dominican Republic territory, regularisation of procedures for recruitment and residence permits, and other matters referred to by the Committee of Experts. The Workers' members took note that when a trade union body presented claims or complaints in the Dominican Republic, its leaders were thrown out. The leaders who dared to take such action in that country should be congratulated.

The Workers' members wondered about the usefulness of pursuing, year after year, technical assistance from the Office where there had not been, in the short-term, any fundamental changes in the legislation or the practice in the Dominican Republic. Without a firm willingness to fully apply the right to freedom of association and to abolish all that is not in conformity with Convention No. 105 in the national legislation and practice, any further assistance from the ILO would be superfluous.

Without wishing to give up hope, since even the oldest, most serious problems could always be resolved some day, the Workers' members remained deeply concerned in face of the absence of valid and complete replies from the Government.

The Employers' members wished to stress the key points in relation to Convention No. 95, to wit the working conditions for Haitian workers in the Dominican Republic and their legal status, and particularly whether they were working on a legal or an illegal basis and whether force was involved in certain instances. These basic problems had been before the present Committee for a number of years. As to working conditions, the report of the Commission of Inquiry was available and the direct contacts mission had now taken place. The issues involved regular payment of wages, working hours and corresponding wages, the minimum wage, verification of the amount of work performed, payment in cash or with vouchers, facilities in relation to welfare, food and health, prompt payment of wages, wage advances and the Haitian workers' awareness of the working conditions and of their rights. The Employers' members wanted to know what in fact was going on, as opposed to what existed on paper. As indicated by the report of the Committee of Experts, the recommendations of the Commission of Inquiry and the direct contacts mission, CEA circulars addressed these matters; however, information was not sufficient to say to what extent these circulars were implemented in practice. In its statement before this Committee, the Government had juggled a lot of figures but a written report stating the Government's position on law and practice in relation to each and every issue under examination was still lacking. The overall situation could be determined only on the basis of a comprehensive written report by the Government, which should give information on the results of labour inspections and which should cover private plantations as well as those run by the CEA.

The Employers' members thought the situation in relation to Convention No. 105 was even less clear. In the five points the Committee of Experts had highlighted, their report had mentioned the employment of Haitian workers, whereas the Government had stated earlier that Haitians were being employed but had no legal status and were, especially in the case of young people, being placed under pressure. There were many points here which called for clarification.

The Employers' members referred to the incident involving a fatal accident of a vehicle that had been transporting Haitian workers, with the participation of officials of the Dominican Republic. They also noted the Government's statement of its readiness to find a solution to the problems posed. Mention had been made of a committee to study the issues and make proposals, but according to the Committee of Experts' report, that national committee had fallen apart. For the Employers' members, three measures were essential: (1) the Government must see to it that the legal status of Haitian workers becomes clarified; (2) even if negotiations between the Dominican Republic and Haiti produced no results, national laws and regulations were to govern the conditions of work for these Haitians; (3) the competent authority had

to see to it that the legal protections were applied in practice. Much was left to be done. At a minimum, the Government would have to prepare a written report addressing each point, so that the many pending questions could be clarified.

An Employer member of the Dominican Republic wished to present certain clarifications regarding the recruitment of Haitian workers. He stated that neither the Republic of Haiti nor the Dominican Republic had the resources to stop illegal border crossings or illegal recruitment of Haitians. This problem before the present Committee was one of long standing, and it was necessary to take into account certain indications and facts referred to by the Government of the Dominican Republic, since they reflected a change in attitude. These were concrete actions which should not be taken lightly. As such he cited statistics showing that fewer than one per cent of Haitian residents in his country were in cutting sugar cane, even though the CEA had had problems because of the shortage of manpower. If round-ups had really been the normal practice for the CEA, there would not have been such shortages this year; a round-up in the city of Santo Domingo alone would have sufficed if this were indeed the practice. Among the measures adopted by the Government and by employers to improve the situation of Haitian workers, mention should be made of the establishment of a study commission on the working and living conditions of Haitian workers, with instructions to adopt the measures necessary to improve those conditions and to comply with international undertakings made by the country. The Dominican Republic was interested in reaching an agreement with the Republic of Haiti to clarify the situation of temporary workers, but to do so also required the willingness of the Haitian Government. As additional examples of concrete action, he cited the adoption of Act No. 224 of 1984 on the penal system which had substituted imprisonment for a sentence to carry out public works, thus eliminating the possibility that anyone might be sentenced to compulsory labour. Another positive development had been the re-initiation of discussions with the Haitian authorities in the search for satisfactory solutions, in the short term, and for the establishment of standards and procedures for the contracting of Haitian temporary workers. Other positive deeds that could be stressed were the request for ILO technical assistance, wage improvements and measures taken to increase the number of labour inspectors by 40 per cent. These could not be ignored since they were actions which showed serious purpose and a willingness to seek solutions to these problems.

In regard to Convention No. 95, mention should be made, in relation to comments by the Committee of Experts, that sections 184 et seq. of the Labour Code provided that: (1) wages shall be fixed and paid in full in legal tender (section 187), which implied an express prohibition on the payment of wages in kind; (2) there was a prohibition on deductions from wages, except deductions for trade union dues with the prior written authorisation of the worker, wage advances and legally authorised deductions such as those for social security contributions (section 193); (3) wages were to be paid directly and personally to the worker, one hour before the end of the normal work day, on the date agreed upon (section 188); (4) wage debts of workers enjoyed a privilege against the employers' debts, the workers' creditors and the employers' creditors; (5) the minimum wage was the lowest wage which could be paid to a worker; (6) the law provided for criminal penalties against an employer who makes unlawful deductions, deferred payment or did not pay wages in full. The non-respect for, or the non-payment of, the statutory minimum wage was also subject to criminal penalties. The employers had, along with the CEA, provided for a substantial increase in the price per ton of cut sugar cane. Wages were now paid weekly, which also served to avoid illegal trade in sugar cane received by the CEA. It was not necessary to adopt laws similar or identical to those already in force; rather, the key point was applying the laws already in force and having trade unions and workers exercise their rights in accordance with legally established procedures.

The Workers' member of Greece stated that the present Committee was fortunately not a court. If it were, he said, there would be convictions for perjury. Concerning the application of Conventions Nos. 95 and 105, the Government representative of the Dominican Republic and the Employers' member of this country had denied the indications of the Committee of Experts regarding the wages of workers on sugar cane plantations, transport of Haitian workers to sugar cane plantations on vehicles chartered by the CEA and under military escort, and the round-ups of persons of Haitian origin (including young persons of second-generation Haitian origin who had Dominican Republic nationality). The Government representative had stated that this involved false information and unfounded accusations designed to support a tourism boycott of the country. The speaker wondered who was lying and who was spreading false information?

Referring to the suggestion by the Government representative that the trade union representatives who had lodged a complaint

had been thrown out of their own trade union organisations, the speaker wished to know whether the representatives of these two trade union organisations cited in the report of the Committee of Experts were present at the International Labour Conference, and if not, why not. And if, as had just been stated, one million Haitians came to the Dominican Republic without any papers, why could not the authorities of that country regularise their status? The speaker wondered about the expediency of concluding an accord between the host country and the country of origin; this might be indispensable but in any case these workers should be able to have their status regularised and should be treated like human beings.

Finally, the speaker noted that the lengthy replies given had neither contained the substance desired, nor permitted the present Committee to overcome its feelings of impotence in the face of a situation which was intolerable from the point of view of freedom of association, freedom of labour and human rights.

The Worker member of the United Kingdom thanked the Government representative for the information provided. He also expressed gratitude to the Employer member of the Dominican Republic for independently assisting the Government in providing necessary facts. Paraphrasing Shakespeare ("Methinks they do protest too much"), the speaker said that forced recruitment had been the principal tool used by the Dominican Republic for years to compensate for the shortage of voluntary labour in the sugar cane harvest, where wages were low. He referred to the incident involving the truck accident as proving the involvement of the army of the Dominican Republic. He said that the accident had occurred on 27 January 1989, when a truck overturned while carrying 78 persons, including 73 Haitian cane workers who were being guarded (not accompanied) by two Dominican Republic soldiers on their way to a plantation near Santo Domingo. Forty-seven people had been killed, including one of the soldiers. Several survivors of the accident had told of being captured by the military and kept prisoner in military barracks before being put in the plantation-bound truck. Citing a number of detailed newspaper accounts, the speaker stated that the father of the truck driver had said his son regularly made trips for the CEA, and that the son had been hired by the military on behalf of the CEA, which paid him in their Santo Domingo offices. The truck driver corroborated this account, specifying the amount he was paid by the State for each worker transported. When the CEA initially denied involvement in transporting Haitian cane cutters, the National Federation of Truckowners (FENATRADO) had publicly contradicted this. FENATRADO had made public a document signed by a military commander authorising the shipment of 75 Haitian workers and had stated that such transport was regularly engaged in at the direction of the military. The only way to get to the ultimate truth in this case would be to send independent observers who could be present during the entire period of the harvest. He wondered if it would be possible for the ILO to do this. Until the evidence was in, the matter had to be pursued. The information provided by the Government had not been satisfactory. Serious infringements of Convention No. 105 had been taking place for many years now and the case had to be pursued until resolved.

A Government representative of Haiti, the Minister of Social Affairs, wished to recall several matters. The central question in this discussion had already been brought before the present Committee on a number of occasions and had been the subject of an inquiry in 1982-1983 which had issued recommendations to the Governments of Haiti and the Dominican Republic concerning the application of certain Conventions ratified by those two countries. Since then the government regime in Haiti had changed, and since 1985-1986 there had been no agreement authorising recruitment of Haitians to work in the Dominican Republic. Nonetheless, Haitian workers were continuing to go to the Dominican Republic and there were many problems in connection with this.

In regard to Conventions Nos. 95 and 105, the Government of Haiti wished to concur in the observations and recommendations of the Commission of Inquiry in 1983 and of the supervisory bodies on the application of standards, since the ILO is an international institution with jurisdiction, in a sense, over problems involving labour and working conditions throughout the world, and it is an institution which had to ensure respect for its Conventions by ratifying States. In 1988, his Government had, in agreement with the Government of the Dominican Republic, requested a direct contacts mission in the two countries in order to assess the situation on the spot.

One week before the speaker's departure from Haiti to attend this Conference, he had received a high-level delegation from the Dominican Republic which had averred the good will and the good faith of the Government of the Dominican Republic concerning measures to take towards improving the situation of Haitian workers. The long-standing problem was in fact very complex, and it had been rather neglected by previous government regimes. The general crisis Haiti was facing means that unem-

played peasants were compelled to leave to find work elsewhere, without it being possible for any national solution to be found to the problem. For this reason, his Government had let the delegation of the Dominican Republic which had come to Haiti know that it was ready to seek a solution on the basis of negotiations and perhaps even an agreement between the two States. Such an agreement should deal with two aspects.

The first was that the Government of the Dominican Republic should implement the recommendations made by the Commission of Inquiry, which had been taken up later in comments of the supervisory bodies. This meant granting legal status to Haitian workers who were already in the Dominican Republic and whose situation was considered irregular and illegal. In addition, a distinction should be made regarding Haitians who had lived for many years in the Dominican Republic and who could be granted resident status as well as a work permit and a residence permit. Moreover, under the law of the Dominican Republic, Haitians who had been born and lived in the Dominican Republic should be recognised as having Dominican Republic nationality or should be granted resident status. In relation to working conditions, housing, social security and so forth, Haitian workers should be treated the same as Dominican Republic workers and should have the same legal entitlement to benefits in case of sickness or accident; this applied equally to the housing and sanitary conditions on the "bateys".

The second point was that to the extent that the Government of the Dominican Republic followed up on these recommendations, which involved a plan for regularising the status of Haitians in the Dominican Republic, the Government of Haiti was willing to consider the possibility of an agreement on the migration of Haitian workers. This would involve the Government of the Dominican Republic giving the necessary guarantees so that Haitian workers would have legal papers permitting them to move about, to receive prior to their departure a clear and explicit contract of employment explaining the work to be done, the wages, the housing conditions, the payment system, etc.

The third point was that such negotiations should necessarily include the ILO since there was already a legal procedure under way in accordance with the ILO standards and since the matter had in a way already been adjudicated in the ILO. The Haitian Government called for the Governments of Haiti and of the Dominican Republic to jointly request ILO technical assistance so that there could be machinery on the spot which would permit verification of the follow-up given to the recommendations.

Fourthly, the Government of Haiti also suggested the establishment of a Haitian-Dominican Republic mixed commission composed of representatives of the private sector, the trade unions and the Governments of the two countries which would also watch to see whether the agreement was being respected and which could even serve to arbitrate in case of a conflict in interpretation.

Moreover, the Government of Haiti urged that it be authorised to send periodically a national commission to investigate the situation of Haitian workers in the Dominican Republic and to report to the Haitian Government. Finally, his Government urged that there be a corps of Haitian inspectors and superintendents who could work alongside Haitian workers on the "bateys" in order to help them formulate their claims and assist them in resolving problems.

In conclusion, the Government representative of Haiti thanked the representative of the Dominican Republic for having provided information on certain measures taken by his Government, particularly the establishment of a national commission composed of independent persons. He indicated that it was a human tragedy that workers were subjected to conditions of this sort and that the Conference Committee on Standards had not found any solution after having examined the question many times.

The Government representative of the Dominican Republic stated that his country and the Republic of Haiti shared the same island and that the economic situation of both countries was extremely difficult, although even more so in Haiti. He indicated that, as the Secretary for Social Affairs of the Republic of Haiti had said, the social and economic situation in that country was dramatic, in both urban and rural areas, and the same could be said for the Dominican Republic. The problem had perhaps not always been tackled with the same energy the Dominican Republic was now bringing to bear, but, as the Employer member of the Dominican Republic had pointed out, it was necessary to have two parties to conclude an agreement. The Republic of Haiti was now moving towards democracy and with this development it was hoped that agreements could be concluded so as to resolve these problems. The Government representative referred to a letter from the Minister of Social Affairs of the Republic to the high-level mission which had recently visited Haiti. The letter made four main points: (1) implementation of the recommendations of the Commission of Inquiry which had visited Haiti in 1982-1983;

(2) renewal of an agreement covering various forms of payment, freedom of association, the conclusion of individual contracts of employment and other working conditions; (3) a request by both Governments for ILO technical assistance; (4) authorisation granted to the Government of the Dominican Republic to have a Haitian mission visit the Dominican Republic to verify implementation of the agreement.

The Government representative stated that his country sincerely wished to respect the provisions of Convention No. 105 and to this end the Government had taken effective measures, as shown by the statistics presented. It had been unfortunate that in this Committee it had been said that if it were a court, there would have been convictions for perjury. The problem was a critical one and the direct contacts mission that had visited the Dominican Republic, although it had not stayed long, had stated in its report that it was not in a position to verify the nature of the recruitment or to know exactly where it took place. According to the Government representative, this mission had not been able to establish whether it was voluntary or forced recruitment, since there was no proof of maltreatment of Haitian nationals, much less of forced labour. It was true that a lot of propaganda has appeared in the press; but any journalist who went to a developing country in Latin America or Africa could find and write about desperate situations which were much worse than what was happening in the Dominican Republic. He averred that in no country of Latin America were the rights of citizens and public freedoms enjoyed as much as in the Dominican Republic.

With regard to wages, he stated that statistics had been placed before the present Committee in relation to Convention No. 95. They showed that under Decision No. 188 of 1988, a minimum wage had been set for agricultural workers, that it was paid directly, as ensured by section 187 of the Labour Code, and that in addition, national and Haitian workers who worked in sugar cane cutting earned wages that exceeded the minimum wage by 51 per cent and by 96 per cent when additional bonuses were counted. A serious effort had been made in the Dominican Republic to respect and comply with ILO standards. If the Dominican Republic made contacts with the ILO to request technical assistance it was because this Organisation was established to assist and advise countries encountering serious economic problems as in the case of the Dominican Republic. It was a duty on the part of the Organisation to provide such assistance so as to permit the conclusion of agreements to bring an end to these problems. The Government representative said he had not indicated that in the past there had been no infringements of the Conventions; rather, he had stated that it could not be denied that at the present time serious efforts were being made and that some progress had been made.

The Workers' members inquired whether it would be possible to send, for example, one or more ILO observers to follow the actual situation in the sugar cane plantations over a certain length of time and to determine what was to be done. They also wondered whether within the next few months, the amendments needed in the legislation of the Dominican Republic would be made so as to bring it into conformity with Conventions Nos. 87, 95, 98 and 105.

The Government representative stated that it seemed that the Dominican Republic was being compelled to do what the Workers' member wanted. He had agreed with their statement. Nevertheless, in relation to one of the points raised by the Government representative Haiti, that permission has already been granted to have a verification commission visit the Dominican Republic; also, the two Governments had decided to request ILO assistance. He also said that the Government of his country was making all possible efforts, not just promises, in the sense of concrete actions such as contacts with the Haitian Government. He stated that the Ministry of Labour, which the speaker heads, would ensure through its inspectors that international labour standards in force in the Dominican Republic were being respected. Once he returned home, he would send the ILO a detailed report on the progress made up to now; with a view to satisfying the Workers' members, he would send a list of the names of the new labour inspectors and would indicate the budget of the Labour Secretariat, which had been increased by 2.26 million pesos to total 6.9 million pesos.

The Workers' members proposed that this case be mentioned in a special paragraph of the Conference Committee's report. The Employers' members agreed, provided the conclusions would refer specifically to the application of Conventions Nos. 95 and 105.

The Government representative reiterated the political will on the part of his Government to respect the Conventions it had ratified and he recalled the efforts it had made towards this end. The Government considered it unjust to have this case mentioned in a special paragraph.

The Committee, taking note of the direct contacts which took place in October 1988, expressed its extreme concern over the situation of Haitian workers.

The Committee regretted that once again no government report had been received and that the Government representative had merely provided some information in regard to labour inspection and minimum wages.

The Committee stressed that there had been no progress, either in terms of legislation or in practice, on essential points raised over a number of years by the Commission of Inquiry, the Committee of Experts and the Conference Committee.

The Committee further noted that the Dominican Republic had requested ILO assistance in order to ensure the application of the Conventions in both its legislation and in practice. In this regard, the Committee considered that special efforts were called for so that the ILO could, as from the next harvest, verify the situation and ascertain on the spot that improvements which had been promised but were still awaited had in fact been made. The Committee insisted upon the need for the Government to take the necessary measures whose implementation should be verified in practice.

The Committee also noted that the Government had requested ILO assistance in drawing up an agreement with Haiti concerning the migration of workers. The Committee trusted that any agreement drawn up with ILO assistance would particularly heed the comments of the supervisory bodies. The Committee also trusted that, whether or not such an agreement were concluded, the Government of the Dominican Republic would without delay take the measures necessary to give full effect to the comments made by the ILO supervisory bodies.

The Committee decided to mention this case in a special paragraph of its general report.

Ecuador (ratification: 1962). A Government representative reiterated that in order to satisfy the comments of the Committee of Experts in relation to Conventions Nos. 87 and 98, a draft decree had been sent to the Congress to interpret the existing provision relating to collective work stoppages.

In order to address the most recent comments of the Committee of Experts with respect to the implementation of the Convention, the Congress had also been sent a draft decree relating to articles 53 to 56 of the Penal Code. This draft made it clear that these provisions did not establish forced or compulsory labour. The work of prisoners in re-education sites and prisons would be voluntary, and the fruits of their labour would be exclusively their benefit. The draft decree also made clear that sections 53 to 56 of the Penal Code could not be applied as a means of coercion, punishment or political education because of the expression of political opinion, and that they could not be used for economic development, as a means of labour discipline, as punishment for having participated in a strike, or as a form of racial, social, national, religious or other discrimination. The Government hoped that this provision would be in full conformity with the requirements of the Convention.

Referring to article 165 of the Maritime Police Code, he considered that this provision protected the crews of ships as workers and helped maintain the stability of the crew. He considered that to dispense with this provision would lead to absurd results and would not be in the interests of employers, workers or the Government.

In conclusion, he indicated that his Government fully respects the obligations it had undertaken as a result of ratification of both Conventions Nos. 87 and 105.

The Workers' members considered that it was necessary to include the situation in relation to Convention No. 105 in the conclusions of the Committee. There were two issues which needed to be considered in this context. First, there was the need to amend section 165 of the Maritime Police Code. They hoped that the draft legislation would contain clear responses to these concerns.

The Employers' members considered that the draft decree did seem to deal with the issue of the right to strike. However, the Government had not indicated that it would amend section 165 of the Maritime Police Code. They asked the Government representative to clarify the steps which were being taken with respect to seamen.

The Government representative did not wish to make any further comment.

The Workers' members proposed that these conclusions should be included in the special paragraph.

The Government member of Venezuela considered that, in line with the usual practice, the present Committee should note with interest the draft legislation envisaged to exempt prisoners, as contemplated by the Convention, from compulsory labour so as to maintain dialogue on these matters.

The Committee nevertheless decided that its conclusions should appear in a special paragraph.

The Committee took note of the information provided by the Government representative, and the discussion that took place in the Committee. It noted that at the time of the meeting of the Committee of Experts the report of the Government had not been received. Consequently, the Committee of Experts was merely in a position to recall its previous conclusions. The Committee for its part noted with concern that only certain measures had been taken to ensure conformity in law and practice with the provisions contained in the Convention, and on this score it expressed the firm hope that the Government would take, without delay, the necessary measures in order to bring law and practice into conformity with the Convention. The Committee hoped that it would be able to take note of substantial and real progress in the very near future.

Iraq (ratification: 1959) The Government representative recalled that his Government endeavoured to give every guarantee to workers in every sector in the spirit of securing social security and well-being for everyone. However, a number of temporary and exceptional provisions had been implemented, in the light of the very specific situation brought about by the war in order to secure the pursuance of work on certain projects, without which there would have been a health risk to the population. The situation now having evolved, the Government was reconsidering some of these provisions in the light of the economic and social development of the country.

The Workers' members considered the reply of the Government representative lacking in answers to the specific questions raised in the report of the Committee of Experts. He had to note that in several circumstances, e.g. where a worker resigned from his job, or changed jobs or as a consequence of certain so-called offences, the Government could, through the legislation, have the worker punished, even with imprisonment involving compulsory prison labour. Thus, in cases where there should be freedom to work and to resign from work, there was or could be state intervention enforced to work and to resign from work, there was or could be state intervention enforced by sanctions involving compulsory labour, where the worker did not wish to continue working or abandoned tasks which were held important for the State. They failed to see altogether clearly how the Government was going to eliminate all the divergencies, terminate certain practices and, on several points, abolish specific legal provisions violating the Convention. Public servants were the persons most exposed to sanctions and the problem should be re-examined. They suggested that the Office, possibly through a regional adviser, could help with the details of the case, especially in view of the goodwill that could be discerned.

The Employers' members also felt that the reply of the Government representative had not responded to the concerns expressed in the Committee of Experts' report. The two issues concerned were labour discipline and the right to strike as it related to public officials. Whereas the labour discipline issue was tied to situations involving national emergency and health and safety, the provisions in statute in this respect appeared to be overly broad and inconsistent with Convention No. 105. Law No 71 concerned the right of workers to terminate their employment with notice to the employer, but as this provision applied only to private sector employees and not to public officials, there too, seemed to be inconsistency with the Convention. Finally, section 132 of the Labour Code dealt with the situation involving unresolved labour disputes; in such cases, all disputes, regardless of the nature of the work and the degree of its impact on the country's economy, had to be resolved by the Supreme Court. Thus, it appeared that in all cases in which voluntary settlement was not reached, the right to strike was foreclosed, with any employee engaging in a strike becoming subject to imprisonment and obliged to work. They thought the Government needed to re-evaluate the scope of its legislation on labour discipline and strikes with respect to public officials; they asked for indications that the Government was taking action towards the positive implementation of its obligations under the Convention.

The Government representative emphasised that the provisions he had earlier referred to were temporary and exceptional, and that they were necessary in a given context in order to protect society and public health. He did not accept that they constituted forced labour. As to the possibility of assistance involving an ILO regional adviser, he did not think this was necessary, as, with the war over, the Government was intending to revise a number of provisions in its legislation. It had issued instructions to repeal certain laws or restrictions imposed on workers that had been required by the war. He wished to reassure the present Committee that the Government was pursuing the adoption of a number of measures to eliminate all obstacles to conformity with the Convention.

The Workers' members expressed their satisfaction that the temporary and exceptional measures were being revised and looked forward to hearing, through the Committee of Experts, about real changes and the abolition of the above-mentioned measures.

The Committee took note of the information provided by the Government representative. The Committee noted that the conclusions of the Committee of Experts pointed to divergencies with the Convention both in law and in practice. The Committee noted the assurance provided by the Government and wished to believe that it would take the necessary measures to bring law and practice into conformity with the provisions of the Convention. The Committee requested the Government to supply detailed information about measures taken so that substantial and decisive progress could be noted in the near future.

Pakistan (ratification: 1960). A Government representative stated that the Prime Minister, Mohatma Benazir Bhutto, in her address to the nation on 2 December 1988, announced that restrictions placed on trade union activities by the previous regime would be removed and labour laws would be brought in conformity with the Convention.

In accordance with the commitment of the Prime Minister, trade union activities were fully restored and legislative measures were being taken to provide necessary legal backing. A Review Board was also constituted to decide the cases of those employees who were penalised for their trade union activities.

Referring to the Committee of Experts' observations on the Pakistan Essential Services (Maintenance) Act, 1952, according to which the provisions of that law are in conflict with the provisions of No. 29, ratified by Pakistan, the Government representative announced that the Government had decided to meet the requirements of the that Convention by amending the Act, so that an employee of an establishment covered under the Act may terminate his employment in accordance with the expressed or implied terms of the contract of employment. The proposed amendment would be placed before the Parliament.

As concerns the reference to the use of alleged bonded labour by contractors, known as "Kharkars", in the construction of dams and irrigation canals, the Government representative stated that his Government categorically denied the existence of any "Kharkar" camp in the country. In addition, the mention made of the alleged bonded children in "Kharkar" camps by the Sectoral Review Mission of the ILO (July-August 1986), also referred to by the Committee of Experts, was based on hearsay, having little support of any recorded evidence. Had there been any such "Kharkar" camp in howsoever remote areas of the country, the members of the Mission were free to go and inspect the same. The Government, therefore, reiterated its earlier submission that there was no illegal bonded labour in the country.

Regarding the Committee of Experts' observations on certain sections of the Security of Pakistan Act, 1952, the West Pakistan Press and Publications Ordinance, 1963, and the Political Parties Act, 1962, giving the authorities powers to prohibit the publication of views and to order the dissolution of associations, subject to penalties of imprisonment which may involve compulsory labour, the Government representative informed this Committee that the West Pakistan Press and Publications Ordinance, 1963, had since been repealed. Under the provisions of the Security of Pakistan Act, 1952 and the Political Parties Act, 1962, offenders are tried in ordinary courts of law with full right to be represented by legal counsel of their choice and they have the right to appeal to the superior courts. The Government was of the view that conviction of offenders by courts of law for specific offences under these laws did not fall within the scope of the Convention.

In order to meet the objections raised by the Committee of Experts on sections 54 and 55 of the Industrial Relations Ordinance, 1969, the relevant provisions were being amended so that the element of compulsory labour was removed. The word "imprisonment" would be substituted by "simple imprisonment". The Government had already presented a Bill in Parliament to amend the Industrial Relations Ordinance so that these sections were brought into conformity with the present Convention. It should also be noted that the provisions of sections 54 and 55 are equally applicable to employers and workers.

Similarly, the Government was taking necessary action to make suitable amendments to the Pakistan Merchant Shipping Act.

A Worker member of Pakistan informed this Committee that the climate in Pakistan was much better since last year's elections when the new Prime Minister promised that the Government would bring law and practice into conformity with ILO Conventions. With regard to the issues under Convention No. 29, the assurances made by the Government to bring the provisions of the Essential Services Act and the West Pakistan Essential Services

Act into conformity with that Convention was a welcome step. This legislation, however, should be placed before the Parliament for adoption as soon as possible. Under the present legislation, workers were still compelled not to leave the services of their employer without his/her consent.

As concern the "Kharkars", even though the Constitution prohibited forced labour, the Government could still play a more positive role in carrying out effective labour inspection, particularly as concerns construction work, in order to ensure implementation of the relevant legislation. While it was true that workers were able to seek remedies from the courts in order to protect their rights, the Government could take preventive action through labour inspection.

With regard to Convention No. 105, the Government should supply the ILO with any new legislation so that the supervisory bodies could determine whether the new legislation was in conformity with the ratified Conventions. The Government should supply the new legislation replacing the West Pakistan Press and Publications Ordinance as soon as possible.

The Security of Pakistan Act and the Political Parties Act which provided sanctions involving rigorous imprisonment should be reviewed by the Government.

As concerns minorities in Pakistan, the Government has set up a special Minority Ministry to look into questions of discrimination. A special ministry has also been established for the advancement of women. The Government should take the necessary measures to bring its law and practice into conformity with the ILO Conventions.

The Workers' members welcomed the Government representative's statement that a number of acts which had been at issue in the considerations of Conventions Nos. 29 and 105 were repealed or being repealed. Good relations and a constructive dialogue should be established with the new Government. If the Government had actually submitted its reports to the Committee of Experts, this Committee would have been able to make judgements and draw conclusions on the basis of the Committee of Experts' comments. If the Pakistan Essential Services (Maintenance) Act, 1952, has been either amended or repealed, or substituted by another Act, full details should be provided to the Committee of Experts.

As concerns the Government representative's statement that the ILO Sectoral Review Mission report on "Kharkars" was erroneous, it would be helpful if the Government, in any event, supplied information on the measures taken to enforce the prohibition of forced labour in the field of contract labour. The Government should also supply detailed information on the actual measures undertaken or envisaged, as concerns all types of exploitation of labour, such as forced labour.

With regard to Convention No. 105, it was not clear whether the Government representative stated that the Security of Pakistan Act was being repealed or replaced. The Committee of Experts pointed out quite clearly that the Security of Pakistan Act was in contravention of Article 1(a) of this Convention. Any replacement of these Acts, or any amendments, should be transmitted to the Committee of Experts for their consideration.

The workers' members noted that the Government representative said that the Industrial Relations Ordinance was being amended to replace the term "imprisonment" with "simple imprisonment". The Workers' member further said that the term "simple imprisonment" required clarification, because the existing Industrial Relations Ordinance was completely contrary to Article 1(c). In previous years, the Government stated that nobody had been punished under this Ordinance. Nevertheless, the Committee of Experts had pointed out that the mere fact that the threat existed, that the legislation existed, was sufficient in itself to bring it into contravention of Article 1(c). The Industrial Relations Ordinance should be amended so as to bring it into conformity with Convention No. 105.

As concerns the Merchant Shipping Act, further information should be provided in order to determine whether Pakistan has fulfilled its obligations under Articles 1(c) and (d) of the present Convention.

As concerns Article 1(e), the question was posed to the Government representative whether sections 298(b) and (c) of the Penal Code had, in fact, been repealed. As long as ordinances and orders exist dealing with a particular religious group, then whether, in fact, a country is observing the particular Convention is called into question.

Information must be supplied to the ILO with regard to all these matters so that the Committee of Experts may fully examine this case and so that the present Committee may properly continue its work.

The Employers' members stated that it was refreshing to hear of the positive developments taking place in Pakistan.

There were six problems raised as concerns the application of Conventions Nos. 29 and 105. First, as concerns Convention No.

29, the Government representative should have stated when the legislation relating to termination of employment subject to consent would be amended. Secondly, the Government should supply information confirming the position that bonded labour by contractors does not exist so that the Committee of Experts may be able to substantiate its statements.

Thirdly, as concerns Convention No. 105, the need for the Government to submit written reports was stressed. The statements made by the Government representative concerning the amendment of the Security of Pakistan Act and the Political Parties Act in order to provide for the right of appeal did not clearly demonstrate how these laws would then be in conformity with Convention No. 105. It was, however, a step in the right direction and the new legislation could provide the Committee of Experts with information to evaluate the new situation.

Fourthly, as concerns the Industrial Relations Act, whether the Act referred to "simple imprisonment" or "imprisonment" did not seem to change the fact that this legislation was in contradiction to the Convention. Further clarification was needed.

Fifthly, the revisions referred to by the Government representative concerning the Merchant Shipping Act should be adopted as soon as possible. Finally, more complete fact-finding was necessary as concerns the penal sanctions relating to Islamic activities. The information provided by the Government was considered to be very positive and hope was expressed that the Government would continue to make progress.

The Government representative expressed his wish that he could have been able to provide more details about concrete measures, but the new Government had only come into power six months ago and it takes time to make changes in the legislation. As concerns the Essential Services Act, the Cabinet had already decided upon its amendment and this matter Parliament would act on this matter. The necessary measures would be taken to bring the Pakistan Essential Services (Maintenance) Act into conformity with the ratified Convention. As concerns bonded labour, it should be noted that forced labour was against the Constitution of Pakistan, which was the supreme law of the land. The kidnapping of children for bonded labour was punishable by death in Pakistan. The Government representative noted the observation made by the Worker member of Pakistan and stated that labour inspection would be improved.

The West Pakistan Press and Publication Ordinance had been repealed and any new legislation adopted in this area would be transmitted to the Office.

The Government representative reiterated his position that neither the Political Parties Act nor the Security of Pakistan Act were within the scope of Convention No. 105 because these Acts concerned offences against the integrity and security of the State, and the offenders were provided a fair hearing before an ordinary court of law with the right of appeal to the superior court. The punishment of rigorous imprisonment, considered to be forced labour, was awarded by the civil courts exercising their judicial discretion and which is appealable. As concerns the Political Parties Act, the Government was obliged to refer any cases concerning the dissolution of an association to the superior court for confirmation. Any law that was considered in violation against the Constitution could be challenged before the superior court.

The Cabinet had already decided to amend sections 54 and 55 of the Industrial Relations Ordinance and the matter would be referred to Parliament for formal approval. As concerns sections 298(B) and (C) of the Penal Code, the Constitution of Pakistan guaranteed freedom of expression and freedom of religious beliefs. This freedom existed as long as the feelings of another religious community were not injured. Anyone, regardless of his religious conviction, will be punished for professing his religion in a way that injures the feelings of another community. This section of the Penal Code was drafted so as to resolve the differences between the Moslem and Ahmadi practices of faith with a view to ensuring peace and tranquility, particularly in public places of worship.

The Workers' members referred once again to the Security of Pakistan Act. The Government representative seemed to be repeating the position asserted on previous occasions that the conviction of offenders by courts of law was not covered by the Convention. The Committee of Experts, however, indicated on numerous occasions that compulsory labour in any form, including prison labour, which resulted from a conviction by a court of law as a penalty for expression of political views, was within the scope of the Convention. The Committee of Experts asked on a number of occasions that information on the practical application of the Security of Pakistan Act, including the number of convictions and copies of court decisions, be provided.

This information on the Security of Pakistan Act, as well as information concerning the repeal of or amendment to, the Industrial Relations Ordinance should be provided to the Committee of Experts.

The Government representative should convey to his Government the views of this Committee concerning the divergences between the Security of Pakistan Act and Article 1(a) of the Convention.

The Committee noted the information supplied by the Government representative. The Committee once again expressed its great concern with regard to the points already discussed in the Committee during previous sessions and regretted that no report had been received.

The Committee, however, noted with satisfaction the positive development as concerns the implementation of Conventions Nos. 29 and 105, in particular, the progress made or being made with regard to the legislation. The Committee asked the Government to continue to take, as soon as possible, all necessary measures to bring the law and practice fully into conformity with Conventions Nos. 29 and 105. In particular, the Committee asked the Government to provide the detailed information requested by the Committee of Experts and to send to the Office any new legislation, as well as draft laws, so that the progress made in law and practice could be noted.

The Committee expressed the hope that, at its next Conference, it would be able to note the real progress made in the different areas covered by these two Conventions.

The Government representative of Pakistan said that the present Committee's reiteration of "grave concern" was somewhat "discouraging" in view of the fact that positive developments have been reported on so many points.

Zambia. (ratification: 1965) A Government representative indicated that his Government was aware that ratification of the Convention imposed administrative and legislative obligations; these the Government had voluntarily assumed. The Government was still examining the legislation which was not in line with Article 1(a), (c) and (d) of the Convention. A number of administrative procedures and consultations must be completed before the relevant legislation (The Prison's Act, Penal Code, The Societies Act and the Preservation of Public Security Regulations) could be amended. The Committee had been informed in writing of this decision. The Government intended to narrow the definition of "essential service" in a proposed industrial relations bill. This bill would also make the Supreme court the final Court of Appeal in industrial relations cases. The Government would advise the ILO when the bill became law. Meanwhile the Government was doing everything in its power to comply with ratified Conventions.

The Workers' members expressed their disappointment at what they had heard. The Government had not indicated any progress since 1987. The Convention had been ratified in 1965, and there had been comments by the Committee of Experts regularly since then. After all this time we were still at square one. This was a pity, and was a negative state of affairs.

The Government needed to be clear that there were legislative provisions and there were realities which were very serious. The Workers' members referred to a number of situations where the law created offences which were punishable by imprisonment with forced labour: political activity outside the recognised political party; provisions relating to public safety; the holding of or speaking at public meetings which had not been approved by the police; labour discipline; strikes and disruption of essential services. It was a matter for regret that the present Committee was faced with an essential Convention such as this which had been ratified by Zambia, but which was not being applied in practice and where the law of the country concerned was not in accordance with the requirements of the Convention. Perhaps the Government needed assistance in order to bring its law and practice into conformity with the Convention.

They felt that the present Committee should not wait for another two years before dealing with this matter again. They hoped that it would not be necessary to be more severe after a year's patience. However, it was imperative that the Government should fundamentally change its legislation within that time.

The Employers' members, like the Workers', had doubts about the Government's will or intention to implement the Convention. It had been ratified in 1965 and had been the subject of observations since then. Yet, the present Committee had heard less today than it had in 1987 with respect to what the Government intended to do in order to bring its legislation into compliance with the Convention. This was an important and basic human rights Convention. The legislative proposals outlined by the Government representative were not sufficient for this purpose - indeed this is almost acknowledged in the report of the Committee of Experts. Action was needed in order to get this case moving.

The Worker member of Liberia asked the Government representative when legislation would be enacted which was in conformity with the requirements of the Convention.

The Government representative indicated that he could not give any time frame. All that he could say was that the Govern-

ment was consulting with the relevant agencies. It would not be honest to say otherwise.

The Workers' members expressed their regret at the lack of progress and dialogue in relation to this matter. The Committee had heard promises two years ago, but still did not know whether anything positive was being done. The Committee should take the matter up again next year and might then adopt a more severe approach. This was not simply a matter of inserting a special paragraph; the Committee could note that in the application of certain Conventions, the Government had continually failed over a period of several years. They hoped this would not be necessary. It was unfortunate in an organisations such as this to have such a statement made. They said this with real hope, with a little patience and at the same time with serious intent.

The Committee took note of the comments made by the Committee of Experts according to which for many years there had been considerable discrepancies between the requirements of the Convention and the law and practice in Zambia. With regard to the explanations given by the Government representative, the Committee was disappointed because they did not give rise to the expectation of any change in the situation in the near future. The Committee expressed the urgent wish that the Government should be prepared to take the necessary steps very soon in order fundamentally to change the situation. The Committee hoped that the Government would fulfil its earlier promises to adjust its law and practice. The Committee wished to examine this question again next year and if necessary to adopt more severe measures.

Convention No. 107: Indigenous and Tribal Populations, 1957

Bangladesh (ratification: 1972) A Government representative complimented the Committee of Experts for the understanding, the objectivity and the sense of neutrality with which it had prepared its report. The Government had consistently co-operated with the Committee of Experts and with the Office. It had met its reporting obligations and provided all possible facilities to the direct contacts mission and to various non-governmental organisations. The report of the Committee of Experts was based on information provided by the Government and upon the observations of the mission which had visited Bangladesh (including the Chittagong Hill Tracts) in April 1988. The speaker then outlined the key demographic features of Bangladesh, and indicated that in order to promote balanced growth and rapid national advancement, the Government had implemented a number of far-reaching reforms to improve the quality of life of the people while, at the same time, maintaining their cultural and social traditions and ethnic identity.

He then went through each of the issues raised by the Committee of Experts in paragraph 34 of its observations.

Regarding paragraph 34(a), he described the special legislative treatment which had been accorded to the Chittagong Hill Tracts from the early part of this century. More recently the National Committee on the Chittagong Hill Tracts had reviewed a special legislation in the light of present day requirements, including the provisions of this Convention. It had recommended the repeal of the legislation; this was done in February 1989. This legislation also provided for the creation of three hill districts called the Rangamati Hill District, Khagrachari Hill District and Bandarban Hill District. Each of these districts would have its own elected council with a built-in-majority of tribal members, and with a tribal chairman. Elections for these councils were due to be held on 25 June 1989. The council would be responsible for civil administration, including the appointment of the police. They would have the power to approve or prohibit the sale of land rights, and to repossess land which had been fraudulently or corruptly obtained. They would be able to raise their own revenue through local taxes to supplement the funds provided by Central Government.

Regarding paragraph 34(b), the National Committee continued to function as a standing body. It makes recommendations to governments from time to time. Such recommendations may then form the basis of new administrative or legislative arrangements.

Regarding paragraph 34(c), section 64 of the act which established the district councils provided that land ownership, including transfer, would be dealt with by the Chairman of the District Council. This implied that tribal leaders now had direct supervision over ownership and transfer of land. The cadastral survey referred to by the Committee of Experts had been suspended at the request of the tribal leaders, but would take place once the Councils had been elected.

Regarding paragraph 34(d), the Government had adopted programmes for settling landless tribes on Government-owned land. A few hundred families had been settled under this programme, but it was hoped that the process would be accelerated once the Councils were established.

Regarding paragraph 34(e), the Councils would be able to decide on the priority and type of projects which would best help to improve the socio-economic conditions of the population of the area.

Regarding paragraph 34(f), joint investigation committees were formed immediately after the occurrence of any breach of law and order involving the tribal and non-tribal populations. These committees were composed of tribal leaders, representatives of non-tribal residents of the area, and a magistrate. They investigated the incidence as a matter of urgency, collected evidence and prepared a report. On the basis of this report, alleged wrongdoers are charged in accordance with the law. This system has been in operation since August 1988.

Regarding paragraph 34(g), the Government was continuing to facilitate the repatriation of tribal people of Bangladeshi origin who were presently resident in other countries. He described visits to India which had taken place in May 1989 in order to facilitate this process. The President had also announced an amnesty for terrorists (which was valid until 25 June 1989) in order to further facilitate this process.

The speaker appreciated the interest which the Committee had taken in this matter, and assured it that the Government would uphold the principles of human dignity and would protect the rights and interests of the indigenous and tribal populations of the country.

The Worker member of the United Kingdom emphasised the importance of the Convention but noted that it was often difficult to deal with issues which arose in relation to it. This was because of the nature of some of the issues involved, the fact that often they related to remote areas, and that the countries concerned were often poor. He felt that in this case, the Committee had at last been presented with evidence of progress after a very long wait. He thanked the Government representative for his very full explanation of recent developments. However, he felt that there were still some very serious problems in relation to the position of tribal people in Bangladesh. In particular, he asked the representative for comments upon reports of an army attack on the village in May 1989 as a result of which thousands of people had left their homes for India.

As regards Article 11 of the Convention, he asked whether the legislation would respect the right to land ownership as embodied in this Article.

He also asked the Government to respond to suggestions that district councils would have the capacity to appoint only junior administrative officers and junior members of the police force – with more senior positions remaining the responsibility of the Central Government.

Finally, he asked for information as to the geographic coverage of the new councils. He had been informed that they totalled only about 10 per cent of the total area concerned.

The Workers' members referred to the fact that the Committee of Experts had noted progress in relation to compliance with the Convention at paragraph 94 of their report. They were pleased at the progress which had been made so far, and felt that this was at least partly due to previous discussions in the present Committee. They hoped that by next year the application of Convention No. 107 would have been strengthened in order better to protect the most vulnerable populations.

They expressed the hope that the conclusion of the Committee of Experts could be verified, and that the Government would provide the relevant information and texts. They still had serious concerns in relation to the application of the laws that were already in place, but they congratulated the Government for what had been done. They looked forward to full conformity with the Convention in the not too distant future.

The Employers' members expressed their appreciation for the full and candid explanation provided by the Government. This was a difficult case, which had been subject to special paragraphs in 1986 and 1987. The Government had now displayed a more positive attitude than in previous years, and new measures had been put in place, or were in the process of being put in place. They recognised that these divisions dealt with only some of the deficiencies which had been previously identified. In particular there was a continuing need to investigate human rights violations, to recognise tribal land rights, to determine the boundaries of tribal land, and to spell out procedures for dealing with disputes between tribals and non-tribals in relation to land matters. Nevertheless, they noted at least five positive changes since the matter had last been examined by the Committee.

Regarding paragraph 34(c), they asked the Government representative to explain what he had meant when he said that this paragraph implied that tribal leaders now had direct supervision over ownership and transfer of land. Finally, they reiterated that whilst there had been some progress, a great deal remained to be done. They urged that the necessary measures be taken as quickly

as possible whilst recognising the enormous difficulties with which Bangladesh is presently confronted.

A Government representative explained that he was an official of the Ministry of Foreign Affairs and also the Secretary of the National Committee on the Chittagong Hills Tract. He provided a full account of the incident on 4 May to which the Workers' member of the United Kingdom had referred. He explained that in the aftermath of the murder of a prominent non-tribal person there had been a certain amount of violence, which resulted in a number of deaths and injuries, and in burning of houses. This disturbance had been brought under control within about six hours. A joint investigation committee had been established. As a result of its investigations 31 persons had been identified and charged, and were awaiting trial. The Government had made substantial provision for the rebuilding of huts which had been burned down. As regards the allegation that thousands of people had fled, the Government had invited the press to the area to see for themselves. It was true that some people had left their homes and gone to India, but it was also true that some others had returned. The situation was normal, as was evidenced by the meeting with Indian Government officials in May. He also referred to the Presidential Amnesty as further evidence of the Government's good faith in this matter.

As regards land questions, the district council would have full power in relation to questions of ownership, etc. He reiterated that the chairmen of the councils would invariably be tribals, and that two-thirds of the members would also be tribals. As to the cadastral survey, he repeated that it had been postponed at the request of the tribals and that the Government would be happy to report back on the results of the survey after the election.

As regards problems associated with traditional forms of agriculture, he indicated that this raised exceedingly complex issues – particularly in relation to the ownership of land which had been subject to "slash and burn" cultivation. It also raised some difficult ecological issues.

The district councils would have power in relation to all these issues except defence, foreign affairs, central planning and national highways. The councils would also be able to decide whether non-tribals should be permitted to settle in tribal areas.

In relation to the levels of officials who would be controlled by the district councils, he explained that tribal members would be elected by both tribals and non-tribals, and that the same was true for non-tribal members. This should ensure that the composition of councils would adequately protect the interests of tribals. The chairman of the council would have the status of a Deputy Minister, and would have the responsibility for executing the decisions of the council. The police superintendent would also be responsible for executing the decisions of the council. Police officers up to the level of Assistant Superintendent would be recruited from within the district, but more senior officers would be appointed through the national system.

The Government would continue to co-operate with the ILO in the implementation of this Convention, but asks for understanding for the severe constraints under which it operates.

The Committee noted with interest the Report of the Committee of Experts and the detailed explanations provided by the representatives of the Government of Bangladesh. The Committee recalled the various discussions which it has had in the past on these problems which had given rise to two direct contacts missions. The Committee welcomed the fact that the most recent direct contacts mission had intensive discussions with the officials concerned. It took note of the measures that have been adopted on the basis of the new laws of February 1989 including: the setting up of local councils, improved protection with regard to human rights of tribal populations, and a general improvement of the situation in the tribal area. The Committee, however, observed with the Committee of Experts that further steps must be taken such as the effective examination of violations of human rights, the recognition of property of tribal populations and the delineation of tribal lands and the settlement of conflicts and disputes between tribal and non-tribal peoples. The Committee welcomed the fact that the Government of Bangladesh was prepared to co-operate further with the ILO. It hoped that the Government would continue to take all necessary measures to ensure full application of the Convention and that in its next report the Government would be able to answer all of the other questions posed by the Committee of Experts and by the Committee.

Brazil (ratification: 1965). The Government has communicated the following information:

With regard to the comments made by the Committee of Experts in paragraph 3 of its observation, 43 million hectares of indigenous surface land have already been delimited, which corresponds to 50 per cent of the goal set out in article 67 of the temporary provisions of the new Constitution. As the Committee of

Experts was earlier informed, the above-mentioned constitutional rule provides that, within a period of five years (being 5 October 1993), all indigenous land in the country must be delimited. In this regard, the National Indian Foundation (FUNAI) has already studied plans for this delimitation task; a survey which will be submitted to the National Congress for consideration and analysis in the near future. Finally, it is important to recall that, in 1985, the total amount of indigenous limited land reached a total surface area of 12 million hectares which demonstrates the enormous effort undertaken by the Government on this point in the last four years. With regard to the information requested in paragraph 3 of its observation concerning the confrontations between Indians and non-Indians, it is important to recall that article 231, paragraphs 2 and 3 of the Constitution expressly prohibit the entry into and exercise of certain activities in indigenous areas by non-Indian groups. If any non-Indian groups attempt to enter indigenous areas they must obtain a declaration of agreement on the part of the indigenous community and the approval of the National Congress. The Government is aware that these conflicts exist in practice in particular the fact of the invasion by the *garimpeiros* (prospectors). The Government, however, has the political desire to repress such invasions. Recently, the FUNAI, with the support of the police forces, has taken measures to expel the *garimpeiros* from the indigenous area of Avá-Canoeiro, in the state of Goiás. The FUNAI has also, with the support of the federal police, expelled the recidivist *garimpeiros* in the Pico da Neblina area, in the Amazon state. This operation led to the use of the air force.

At the end of paragraph 3, above-mentioned, the Committee of Experts observes that the confrontations between Indian groups and non-Indians could be provoked by non-Indian people who had entered the indigenous lands with official authorisation. This type of confrontation had existed principally in activities taking place in the forest which resulted in contracts made between the indigenous communities themselves and the enterprises, with the endorsement of the FUNAI. Such situations can no longer occur because of the provisions of article 231, paragraph 6, of the Constitution which declares these contracts null and void and instructs the Government to take measures which will result in the expulsion of these intruders from their land.

With regard to the Committee of Experts' observation on the Yanomami Indians, the FUNAI regularly ensures medical and social assistance to the Yanomami and has set up the Emergency Plan for the health of the Yanomami in order to examine 3,100 indigenous spread out among 65 villages. As at February 1989, 800 medical examinations, 350 orthodontic exams and 3,534 vaccinations have been given. The vaccinations include SABIN, BCG and tetanus. The Minister of Health, in co-operation with the FUNAI and with the support of the Brazilian army and marines, as well as religious missionaries, also brings medical assistance to the indigenous populations in the Amazon and Roraima states.

The FUNAI has undertaken administrative demarcations of the following areas of traditional and permanent occupation by the indigenous Yanomami and Maingong group. These demarcations were confirmed in law by presidential decrees Nos. 97,512 to 97,530, dated 16 February 1989:

- (a) indigenous area Uauaris, in the Boa Vista department, in the state of Roraima, a surface of 116,211.6 hectares;
- (b) indigenous area Uaiacas, in the Alto Alegre department, in the state of Roraima, a surface of 25,211.92 hectares;
- (c) indigenous area Surucucu, in the Alto Alegre department and the Mucajaí departments, in the state of Roraima, a surface of 838,586.56 hectares;
- (d) indigenous area Cutaiba, in the Alto Alegre department, in the Roraima state, a surface of 92,320.80 hectares;
- (e) indigenous area Palimiu-There, in the Alto Alegre and Boa Vista departments, in the Roraima State, a surface of 46,438.81 hectares;
- (f) indigenous area Ericó, in the Boa Vista department, in the Roraima state, a surface of 30,389.27 hectares;
- (g) indigenous area Acapural, in the Boa Vista department, in the Roraima state, a surface of 12,606.11 hectares;
- (h) indigenous area Mucajaí in the Alto Alegre and Mucajaí departments, in the Roraima state, a surface of 182,648.22 hectares;
- (i) indigenous area Jundiá, in the Mucajaí department, in the Roraima state, a surface of 137,277.28 hectares;
- (j) indigenous area Catrimani, in the Mucajaí and Caracará departments, in the Roraima state, a surface of 51,751.71 hectares;
- (k) indigenous area Demini, in the Barcelos department, in the Amazon state, a surface of 36,941.88 hectares;
- (l) indigenous area Toototobi, in the Barcelos department, in the Amazon state, a surface of 242,005.39 hectares;

- (m) indigenous area Gurupira, in the Barcelos department, in the Amazon state, a surface of 20.637.25 hectares;
- (n) indigenous area Ajuricaba, in the Barcelos department, in the Amazon state, a surface of 20.283.22 hectares;
- (o) indigenous area Marari, in the Santa Isabel do Rio Negro department, in the Amazon state, a surface of 53.791.59 hectares;
- (p) indigenous area Marauá, in the Santa Isabel do Rio Negro department, in the Amazon state, a surface of 156.122.01 hectares;
- (q) indigenous area Maturacá, in the Santa Isabel do Rio Negro department, in the Amazon state, a surface of 119.916.88 hectares;
- (r) indigenous area Cauaburi, in the Santa Isabel do Rio Negro department, in the Amazon state, a surface of 10.391.26 hectares;
- (s) indigenous area Apuí, in the Santa Isabel do Rio Negro department, in the Amazon state, a surface of 33.313.45 hectares.

A total of 2.226.844.3 hectares for about 9,000 indigenous is assured by these decrees to the Yanomami population. The effect of demarcation of these indigenous lands as provided for in the above-mentioned presidential decree has been well managed and the work finished at the beginning of February 1989.

As regards the rights of the Yanomami in these zones, Chapter VIII – "The Indians" – of the Brazilian Constitution devoted to the indigenous provides in article 231 that:

"Paragraph 2. The land traditionally occupied by the Indians is destined to their permanent possession leaving them a life of interest in the riches of the soil, the rivers and the lakes which already exist."

"Paragraph 3. The profit from hydraulic resources, including energy potentials, the exploration and exploitation of mineral resources on indigenous land can be carried out with authorisation from the National Congress, the affected communities having been heard, and ensuring them participation in the benefits of the exploitation under the terms of the law."

"Paragraph 4. Lands traditionally occupied by the Indians are inalienable and the rights upon these lands are indefeasible."

Besides the fact that the Yanomami have available to them the above-mentioned constitutional guarantees and other guarantees on their lands – they can also initiate legal proceedings for the defence of their rights (Article 232 of the Constitution) – the 19 indigenous Yanomami areas are protected by the Roraima and Amazon National Forest, a surface estimated at 2.664.685 and 1.573.100 hectares respectively.

Presidential Decrees Nos. 97.545 and 97.546 of 1 March 1989, which created the Roraima and the Amazon National Forests respectively, assigned to them as social goals to set up a supplementary space in order to dampen the shock resulting from cultural differences existing in the region. Due to these Decrees, the Yanomami are assured preferential use of the two national forests in which entrance, passage or residence of third parties, or exercise of any activity, without previous authorisation from the FUNAI and the Brazilian Institute of the Environment and Renewable Natural Resources, are prohibited.

In adding up the above-mentioned forest surfaces and the Pico da Neblina National Park (6,109,785 hectares) to the indigenous area (2,226,844 hectares), it can be noted that the Yanomami population has available to it the preferential or exclusive use of a territory of 8,336,629 hectares.

The FUNAI is aware of the problems concerning the invasion of lands traditionally occupied by the Yanomami and wishes to continue to protect the indigenous population and to expel invaders found in these areas. As soon as the invasion by the *garimpeiros* of the Pico da Neblina zone occurred at the end of November 1988, on the border of Brazil and Venezuela, the FUNAI, in co-operation with the Brazilian Institute for Forest Development (BIFD), took actions for the recovery of this property before the Federal Justice of the Judicial Sections of the Amazonas in order to obtain preliminary measures to ensure the retreat of the invaders of the National Pico da Neblina Park and the indigenous Maturacá area. Judicial measures concerning the indigenous areas of Paapiu, Catrimini and Demini have been proposed and are still awaiting the decisions from the competent judicial authorities. The federal police, at the request of the FUNAI, began an operation of expulsion in the area situated on the border of the Catrimini river on 7 January 1989.

The penetration of the indigenous zone by certain people, whether nationals or foreigners, or non-civil servants of the FUNAI depends upon the previous authorisation of the presidency of the FUNAI and is regulated by the FUNAI Decrees PP.745/88 and PP.1032/88 of, respectively, 6 July and 23 August

1988. There exists, as a result, restrictions on entry into these zones and a legal basis for expulsion of intruders.

Based upon the information received on site by the technical teams organised by the FUNAI to verify the level of contracts between the Yanomami and the national society, it can be observed that there is practically no contact in the villages around the Toototobi, even those which were close to the missions which were made the object of investigations.

The indigenous are structured in nuclear families, with a division of labour between the sexes. They live on hunting, fishing, gathering, subsistence agriculture and also, in some cases, collecting of rubber gum. The craftsmen which are commercialised by the Toototobi mission and by the FUNAI should also be mentioned.

Formal education is, for the most part, undertaken by the missionaries but the FUNAI recognises the necessity of rapidly setting up bilingual education.

In the 120 villages registered by the technical teams of the FUNAI, in consultation with the indigenous population, it has been noted that many Yanomami groups aspire towards better production conditions. The FUNAI wants to respond to the requests of these groups in this direction.

Finally, it is important to mention the positive effects upon the Yanomami population of the programme "Our nature" which is currently in its final phase. The programme provides for the revision of legislation concerning the exploitation of mines and the use of chemical substances as well as modification of the criteria for tax benefits, official credits and public investments in the Amazon. The programme also provides for the creation of new forest reserves; the definition of special policies to control and repress activities of predators in the areas, including the reinforcement of the local FUNAI structures; and an education programme on the environment at the national level. Furthermore, this programme proposes complementary measures on the economic occupation of the central west region in order to deflect the migration currents which converge presently near the Amazon, as well as the improvement of judicial machinery and police machinery in these areas.

With regard to the point made in the observation by the Committee of Experts concerning indigenous populations in the frontier areas (paragraph 11), the Government states that the Brazil-Colombian Tabatinga-Apaporis project (the only one which has been established with a neighbouring country) has already begun to be implemented in order to respond to the basic needs of the Tukuna populations of Alto Solimões. Other projects are currently being discussed with other countries.

With regard to paragraphs 12, 13 and 14 of the Committee of Experts' observation, the Government indicates that no authorisation has yet been granted by the National Congress in relation to the provisions of article 231, paragraph 3 of the Constitution. This is due to the fact that the regulations of this provision are presently being examined by the Congress. It is also necessary to point out to this effect that, by virtue of this constitutional provision, Decree No. 88.985/83 is suspended. As regards this point, the Government confirms the information contained in the observation according to which a great number of requests for prospecting and exploiting of indigenous land have been received by the National Department for the Production of Minerals (NDPM). The Government states, however, that a large number of these requests have been authorised. There are only 16 authorisations for the exercise of activities concerning extraction of minerals from indigenous lands and, in conformity with article 231, paragraph 3 of the Constitution, these authorisations are suspended.

Finally, with regard to paragraph 15 of the Committee of Experts' observations, the Government states that there are no concrete measures in force to apply the provisions of article 231, paragraph 6 of the Constitution. This matter is being considered in the National Congress, and is being attentively followed by the FUNAI, which has presented a number of suggestions and proposals on this point.

In addition, the Government representative referred to the detailed information which had been supplied by her Government in reply to the observations of the Committee of Experts.

The Worker member of the United Kingdom recalled the discussion of this case in 1988, when the present Committee had held out a faint hope that the situation might have improved marginally. In fact it had gotten worse, with violence and crime committed against the Yanomamis having reached an unprecedented level of brutality, surpassing even their decimation during the period of construction of the Northern Perimeter Highway in 1975. Now the problem was the gold miners, who by the end of 1988 were entering into Yanomami lands at the rate of over 100 miners per day. Airstrips had been built everywhere, and there were now between 30,000 to 40,000 gold seekers in the area. Nothing stated by the Government had given any indication that the situation would improve. Although the present Committee had been told both this

year and last that some effort was being made to remove the prospectors, the speaker doubted that any attempts at all were being made. There was indeed some confirmation that both local FUNAI officials and the police themselves were joining in the madness of the gold rush. The speaker referred to a delegation from a group ("Action on Citizenship") formed by members of Congress and representatives of civil institutions in Brazil which had visited the area in June 1989. The delegation had been appalled, finding the Yanomami region completely overrun by gold prospectors. The Government had referred to attempts to allocate land to the Yanomamis, but the land was in 19 separate small areas within the Yanomami region. If the Government could not protect a whole area, he wondered how could it protect these separate areas from the gold miners' incursion. The problem was not one of legislation. The Committee of Experts had noted with interest the adoption of the new Constitution. Despite the existence of legal instruments, nothing was happening. It was not health plans or arts and crafts arrangements that were needed; it was the expulsion of the gold miners who were robbing and killing, despoiling and polluting. The root cause needed to be addressed. He hoped the Government would be able to report on steps taken to end what amounted almost to genocide. If the Government continued to do nothing, it would end up committing a crime which would subject it to reproach and disgust from the entire world.

The Workers member of Brazil, referring to the situation of the Yanomami, said that they were a particularly fragile population which should be protected before they disappeared. He said that the repeated promises of the Government that the lands of the Yanomami would be adequately defined had not been kept, even though the National Indian Foundation (FUNAI) had admitted the need to protect this group of people from the invasion of their territory. In 1987, as a direct result of the passivity of the authorities, a massive invasion of Yanomami lands began on the part of individual miners (*garimpeiros*) in the face of indifference by the federal government and the territory of Roraima. It was now estimated that there were around 45,000 individual miners in Yanomami territory; they gained access to indigenous territory by landing strips built for the Calha Norte project. The speaker noted that in April 1987, army officers promised the Yanomami that the Calha Norte project would guarantee the inviolability of Indian territory, would preserve the natural resources and provide medicines and medical assistance to the indigenous population. The reality today was quite different. The ranks of the Yanomami were being depleted by direct conflicts with the individual miners and by the diseases they carried. Doctors who had cared for the indigenous populations and who had linguistic and anthropological training were expelled from the area; only the army, FUNAI officials and individual miners were allowed access to the Yanomami territory; because of this, it was impossible to obtain precise information on the number of dead and sick.

The speaker referred to the Government's report, which had indicated the efforts made to expel the individual miners from the region of Pico da Neblina in the State of Amazonia; this had been a small-scale operation affecting a small number of individual miners, whereas the majority of them were in the centre of Yanomami territory, where no evacuations had taken place. There had been testimony that FUNAI officials and members of the military police in the territory of Roraima were involved in mining activities.

The Worker member of Brazil indicated that the individual miners could be expelled simply by controlling the supply of fuel for airplanes transporting them and by closing the landing strips located on indigenous lands. Although the Government repeated its promises to have the individual miners withdraw, the Minister of the Army had stated that such an operation was almost impossible.

The speaker referred to the statement made in 1988 by the Government representative to the present Committee saying that the integrity of Yanomami territory would be respected, in accordance with Brazilian legislation and Article 11 of the Convention. Yet in its report for this year the Government had revealed that the Yanomami territory had been divided into 19 separate areas, comprising less than one-third of the previously defined area. This fragmentation of Yanomami land was contrary to the provisions of Article 11 of the Convention and of paragraphs 2 and 4 of article 231 of the Brazilian Constitution. This division of the Yanomami land made border patrol extremely difficult and created an incentive for new invasions by individual miners. This Government decision had been denounced by various international organisations as an act of genocide. There was clear proof that this policy was highly prejudicial to indigenous territorial rights. The same thing as had happened to the Yanomami, from whom the Government had taken away 70 per cent of their land had also occurred in the region of Alto Rio Negro in the State of Amazonia and in the State of Acre, where the Government had marked off small areas called "indigenous colonies", and reduced the area of

traditional territory for the indigenous. All of these cases affected indigenous lands located in border areas.

The Employers' members, recalling the discussion of this case in June 1988, stated that the principle change since that time had been the adoption of the new Constitution in October 1988. The Government had now provided a considerable amount of information orally and in writing, but the volume of the material made it difficult to digest and examine. The key question was whether or not these new constitutional and statutory provisions effectively implemented the Convention. Although it was not up to the present Committee to engage in a detailed examination, the issue in relation to the 15 points raised in the Committee of Experts' report was whether or not there was effective protection of indigenous peoples. The Employers' members hoped for swift implementation of the constitutional provisions, if they indeed constituted progress in this area, so as to achieve compliance with the requirements of the Convention.

The Workers' members stated that, regarding the question of indigenous and tribal populations in Brazil, the eyes of the world were turned on the ILO. They expressed their fear that the fixing of boundaries on lands in Brazil was in fact an operation aimed at reducing the area available and at ending up with a type of camp. Moreover, the colonists and prospectors were left to do as they pleased; torturing and killing continued – these were the facts. Not only was the protection of indigenous populations insufficient; this was allowed to go on, it was tolerated, and there had even been unauthorised actions on the part of the authorities. The situation was very serious and the uncontrolled exploitation of riches was continuing unshackled.

The Workers' members therefore had the impression that bodies such as FUNAI were not adequate for resolving the problems. They also called attention to the danger of continuing merely to discuss this case each year; this was all the more so when between two sessions serious new facts which could not be tolerated for long had emerged, facts which would be referred to the present Committee.

Another Government representative indicated that Brazil today found itself in the vanguard, with the new Federal Constitution devoting an entire chapter to indigenous populations. Without wishing to engage in a confrontation with the Worker member from his country, he wished to place the question in the context of measures taken by Brazil in relation to the situation of the indigenous. He stated that in the brief period of three or four years, Brazil had increased the area of indigenous land with fixed boundaries from 12 million to 43 million hectares. This meant an increase of 250 areas out of the overall goal of 500 areas. Contrary to what had been said about the matter involving the Yanomamis, the provisions of the legislations had been scrupulously respected, and the marking of boundaries had been carried out. It should be borne in mind that the marking of boundaries in the Yanomami area had been done pursuant to the legislation and article 231, paragraphs 1 and 2 of the Federal Constitution.

As regards incidents of occupation of Yanomami areas by individual miners, it had to be said that this phenomenon was occurring in many non-indigenous regions as well, and not only in the Yanomami territory. In respect to Yanomamis, special efforts had been made, such as the evacuation of the occupiers in Pico da Neblina and more recently in Ava Canoeiro in the State of Goias. Thus the Government had a firm resolve to withdraw the independent miners from Yanomami areas. The Government had submitted information to the Office which specifically explained its plan of operations in this connection.

In relation to any possible participation of FUNAI officials and the military gold-prospecting in indigenous areas, the speaker stated that they were individual and isolated cases that are in no way supported by the Government.

Turning to the exclusivity of FUNAI activities in indigenous zones and the allegations of expulsion of missionaries from Yanomami lands, the speaker indicated that the legislation required permission from FUNAI to enter indigenous areas; this measure formed one of the proposals for modifying this Convention with the aim of avoiding invasion of indigenous lands. The speaker also indicated that the execution of the Calha Norte project was intended to strengthen the presence of the national authorities in this area and to bolster action by FUNAI. Thus the military authorities were in no way acting contrary to the interests of the indigenous population, but rather were supporting them. The Brazilian Armed Forces had historically had a supportive attitude towards indigenous peoples.

The speaker hoped that this information would clarify the most important points. His Government remained open to giving full implementation to the provisions of the Convention by providing increasing support to the indigenous populations.

The Government representative who had spoken first added that the Government had taken note of the points expressed during this discussion and of the attitude of openness regarding con-

sultations. She also requested that the Regional Adviser on Standards, when he visited Brazil, be accompanied by an expert from the Organisation who could assist in achieving better implementation of the Convention and in carrying out consultations.

The Worker member of Brazil wished to clarify that the progress achieved in the Constitution was due in large measure to the efforts expended by indigenous organisations, since there had been considerable opposition on the part of some authorities during the discussion of the draft Constitution. He also stated that the Yanomami population was a sensitive, semi-nomadic one; the fragmentation of their territory would not permit them to maintain their traditional way of life, which depended upon contact between populations for purposes of marriages, exchanges of food, etc. Now the Yanomami were being faced with a situation which would not allow their survival in the medium or long term.

The Committee took note of the Committee of Experts' report and the written and oral explanations provided by the Government representative. It welcomed notable improvements in the legal situation with the adoption of the new Constitution. However, the Committee expressed its continuing concern over the remaining problems, particularly in relation to the Amazon area, the establishment of the Yanomami Park and the provision of medical care for indigenous peoples. The Committee also stated its concern over the slow progress made in marking the boundaries of territories reserved for the indigenous populations. It regretted the fact that prospectors were still able to invade the reserved areas. In view of these problems, the Committee urged the Government to take swifter and more effective measures in order to bring its law and practice into conformity with the provisions of the Convention. The Committee stated that it would welcome a request by the Government for ILO assistance for this purpose.

The Workers' members insisted on adding their hope that the Committee would be in a position next year to note effective and constructive changes in regard to genuine protection for the indigenous populations and stiff penalties imposed upon prospectors and colonists. If this were not the case, the Government would have to face other measures by this Committee.

Convention No. 111: Discrimination (Employment and Occupation), 1958

German Democratic Republic (ratification: 1975). A Government member reaffirmed his Government's adherence to both the letter and the spirit of the Convention. It considered strict adherence to this Convention to be of the utmost importance, and had always done so. This was evidenced by the fact that his country had ratified this Convention at about the same time it had joined the ILO. Article 20 of the country's Constitution clearly reflected the requirements of the Convention by providing that all citizens enjoyed the same rights and obligations, irrespective of nationality, race, religious or other conviction or social origin.

The entire legal structure of the country, including the Labour Code, was based upon the Constitution. The Labour Code was a fully binding set of provisions, which had not been questioned by the Committee of Experts in relation to application of this Convention.

Every able-bodied citizen had the right to be employed, to exercise a vocation and to receive training. It was very important, in view of the geographical, economic and demographic position of the country that it make the best possible use of its workforce. This was necessary in order to promote economic growth and to finance its social programmes. These social programmes included the promotion of full employment for men and women, and also promoting employment for handicapped citizens and senior citizens.

The comments of the Committee of Experts were directed to the terminology of the legislation rather than to discrimination in practice. Legislative statements relating to political awareness, consciousness and qualifications were intended to emphasise the professional and social obligations of the individual – they did not mean that supporters of one political opinion would be given preference over others in relation to access to training or the exercise of certain vocations. This was certainly not done in the pharmaceutical industry and the teaching profession. As regards universities and specialised schools, admission depends neither upon political or religious belief. There were many non-Party members in the universities. Applicants for higher and specialised studies were rejected on a number of grounds – for example, insufficient performance, not meeting the appropriate requirements in a particular field, full quotas and not being suitable for the profession in question.

In 1988, all of the relevant state bodies had examined the report of the Committee of Experts and other material from the ILO. This examination had included consideration of the main

reasons for the Experts' comments. All of the bodies concerned stressed that discrimination was not permitted within their area of responsibility. There was unanimous recognition that some of the legislation contained terminology which was ambiguous, and which could give rise to differing interpretations. Clearly, this was what had given rise to the reservation expressed by two Experts in their most recent report.

Regarding the legal provisions mentioned by the Committee of Experts, there was a difference between the Government's position and that of the majority of the members of the Committee of Experts as to the meaning of the terminology used. This was not regarded as a minor matter, which could simply be brushed aside. The primary cause of this misunderstanding was the use of generalised terms in the legislation. This problem was not insuperable. The Government contemplated elimination of these misunderstandings on the basis of the continued dialogue with the ILO and the Committee of Experts.

In the field of vocational training, the directive of 8 February 1973 on special studies for leading functions in vocational training, mentioned in the Committee of Experts' report, had since been replaced by the directive of 18 August 1988 on postgraduate studies of the "Theory of directing vocational training", which avoided the use of terminology which had given rise to misunderstanding by the Committee of Experts. The speaker reiterated the Government's willingness to engage in dialogue with the ILO, and to report the results of such dialogue and any further developments, in due course.

The Workers' members welcomed the fact that there was a willingness to engage dialogue, and to search for solutions. There had been difficult discussions at certain times concerning the application of this Convention. Things had evolved since then. They understood that in some countries with certain political systems the need was felt to control the filling of certain jobs. They were not saying that they totally accepted this, but they did understand. But it was going too far to generalise such control on the basis of a political conviction.

It was detrimental even to the economic life of a country for managers, engineers, foremen, etc. to be judged, promoted and given opportunities according to their political outlook. That was contrary to the Convention, and very unfortunate for the country.

Problems had been found to exist and, as the Government representative said, there could still be misunderstandings. They would arise because there were still provisions in place which suggested that in order to obtain certain posts it was necessary to have a certain political outlook. Because the legislation was there, it was legitimate to assume that that was the situation which existed. That was what had been called a misunderstanding. To eliminate such misunderstandings, certain terms in the legislation must be removed.

They were still concerned at the fact that an organisation responsible for the application of the objectives of a political party played an important role in the evaluation of some of the criteria in the areas of education and training, as well as employment. This was a practice incompatible with the Convention.

They always recognised the value of dialogue in relation to such matters, even in the absence of information on concrete action taken or envisaged to give effect to the Convention. They hoped that it would be possible, also to avoid misunderstandings, to eliminate the use of unfortunate terms and language, and to do something also about actual application in education and employment. They hoped that with the next report, improvement would be noticeable with a view to the full application of the Convention.

The Employers' members recalled that in this case the present Committee was concerned with discrimination on political grounds in education, training and employment. The problems were not new in relation to the country although they had not yet been discussed often. The last discussion in the present Committee has resembled a dialogue of the deaf. While this had changed, the substance had not, since the laws at issue dated back to the early 1970s. They had, however, been detected rather late, and this might be related with the way in which the Government had fulfilled its obligation to report.

The provisions in question had a very broad field of application, covering numerous professions and activities. Thus, the words used in the legislation had not been included by accident. Rather, they were part of a systematic approach to questions which appeared of great importance to society. The coverage of the legislation ranged from access to higher education establishments to relatively modest activities such as instructing learner drivers. The legislation also applied to numerous employees of state bodies and institutions.

Similarly, the discrimination in question manifested itself in different ways. It was not dependent on, or limited to, a single criterion, but often based on a number of different requirements and positive political attitudes that had to be met. By way of

illustration, reference was made to a provision which required "unconditional faithfulness to the working class and its Party and to Marxism-Leninism, uncompromising fight against all manifestations of bourgeois ideology, and partisanship". Under another provision, even the contribution of parents to building socialism could be decisive for the access of children and young persons to education and employment. This was a very serious matter. Thus, there was a dense network of provisions through which nobody could slip unless he was meant to. They noted that the Government representative, while passing over these objectionable provisions, had referred above all to the normal selection criteria that were relevant to vocation, education, etc., such as aptitudes or preparation for certain activities. But that was not the point at issue.

The Employers' members disagreed with the Government representative's view that the terms used in legislative provisions were not quite clear. The terms of the legislation were unequivocal and could lead to discrimination. The Government representative had said that some of the terms which had been criticised could be eliminated, and indeed that some had already been removed. This sounded very positive, but it remained to be seen whether the necessary amendments were envisaged in all fields mentioned by the Committee of Experts and whether they would actually be made, and when. Furthermore, it was even more important to look at what actually happened in practice, at what happened in the past and at what was to happen in the future. They could not imagine that in a German State certain provisions would not be strictly applied, and that they would not shape the reality, if their content required a specific political outlook. For all of these reasons they were, like the Committee of Experts, concerned about the application of the Convention in the German Democratic Republic. It would be most welcome if the Government representative would go beyond the very cautious hints made so far and announce more substantial steps towards the elimination of provisions which discriminate on political grounds and in particular, that such provisions would no longer shape actual practice.

The Government representative first reiterated that the provisions in question did not constitute discrimination, but that they were rather designed to give effect to the country's Constitution. He also rejected assumptions that the Government had not submitted its reports on this Convention. He could not say whether they had always been submitted altogether on time, but they had certainly been submitted.

He had to be very cautious about the changes which might take place in the future. However, the right path would be to define more precisely what was sought, namely, employment according to qualifications and access to studies according to ability, in the sense he had outlined here, so that those concerned would probably be able to make better use of these provisions. It was already clear that the legislation would be further amended to this end, and he had been given some clear and positive signals in two instances, but he was unable to be more specific at this stage. It was, however, also necessary to examine in greater depth the real situation; the Government was prepared to supply further details, and it was also very interested in improving, more generally, co-operation with the ILO so as to facilitate conceptual clarification of practical problems through the exchange of information.

Finally, he pointed out that the Employers' members had been quoting from a resolution of the Party rather than from legislation. There were significant differences between such resolutions and the law.

The Employers' members indicated that they had not expressed an assumption that the Government had not punctually submitted reports. Rather, they were concerned about the content of those reports since provisions concerning access to training and to employment were relevant to the Convention and should perhaps have been mentioned and included in the reports. Regarding the quotation from a Party resolution, legislative provisions exist which call for strict implementation of such resolutions; in that these were surely followed by a large number of people, it was not difficult to link them to actual practice.

The Committee took due note of the information and detailed explanations supplied by the Government representative, and of the discussion which had taken place. The Committee noted that the conclusions of the Committee of Experts showed that there was no indication of any action taken or envisaged to introduce in certain statutory, administrative and other provisions in operation in the field of employment, occupation and training, the amendments necessary to permit the implementation of a policy which would be in conformity with the Convention.

The Committee took due note of the preparedness of the Government to engage in dialogue and to pursue its contacts; the Committee hoped that the Government would re-examine, in this spirit, these questions in the light of the comments of the Committee of Experts with a view to taking appropriate measures to en-

sure the conformity of legislation and administrative practice with the requirements of the Convention.

The Committee expressed the hope that the Government would be in a position to indicate, in the near future, that measures had been taken which would enable it to note substantial progress.

The Government representative indicated that he agreed with the conclusions, apart from the assertion that the practice in the German Democratic Republic did not comply with the Convention. Consequently, he entered a reservation on this point.

The Worker member of the German Democratic Republic shared the view of the Government representative and associated himself with the reservation expressed.

Federal Republic of Germany (ratification: 1961). A Government representative stated that at the last International Labour Conference, the Government had expressed the hope that an in-depth dialogue would take place on this case before the present Committee. This Committee had indicated that it was necessary to seek solutions with all the parties concerned. In fact, the Commission of Inquiry of the ILO had indicated in the last chapter of its report that "extensive consultations with various authorities and other interested parties will be required to determine the measures to be taken and that the time within which the necessary decisions can be taken will also depend on the nature of those measures." Following on these requests from the supervisory bodies and notably on the recommendations of the Commission of Inquiry, the Government had made contact with the Länder, with the social partners and with the International Labour Office. Consultations with the leading associations of employers, of public servants, of employees and of workers had taken place at the expert level in October 1988 and were continued at a higher level in May 1989. The Länder were informed by the Government at the beginning of November 1988 and in May 1989 about the situation and about the tenor of discussions with the bodies of the ILO; in particular about the recommendations of the Commission of Inquiry. There had also been a discussion with the International Labour Standards Branch of the ILO at the end of 1988. All these consultations, deliberations and discussions showed that the Commission of Inquiry appeared to have judged the situation correctly when it stated in its report that consultations would be wide-ranging and that a fixed time-table was not possible for the action to be undertaken by the Government in this matter.

The efforts made by the Government to clarify the matter, notably the intensive study of the report of the Commission of Inquiry, had highlighted a number of questions relating to the recommendations of the Commission of Inquiry. As the Commission of Inquiry had itself noted, the question was extremely complex and did not lend itself to easy solution. Evidence of the complexity of the matter also appeared in the actual report of the Commission of Inquiry, since the latter was not unanimously adopted, but only by a majority of 2 to 1, which was a first in the annals of the ILO. The member of the Commission of Inquiry who opposed the majority vote had done so on a central point, not on a secondary point, a fact which had remained significant since the report of the Committee of Experts based itself expressly upon the report of the Commission of Inquiry and required the implementation of the recommendations of the latter.

The Government had shared, and continued to share, the minority opinion and considered that in a supervisory process based upon dialogue all views had to be given their due value and should be taken into consideration; in fact, this had been shown in the present case.

In its recommendations, the Commission of Inquiry had stated that "[The principle of proportionality] implies ... that public servants should be subject to no greater limitations in the enjoyment of rights and freedoms accorded to citizens in general than can be shown to be necessary to ensure the functioning of the institutions of the State and of public services." The Government considered that a series of questions and observations followed from this affirmation: the principle of proportionality was part of the rule of law and had a constitutional rank in his country; in a general way, the public servant enjoyed the same rights and freedoms as other citizens, the difference being that it was his duty to support actively fundamental human rights as well as the structures which guarantee them, for example, the multi-party system, the independence of the courts and free elections.

This duty was based directly on the Constitution and was part of the concept of militant, self-defending, democracy, the principles of which are upheld by the whole population, including the social partners. Although the elevated rank accorded to such a duty in relation to basic rights and to human rights was perhaps not considered necessary in other countries, in view of historical events in his country it had been indeed appropriate to lay down in the Constitution the duty of public servants actively to uphold at all times the free democratic basic order. Consequently, the

unavoidable question arose of the attitude the State should adopt towards a public servant who, instead of protecting human rights and freedoms, was actively pursuing their elimination. In such a case, was there a conflict with the right to freedom of political expression? The higher courts as well as the Federal Constitutional Court had denied that this was the case and, for its part, the European Court of Human Rights had indicated that the duty of the public servant to protect human rights and freedoms did not restrict his or her own right to freedom of expression. In that instance, the Court had ruled not only on a question of competence but also on the substance itself.

The Commission of Inquiry had stated that the actual attitude and the functions of each public servant had to be taken into consideration.

As to the first point, the implicit assumption that in the Federal Republic there might be judgements not taking the individual case into account questioned the foundation of the rule of law (*Rechtsstaatlichkeit*) in force. The requirement of individual examination of cases was an important element in the rule of law which also had a constitutional rank and the decision of a court which had not taken the individual case into account would not be confirmed by higher courts and, in particular, by the Federal Constitutional Court. As regards the whole set of problems in this context, the Government requested the Committee of Experts to examine them once again in detail.

As to the differentiation in functions, the Federal Constitutional Court had stated in 1975 that the duty of the public servant to be faithful to the free democratic basic order applied to all public servants, regardless of function. This decision was binding upon the Government, which could not therefore differentiate according to function on this question of faithfulness, and which would come into conflict with the highest court should it decide to submit a Bill along these lines to Parliament. The opinion of the Commission of Inquiry, according to which the duty of faithfulness could be regulated by a federal law was therefore unjustified. On this essential point, further in-depth dialogue should also take place with all interested parties.

The Commission of Inquiry had stressed that practice in the various Länder varied as far as the verification of faithfulness was concerned: for this reason, it had mentioned the procedure adopted in certain Länder in which in its opinion the faithfulness of applicants to the public service was assumed and activities within legal political parties were not considered incompatible with faithfulness to the Constitution. The Commission of Inquiry seemed to consider this procedure was a possible way of bringing practice into conformity with the Convention. In this respect, it should be noted that the practice of systematic verification of faithfulness had been abandoned in certain Länder and had no longer been applied at the federal level, including in the postal and railway services since 1979, and that the Land of Schleswig-Holstein had recently abandoned this practice. Nevertheless, the Federal Constitutional Court had noted that systematic verification was an adequate way of establishing an applicant's faithfulness to the Constitution and this practice was therefore still in use in certain Länder. The supervisory bodies seemed to assume that the federal Government should take measures to eliminate the practice of systematic verification in these Länder as well; however, owing to the federal structure, the Government did not have jurisdiction over this subject. It was for this reason that, in 1972, the Government and the Länder had adopted a joint declaration and not a federal Act.

In its recommendations, the Commission of Inquiry had also indicated that activities in favour of legal political parties should not be considered as being incompatible with faithfulness to the Constitution. The higher courts, including the Federal Constitutional Court, have consistently considered that an official breached the duty of faithfulness if he or she engaged in activities on behalf of a political party which pursued aims hostile to basic human rights incorporated in the Constitution, even though the party had not been formally prohibited by the Federal Constitutional Court. In relation to other citizens, a public servant had a greater duty of faithfulness to the fundamental principles of the Constitution. The concept of "legal" used by the Commission of Inquiry called for an interpretation; in fact, the prohibition of a party by the Federal Constitutional Court presupposed the filing of a claim in the formal sense by the Federal Government, which could have good reasons for not lodging such a claim; it might appear wise not to force extremist political parties into clandestine activities. It would be desirable if the Committee of Experts could address these matters in its next report. Of course, the decisions of the Federal Constitutional Court and the decisions of the European Court of Human Rights were not binding on the supervisory bodies of the ILO but that Court did deal essentially with fundamental rights – the same rights as set forth in the present Convention; the decisions of these Courts, which were competent in matters involving human rights and fundamental freedoms, should at least

amount to the basis for a dialogue at all levels of the supervisory machinery of the ILO.

In conclusion, the Government representative stated that the discussion on the analysis of the report of the Commission of Inquiry should continue at all levels and the recommendations should continue to be examined in relation to their applicability. The Government was willing to continue the dialogue on the political level with the principal representatives of trade unions, associations of officials and employers, in that way also following up on a proposal made by the German Confederation of Trade Unions. The Government would ask the Länder to participate in their efforts and would assume that trade union organisations and employers' organisations and employers' organisations would make contact with the Länder authorities, which would lead to a better understanding of the situation. The Government requested the supervisory bodies to examine the questions it had raised, and which the Government would set forth more specifically in its next report. In that report, the Government would indicate in detail all results which had been forthcoming. Advantage should be taken of the opportunity to continue the dialogue.

The Worker member of the Federal Republic of Germany stated that the Committee of Experts had justly and objectively outlined the development of the situation since the discussions which had taken place in the present Committee in 1988. After an in-depth discussion, the present Committee had expressed in its conclusions the hope that the federal Government would examine the situation again in consultation with the workers' organisations and the employers' organisations and would adopt appropriate measures to overcome the existing difficulties, taking due account of the recommendations the Commission of Inquiry formulated in 1987, as well as of the discussion within the Conference Committee. The present Committee had regretted that the Government did not agree with the conclusions of the Commission of Inquiry, whilst also pointing out that this did not detract from the validity of its conclusions. Since then, on two occasions discussions had taken place in which the German Confederation of Trade Unions had participated; however, regrettably, the Government had not changed its position of principle, which was not to recognise the conclusions of the Commission of Inquiry. The German Confederation of Trade Unions remained ready at all times to take part in discussions in order to overcome the existing difficulties and to put national practice into conformity with the provisions of present Convention. However, it could not and would not discharge the Government of its responsibility, which was to observe the recommendations of the Commission of Inquiry. The present Committee was not the appropriate place to discuss, once again, the situation in practice and the situation in law. If the Government was looking for confirmation of its legal point of view, it should address itself to the International Court of Justice, which was the only competent body to change or to lift the recommendations of the Commission of Inquiry. The Government considered it was prevented from changing its practice by national laws and court decisions. However, the national laws and decisions could not discharge the Government of its obligation to give effect to the provisions of the present Convention. The Government had to pursue a national policy which guaranteed respect of the Convention and it had to abstain from anything which might favour, or even make possible, non-respect of the Convention. The practice followed by the federal Government, by the federal postal and railway services, as well as by certain Länder (which had been criticised by the ILO supervisory bodies) was not the only possible practice, since it was on the basis of existing law that other Länder had adopted a practice in recruitment and verification matters which was in accordance with the Convention; these Länder would henceforth include Schleswig-Holstein, following the electoral victory of the opposition party. The change in practice following from changes in parliamentary majorities in certain Länder demonstrated how simple it would be in the Federal Republic of Germany to put current practice which, according to the unanimous declarations of the supervisory bodies did not comply with the Convention, very rapidly into conformity with the Convention. In fact, if the legal constraints invoked by the Government to maintain its practice actually existed, they would have to be valid in these Länder as well. The supervisory bodies of the ILO could not proceed to interpret the decisions of German courts; but if these decisions were to become an obstacle to the application of the Convention, this would in no way modify the compulsory character of the said Convention. In reality, it might be that current national court practice did not prohibit the Government from pursuing its own current practice; but in no way did case law require the Government's current practice. The Government had to change its practice and it had to state here that it was ready to do so. If not, it would have to submit the matter to the International Court of Justice.

If, however, the Government were ready to put the process of verification of applicants to the public service into conformity with

the provisions of the present Convention, the German Confederation of Trade Unions had already made a number of specific proposals within the framework of the national discussions which had taken place. These proposals would require: that the systematic verification with the Office for the Protection of the Constitution be abandoned at the federal level and in all the Länder, thus following the procedure adopted by certain Länder; the establishment by a federal law of a procedure which would simultaneously take account of the legitimate interests of state security and the prohibition on discrimination contained in article 3, paragraph 3, of the Constitution, as well as the provisions of the present Convention; such a standard would have to emphasise the need for strictly individual examination as well as the obligation to take account of the principle of proportionality of means to be put into effect; and that an end be put to excessive officialdom in the public service, so that more applicants for jobs in the public service can be recruited as employees covered by labour law and not as officials tied by the duty of faithfulness.

The proposals of the German Confederation of Trade Unions showed in a constructive manner that the Federal Government could make better use than it had up to now of its wide discretionary powers within the national legal framework. The same applied to those Länder which still gave cause for criticism in this respect. Although the Federal Government could not give orders to the Länder, it did, however, represent the State before the International Labour Organisation and was responsible for the application of standards in the whole country.

The representative of the World Federation of Trade Unions (WFTU) referred to the continued non-application of the present Convention in the Federal Republic of Germany, as regards workers in the public service, and stated that the practice of job bans (*Berufsverbote*) had been going on for 70 years. It indiscriminately affected public sector workers in certain federal States, whether they were applicants for a public post or were already in post. It was not just a case of employment in the public service; which is generally recognised as coming within the discretion of the Government because they concern the highest levels of the political and administrative machinery which touch upon the functioning of the State, rather it affected all public officials, regardless of their functions. These practices were occurring in a great country which called itself free and democratic and respectful of international law, whereas in fact they violated Convention No. 111 on a systematic and massive scale as regards recruitment, prolongation of service and termination of public officials and applicants to the public service. In conformity with article 26, paragraph 4, of the Constitution of the ILO, the Governing Body had set up a Commission of Inquiry which had presented a report in 1987. The Government had not accepted its conclusions and whilst refusing to conform with the recommendations of the Commission of Inquiry, it had not wished to take the case before the International Court of Justice and still refused to do so. The speaker recalled the representations made in 1979 and 1984 by the World Federation of Trade Unions by virtue of article 24 of the Constitution. Although the people affected by this practice might consider the lapse of time since the beginning of the procedures rather long, they had to place their confidence in the supervisory machinery, and had to respect it. The establishment of a Commission of Inquiry was a last resort in cases of continued violation, not a normal, every-day means in the supervision of the application of standards. All other procedures are suspended, including discussion in the present Committee. As regards recourse to the International Court of Justice or recourse, previously, to the Permanent Court of International Justice, few governments had employed this means of recourse. Governments were not pressing to seize the International Court of Justice on the interpretation of several thousands of ratified Conventions, contrary to what had been suggested by certain employers. The supervisory machinery set up by the ILO had proved its effectiveness, its objectivity, its impartiality and its independence, as well as its competence. The application of standards should be ensured through recourse to the supervisory machinery, dialogue, and technical assistance, if necessary accompanied by the support and advice of qualified experts whom the ILO made available to its constituents. This pre-supposed good faith and good will on the part of governments.

The Government of the Federal Republic of Germany did not abide by the recommendations of the Commission of Inquiry, indeed it persisted in its refusal to follow them. Since the recommendations had been adopted, new cases of job bans had been cited. The speaker said he held an open file of about 40 cases recently opened against public service workers, which he would hand over to the ILO. It was a cause for concern that these practices continued in spite of the recommendations of the Commission of Inquiry. The Government was thus challenging the ILO, its Governing Body and the supervisory bodies, as well as the trade union movement whose opinions, as expressed in the course of the consultative process at the national level, it refused to take

into consideration. Trust had to be placed in the action of the German trade unions and of all democratic people in the country, to ensure that the practice of job bans was eliminated, as this was political discrimination, which was contrary to the international standards relating to human rights. Certain Länder had already started on this road and so practice was not uniform; incidentally, this had created discriminatory situations between the public service workers from one Land to another. The speaker was of the opinion that, according to the current Federal Government, the present Convention was incompatible with the Basic Law. However, the latter accepted as a standard of domestic law the principles of international law, one of which resided in the compulsory nature of the Conventions freely ratified by States, and their application in good faith. No international court had ever admitted that States might hide behind own internal standards, whether constitutional or legislative, and behind court decisions so as to avoid fulfilling their obligations under the Conventions. No doubt the Government did not have absolute confidence in its own interpretation, for in that case it would not have declined the opportunity to have it confirmed by the International Court of Justice. The speaker contested the Government's figures on the number of cases of disciplinary action followed by dismissal which had actually taken place and stated that a filing system concerning hundreds of thousands of public officials and applicants to the public service had been set up, and included information identifiable by name on the opinions and political and philosophical allegiances of these persons, as well as on their trade unions and civic activities. Most democratic countries had prohibited, or very severely regulated, these files and investigations so that they could not be a breach of the rights and freedoms of all citizens. The mechanisms investigating and policing opinion were exercising a generalised pressure on the freedom of opinion and expression of a considerable part of the country's citizens. He referred to the European Convention on Human Rights and considered that, whilst that Convention had certainly wished to affirm certain basic freedoms, it had certainly not wished to prohibit the exercise of the rights and freedoms which it did not expressly mention. As far as the supervisory bodies of the ILO were concerned, it was a question of ensuring the application of Convention No. 111. In conclusion, he emphasised the serious nature of the case not only in relation to human rights which are specified in the present Convention on questions of employment and occupation, but also in relation to equally important public freedoms such as the freedom of opinion and the freedom of expression recognised in the covenants and conventions relating to human rights. The definition of a State governed by rule of law was not that it respected its own laws, but that it respected and put into practice the exercise of public freedoms for all, without discrimination. Freedom was indivisible. Attacks on the freedom of some persons or on certain freedoms were limitations on the freedom of all and an attack on all freedoms. This Committee should point this out in its conclusions, as well as the challenge presented to it and to the Commission of Inquiry and the Governing Body of the ILO. The latter should, in accordance with article 33 of the Constitution, examine as quickly as possible what should be done in this case. But the present Committee should not merely request the Government to provide a report next year; it should also request it to apply the present Convention and to stop its current practice. Conclusions appropriate to the extreme gravity of the continued violation of the present Convention should encourage the Government to implement the Convention fully in law and in practice, as quickly as possible, and taking fully into account the views of the German trade unions in this respect.

The representative of the International Federation of Free Teachers' Unions (SPIE-CISL) referred to the frequently very difficult personal situation in which persons found themselves when affected by measures taken in application of the duty of faithfulness and who could not be reproached for any actual default in their obligations. Some of these people had not been able to complete their training, others found themselves refused access to employment after years of training, hence the expression "job ban", and still others had been dismissed after long years of irreplaceable service, sometimes even more than 20 years, in teaching, in the postal service and in other parts of the public service. Dismissal procedures had continued since the adoption in 1987 of the report of the Commission of Inquiry, which had described the situation exactly and which had drawn attention to individual cases. In certain cases, the dismissed persons had had the benefit of their work-linked housing withdrawn or had had to pay back large amounts of money when their dismissal had been preceded by a period of suspended service: in the case of one school-teacher, the authorities had claimed the repayment of DM 150,000. This showed the speed with which the person concerned could see his or her material means of existence also become involved, after being deprived of his or her occupational life. And these measures had been taken since the previous International Labour Confer-

ence. The non-respect of international labour standards and of the supervisory system of the ILO was a cause for concern. The present Convention was one of the standards concerned with fundamental human rights. After an in-depth study of the facts and a full legal discussion, the Commission of Inquiry had noted that the Convention was not respected. This procedure was the most exhaustive of all in the supervisory machinery; it had not often been used in the 70 years of the Organisation's life and this was the first time that such a Commission had been set up as a matter of course by the Governing Body. The present Committee expected governments to put an end to the divergence noted by the Committee of Experts in connection with a ratified Convention; this carried even more weight in the case of the report by a Commission of Inquiry, set up by virtue of the Constitution of the ILO. If the Government continued to refuse to accept the recommendations of the Commission of Inquiry, a situation which was not acceptable, then it would have to appeal to the International Court of Justice. In this connection, it was worth recalling that in the past, in another context, the Government had already envisaged, before the present Committee, reference to the International Court of Justice. If it did not wish to proceed along that path, then it would have to be content with the recommendations of the Commission of Inquiry.

The Worker member of Finland, speaking on behalf of the Worker members of Denmark, Finland, Norway and Sweden, pointed out interesting similarities between this case and the case involving the present Convention in relation to the Islamic Republic of Iran. Both that Government and the Government of the Federal Republic of Germany were presuming that mere membership in certain political parties or organisations implied doubts about faithfulness to the constitution of the country, or that such membership was prejudicial to the security of the State, so as to justify exclusion from the public sector. The Scandinavian workers were glad to learn that the new government of Schleswig-Holstein had abandoned the so-called "Systematic inquiry" (*Regelanfrage*) practice; now, in that *Land*, loyalty to the Constitution was presumed unless there was specific evidence of an act contrary to that obligation. They found it strange that no change of attitude or practice had taken place with respect to the Federal Government or in the *Länder* of Baden-Württemberg, Bavaria, Lower Saxony and Rhineland-Palatinate. Although in the general discussion the Government had expressed its support for the supervisory machinery, finding it to be independent, neutral and objective, the Federal Republic of Germany was in practice calling the judgment of the supervisory bodies into question when it came to their own country's failure to apply a Convention. Yet all the supervisory bodies which had examined the case – the Committee of Experts, the present Committee and the Commission of Inquiry – had consistently reached the same conclusions. By opposing the conclusions of the Commission of Inquiry and the other bodies, the Government was behaving in flagrant contradiction to the ILO Constitution and the fundamental rules on which the supervisory machinery was based. The Government should either request an interpretation from the International Court of Justice under article 29 of the ILO Constitution or it should accept and implement those conclusions. No other option remained for an honest-minded member State of the ILO. Yet the Federal Republic of Germany had failed in both respects. Given the negative consequences of the Government's attitude for the legal rights of civil servants and the entire ILO supervisory machinery, the Scandinavian workers proposed that the case be mentioned in a special paragraph of the present Committee's report. The Government had kindly expressed its willingness to continue a dialogue with the trade unions in the Federal Republic of Germany and with the ILO supervisory bodies. However, this question had been discussed in the present Committee since 1981. After so many years of dialogue, it could be said that hope, meaning mere dialogue, was a good breakfast, but a bad supper. The Scandinavian workers further proposed that the present Committee should, in the conclusions on this case, invite the Governing Body to examine, in accordance with article 33 of the ILO Constitution, what further measures might be taken to secure the observance of the Convention, and to recommend to the 1990 Conference "such action it may deem wise and expedient". They also referred to article 27 of the ILO Constitution and article IX of the agreement between the United Nations and the ILO, which concerned relations with the International Court of Justice. According to article IX, the Conference Committee or the Governing Body, acting in pursuance of an authorisation by the Conference, could request the International Court of Justice to give a legal advisory opinion concerning Convention No. 111. In conclusion, they hoped that next year this case would appear as an example of the successful operation of the supervisory process.

A Worker member of Spain stated that he fully shared the view expressed by the Worker member of the Federal Republic of Germany. He wondered whether, in a democratic State like the Fed-

eral Republic of Germany in which human rights are recognised as promulgated in the international covenants of the United Nations, it was legitimate to invoke the defence of human rights in order to practise discrimination and exclusion from employment for security reasons. He considered just as freedom of association was protected, political freedom and its expression should also be protected; that is, protection was required not only of affiliation to a political party or of the expression of a political opinion, but also of protection in the face of any harm, repression or prejudice. He referred to the Spanish Constitution and to the prohibition on discrimination it contained, a system that had been adopted when democracy was established. In his opinion, the scope of present Convention had to be established and in order to do this it was important for the Government to submit the case to the International Court of Justice. However, in so far as it did not do so the solution to the problem could be found at the level of administrative practice, leaving aside the criterion of political activity or opinion in the choice and selection of candidates or deciding security of tenure of public servants. Bearing in mind, as well, the current crisis in political ideas and international developments tending towards the overcoming of ideological and political confrontation, the restrictions on democracy had to disappear, because the cause of peace also required it.

The Worker member of the United Kingdom considered that this case was typical of a number of cases that had come before the present Committee; he wondered how a breakthrough could be achieved. Earlier, many governments had argued that the present Committee resolved problems through dialogue and consensus. Workers who knew about this case tried to treat it through dialogue and consensus, but we were faced with a situation in which the Committee of Experts and the present Committee, as well as the Commission of Inquiry, had asked in vain for certain changes to be made. Workers were told that before a case could require special treatment, it had to have been considered for a long time and it had to be a very serious case, how many workers had to die before a case became serious? Let all those countries which had stated, in explaining their vote in the case involving the United Kingdom, that they believed in dialogue and consensus come forward now to assist in this case when dialogue and consensus seemed to have failed.

The Workers' members declared that this question of discrimination in employment and occupation because of political opinion was very important, as it: (1) concerned a democratic industrialised State; (2) the application of Convention No. 111, (a fundamental Convention on human rights matters); (3) the time that has elapsed since the question began to be examined; and (4) the number of people concerned, or who might become concerned, in view of the large number of public servants. The divergences between the Convention and its application were clear and had been noted by the present Committee, the Committee of Experts and, in particular, by the Commission of Inquiry; for the moment, the Convention was still not respected. Progress had been made in one *Land* and it was to be hoped that this progress would be followed by other examples of progress, notably at the federal level. Consultations and dialogue were taking place with the social partners and the various *Länder* authorities. These consultations, just like the decisions which may have been adopted by the Federal Constitutional Court, did not detract from the fact that the Convention was not respected, that changes should take place and the Government's obligations remained the same. The conclusions and recommendations of the Commission of Inquiry had been adopted at the beginning of 1987, that is, two years ago already. It would be dangerous to postpone the necessary changes indefinitely, just as it would be inappropriate to follow the request of the Government to the effect that the Committee of Experts re-examine the whole question. The conclusions and recommendations of the Commission of Inquiry were clear. If the necessary changes could not be brought about by other means, the appropriate legislative measures would have to be adopted, and the Government would have to indicate to the present Committee which measures it intended to adopt. Should it refuse to follow that path, it was up to the Government to take the affair before the International Court of Justice. For its part, at a certain moment the present Committee would have to invite the Governing Body to examine which other measures could be taken to guarantee respect of the Convention. A request might even be made to the Director-General to submit a full analysis of the possible means of action to the Governing Body. In conclusion, the Workers' members considered that one could examine, discuss and consult, but in the end the legislation had to be corrected and amended.

The Employers' members stated that the present case concerned the important question of discrimination based on political opinion and it seemed to them that there was a hope that this question might be resolved, with time. As to the legal position of the Government, they referred to their comments made on the occasion of the discussion at the Conference the previous year,

which is reflected in the *Record of Proceedings* of the International Labour Conference, 1988, No. 28, page 69. The question of discrimination based on political opinion in this case is inextricably linked to questions of national security and the protection of human rights. Furthermore, it was complicated by the fact that the Commission of Inquiry was divided and by the decisions of the European Court on Human Rights. The problem arose because of the Federal Constitution and it was not certain whether the solution being sought could be a legislative one; the Employers' members did not agree in this respect with the Workers' members. The Worker member of the Federal Republic of Germany had focused on the practice in his country and it was in this area that a solution to this case also could be found. The case was complicated by the fact that it was a question of a federal government and the authorities of the Länder and of their respective competence. Even if the case itself had been before the present Committee for a certain time, the report of the Commission of Inquiry was quite recent and the Government had paid much closer attention to the question since then. Progress had been made since the previous year: at least one Land had modified its practice and even if this was the result of political changes in that Land, it was a step in the right direction; the Government had engaged in tripartite dialogue which takes a certain time, particularly because the question being examined concerned the constitution of the federal State; consultations had begun or would be starting with different Länder. In conclusion, the Employers' members hoped that these various consultations would contribute to a solution to these problems; they also referred to the change in international relations which was taking place in the region and which in the longer term could contribute to the solution of the case. As regards the suggestion by the Workers' members to invite the Governing Body and the Director-General to formulate proposals to resolve the case, they considered it was premature to go that far, since the Government was trying to resolve the problem internally.

The Government member of France stated that this case was probably the most complex that the present Committee had ever had to examine, with political, legal, human and historical implications and with a particular significance as regards the duty of faithfulness towards the constitutional order and democratic institutions. The Government had indicated its willingness to seek a solution, to continue dialogue at the Länder level and also with the social partners, but all this would take time. The obstacles and difficulties referred to came very much to the fore, notably the political and human impossibility of changing the Constitution and the role of the Federal Constitutional Court; there were difficulties in the application in domestic law of the provisions of Convention No. 111 and of the conclusions of the Commission of Inquiry; there were also difficulties associated with the autonomy of the Länder, which had different political majorities and over which the Federal Government had little power. One should not reach hasty or trenchant opinions on this very sensitive subject and it was appropriate to encourage the Government to continue seeking practical solutions.

The Government representative of the Federal Republic of Germany stated that several speakers had referred to the measures to be adopted by the Government and he considered it was difficult to have a discussion and to call it a dialogue when arguments that were already well known were simply evoked once more. Whilst he understood that the question of measures to be adopted by the Government should be evoked, one should bear in mind the federal structure of the State and consider what could be done at the Federal level and at the Länder level. As regards the competence of the federal authorities, including the postal and railway services, three cases had already started since the beginning of the process of inquiry, one which concerned a member of the German Communist Party and two which concerned extreme right-wing public officials (the case concerning the member of the German Communist Party has been settled in that way that the civil servant concerned continues to be employed); in view of the country's history it would be interesting to know the views of the members of the present Committee as to the reactions which the Government should have in this respect, when faced with Neo-Nazi extremists who actively fight the free democratic basic order.

As regards the time since when the dialogue can refer to the jurisprudence of the supervisory bodies in the opinion of the Government representative, none of the supervisory bodies had formed a definitive opinion until the report of the Commission of Inquiry of 1987, the conclusions and recommendations of which had been adopted by two members, as the third member had expressed a dissenting opinion. This also should encourage reflection and furnish an opportunity for continued dialogue.

The speaker referred to the freedom of expression and to the protection of the opposition which was guaranteed by the Constitution of his country and wondered how the jurisprudence of the Committee of Experts could be interpreted if an opposition was hostile to human rights and sought to establish a dictatorship,

even through peaceful and parliamentary means. In particular, he referred to the jurisprudence of the Committee of Experts according to which the protection of the Convention cannot be granted if unconstitutional principles which are in contradiction to basic human rights are advocated. He wondered what was the significance of its jurisprudence for the Federal Republic of Germany. The Government respected the supervisory bodies and took part in procedures which aimed at dialogue. Regardless of other legal questions which could be raised in this context the Government did not consider it appropriate to appeal to the International Court of Justice, as it considered that the possibilities of dialogue had not yet been exhausted. Furthermore, the Federal Constitutional Court which is competent to decide on human rights had not had the opportunity of formulating a definitive opinion on the question since 1975 since the right to appeal to that court has not been used by those concerned. For its part, the European Court on Human Rights had decided that the incriminated practice did not amount to a restriction on liberty of opinion and this ruling should also be included in the dialogue. Human rights were indivisible, the Committee of Experts had not taken this ruling appropriately into account, whereas the questions on which it touches were extremely pertinent. The Committee of Experts should have the opportunity to examine the whole question again, including the decisions of the European Court of Human Rights and the Government was ready to take part in a constructive manner in such a dialogue.

The Worker member of the Federal Republic of Germany referred to the statement of the Government representative and said that the Constitution, the law regarding the public service and the law on political parties provided the necessary basis on which to solve the question of the Neo-fascists; he also said that there should be no change in the perspective on the problem, as the practice under consideration was essentially aimed at the "left" and not at the "right". It was not possible, due to lack of time, to discuss the problems of the Constitution, of the historical past or of the European Court on Human Rights. What was clear was that the Government did not accept the report of the Commission of Inquiry and that it split hairs by talking of minority votes. This was all way out of date: the position of the Commission of Inquiry had been followed by the Committee of Experts and its comments in 1988 and 1989, and the present Committee had adopted conclusions going in the same direction in 1988; the Government was faced with the position of the supervisory bodies of the ILO and it should not discuss minority votes. The second intervention by the Government representative had showed quite clearly that the Government was persisting in its point of view and refusing to modify its practice, which had been criticised by the supervisory bodies; this did not render dialogue any easier.

The Committee noted the information and explanations provided by the Government representative as well as the debate which had taken place. The Committee noted that the Government wished to continue to support the supervisory procedures of the ILO and to promote dialogue with the supervisory bodies. The Committee noted, however, that the Government maintained its position according to which law and practice with respect to the duty of faithfulness were in compliance with the Convention. The Committee recalled that under the ILO Constitution disputes relating to interpretation could be referred to the International Court of Justice. The Committee shared the opinion of the Committee of Experts that the position of the Government did not affect the validity of the conclusions of the Commission of Inquiry. The Committee, noting the importance and the complexity of the problem in both national and international law, took due note of the assurances given by the Government on the possibility of maintaining a constructive dialogue at all levels. It took due note of the measures already adopted and the steps initiated, as well as of developments in the practice of certain Länder. The Committee subscribed to the hope expressed by the Committee of Experts that, furthermore, measures would be taken by the Government to ensure full compliance with Convention No. 111 in regard to the matters examined by the Commission of Inquiry, taking into account the dialogue pursued within the supervisory bodies.

Islamic Republic of Iran (ratification: 1964). A Government representative, the Assistant Minister of Labour and Social Affairs, stated that, whilst participating in the work of the present Committee with the aim of observing the true nature of the debate and the reasons for which the Islamic Republic of Iran was accused of injustice and violation of this Convention, he had observed that his country was asked questions which touched on the fundamentals of the Islamic revolution. His Government had undertaken a careful study of the report of the Committee of Experts, and, in its opinion, there had been no discrimination. The representative of his country had had a legal discussion about the question of the competence of the Committee, and technical reports had been sent; nevertheless, the case had not been settled.

The Government had indicated that if there were any complaints, it was ready to examine them; but there had been no complainants. Numerous references had been made to human rights and indeed one might wonder about true human rights, about the role they had played and still played. Referring to the situation regarding human rights in his country before the Islamic revolution, he considered that at the time neither the Commission on Human Rights of the United Nations nor the present Committee had done anything against the regime. Whereas the question of the Freemasons and the Baha'is had been submitted to this Committee on many occasions and would no doubt be submitted again in future. The speaker then undertook an in-depth historical analysis of the role of the Baha'i movement and of Freemasonry in his country, of their links with the corrupt circles of the old regime, the leaders of which had largely been Baha'is or Freemasons or else had had close links with Baha'is or Freemasons, and with the Western powers which had controlled the country: they had even intended to establish Baha'ism as the state religion. Under the old regime, many of the present leaders of the country, including himself, had spent many years in prison and had been tortured, and he wished to know what the organisations concerned with human rights had been doing at that time.

Each year new problems were raised concerning the Baha'is and the question of women; the Committee of Experts had asked for religious minorities to have judges in the legal system, as well as for statistics on this point. The speaker drew the attention of the present Committee to the spies who are in prison in his country for having communicated such information to the outside world.

The speaker wished to point out that no Baha'i, no Freemason, no one holding beliefs other than the Muslim faith had ever been persecuted for his beliefs. Christians, Zoroastrians, Jews, were all represented in Parliament and had volunteered to serve in the defensive war. Baha'ism was merely a political and espionage movement, which acted against public order. Freemasons and Baha'is were prosecuted for acts concerning the misappropriation of public goods and for black-marketeering.

There cannot be any compromise on ideological questions; the Government would never, under any pretext, accept from the international organisations anything that was in opposition to its ideological objectives. The speaker recalled once again that if someone wished to make a complaint they could do so by submitting their case to the competent authorities. There had been no such cases as no minority was discriminated against. Non-discrimination was a fundamental precept of Islam. However, in order to maintain a healthy society, Islam rose up against all those opposed to the law and those people who showed too much indulgence for such actions would naturally have to be punished. In no case would Baha'is be allowed to emerge again in the country and their presence in the international organisations would be prejudicial to the Islamic Republic of Iran.

The speaker stated that in future any objection, any point raised against what was obvious, would not be accepted. The speaker asked a number of questions to which he wished to receive written answers: the definition of minorities, the definition of discrimination in general and in particular the definition of religion and the criteria enabling one to recognise a religion.

As the Workers' and Employers' members had asked the Government representative to restrict himself to the actual questions relating to the comments of the Committee of Experts, and as the Chairman had emphasised that it would be wise to deal with the essence of the questions, the Government representative indicated that he would send in his questions in writing. He pointed out that discussion had taken place previously within the Committee on the question of the application of the Convention, but it seemed that his Government's arguments were never taken up. He regretted that the report of the Committee of Experts had not mentioned certain measures that had been taken internally and also certain laws which had been passed. The question of the Baha'is was an internal matter and there was no reason to debate it within the Committee. Just like the other communities, this community had the right to work, the right to live, and the right to make representations to the legal authorities, as well as to the competent authorities which came under the Ministry of Labour, where their case would be considered attentively.

The Workers' members emphasised that, in employment and training matters, there was contradiction with the Convention, both in the law and in practice; that there was discrimination for politico-religious motives, which they considered an extremely dangerous state of affairs; and that this discrimination affected not only the Baha'i group but also other minorities. They mentioned tolerance and respect for civil liberties and hoped that certain signs now becoming perceptible would soon lead to a number of changes. They hoped that the workers would no longer suffer discrimination in employment and in training, a form of discrimination which undermined the reputation of the Convention, and

whose existence was unanimously recognised by the international authorities and by a great many independent and objective individuals. Finally, they hoped that their concerns and those of the Committee of Experts and the United Nations would be reflected in the conclusions.

The Employers' members stated that the situation had been clearly described by the Committee of Experts; there was indeed discriminations in training, in employment and in the professions, discrimination against religious minorities, especially the Baha'is, the Freemasons and atheists. They had been disappointed in the statement by the Government representative, since they were not interested in hearing about the history of Iran and because the arguments advanced had been lacking in logic. In fact, they could not accept the reasoning which consisted of saying that, when the people responsible for bad government belonged to a particular religion, then that religion had to be condemned. Under such circumstances, all religions would have to be fought, since there were bad members in many religions. They would have preferred to have heard more specific information about the comments made by the Committee of Experts, in particular on discrimination in training and education. The Government representative had not referred to the changes that were becoming perceptible, and he had not provided any information about whether they were continuing. They expressed their concern about the statement by the Government representative to the effect that there were no more problems concerning Freemasonry because there were no more Freemasons. As for the Baha'is, it appeared that they had access to primary schools but that they encountered great difficulty in gaining access to secondary school and the higher educational levels, for which they had to renounce their faith. Women, for their part, were not allowed to exercised certain professions. They considered that the present Committee should take a position on all these points in a future report, and that it would be good to be able to note progress. They felt that considerable changes were necessary and, in view of the situation, they felt obliged to express their grave concern once more.

The Worker member of the Islamic Republic of Iran referred to the unusual step he was going to take, namely to support his Government. However, he felt that in fundamental problems of a religious nature one had to be guided by one's conscience. He recalled that the formulation of international labour standards usually led to the gratitude of the parties affected, notably the workers. As was well known, the Committee of Experts had to follow the principles of independence, objectivity and impartiality in its work. Unfortunately, he believed these principles had not been adhered to. He reiterated the opinion he had expressed in the Workers' group meeting, namely, that the views of members from non-industrialised countries were treated with greater severity by the present Committee than were the views of members from industrialised countries. In the case of the application of the present Convention in the Islamic Republic of Iran, these criteria had been set aside. As he had explained the previous year, the question of the treatment of Baha'is and Freemasons could not be taken into consideration in relation to this Convention. The reason was that the Baha'is were a network of spies, who had held key posts in pre-revolutionary Iran and had themselves been the main agents of discrimination in that period. As a result they had attracted the hatred of the people, including the workers, and this was why the speaker was supporting his Government's stand on this issue. He asked a number of questions, to which he requested written replies addressed to the workers' organisation he represented: (1) Some four years previously, his organisation had submitted documents to the present Committee as evidence of the spying of the Baha'is - he wished to know why the Committee had not replied with its views regarding this documentation and why no mention had been made of it in the report, (2) The Committee of Experts' report emphasised the role of the workers in the application of Conventions, and he wished to know why his organisation had never been contacted by the Committee of Experts in this regard; (3) He wished to know why there had been no reply to this Organisation's repeated invitation over recent years to the Vice-Chairman of the Workers' members to visit his country to observe the measures taken by his organisation to further the interest of the workers. In his view, the problems being discussed here by the present Committee were not the real problems of the workers of this country. He had things to say to this Committee about other problems but could not do so until this problem was dealt with, as his cause might be seen to be affiliated with spying organisations.

There were some doubts in the minds of the workers he represented with regard to the references in this case to the interim report on the situation of human rights in his country which had been transmitted to the General Assembly of the United Nations. He had noted that some countries which had ratified this Convention and had worse records on human rights had also been mentioned in the report of the Committee on Human Rights of the

United Nations; however, he pointed out that the present Committee had not mentioned these by name. He also referred to the pressures being put on workers in the occupied Arab territories, and to a number of murdered Palestinian workers. He asked whether the ILO or this Committee did not have duties and responsibilities, quite outside their formulated functions, to defend the rights of the oppressed workers of the occupied Arab territories. He wondered about the operation of a double standard not in accordance with the principles of independence, objectivity and impartiality. He also referred to the time taken for the preparation of the report of the Committee of Experts in March 1989 and expressed doubts about the feasibility of the Committee of Experts having fully examined all the country reports in the short time available. Finally, he requested the present Committee to review their earlier investigations and decisions, and to consider whether indulging in international political questions was compatible with solving the problems of workers. He hoped that the Committee would be able to create an atmosphere of mutual understanding in which the real problems of the workers in his country could be addressed.

The Government representative stated that it was not correct to maintain that some people had had to change their religion and faith; many Baha'is had converted of their own free will, and there had been no pressure on them to change their religion. As regards access to educational establishments, the Government had harmonised the procedures and everyone was treated equally. As for vocational training, he was personally in charge of this and had no knowledge of either rejections or acceptances of Baha'is. There was no discrimination in the employment and investment fields; Baha'is were managers in enterprises and in economic and commercial services, from the lowest rank to the top management. The Public Inspection Organisation dealt with all complaints, without any discrimination. The administrative court dealt with offences committed by civil servants, without any discrimination with all the complaints referred to it. A law had been passed which broadened the scope of the right of appeal to the higher courts.

The speaker concluded by stressing once again that these political questions were polemical, particularly as regards the instructions given by the Committee on Human Rights of the United Nations, and by asking for this issue to be struck off once and for all.

The Committee had taken note of the oral explanations provided by the Government representative. It had observed with regret that there were no changes in the situation regarding the application of the Convention. As each year since 1983, the Committee had expressed once again its serious concern regarding the problems which continued as to the application of the Convention. The Committee had expressed the firm hope that the Government would abolish all forms of discrimination contrary to the Convention, whether on the grounds of sex, religion, political opinions or even social or national origin. The Committee expressed the hope that the Government would be in a position to report on decisive and substantial progress as to the application of the Convention already the following year.

Pakistan (ratification: 1961). A Government representative declared that it was somewhat surprising that the report of the Committee of Experts made mention of the resolution of the 1985 session of the Sub-Commission on Prevention of Discrimination and Protection of Minorities of the United Nations Commission on Human Rights while not taking into account the fact that one of the subsequent two sessions of the Sub-Commission in 1987 and 1988, or for that matter the four sessions of the Sub-Commission in 1987 and 1988, or for that matter the four sessions of the Human Rights Commission itself (in 1986, 1987, 1988 and 1989), had made any mention of or given credence to allegations of violations of the human rights of the Ahmadis whether of the Qadiani group or the Lahori group, as a result of Ordinance XX of 1984.

The various allegations mentioned by the Committee of Experts regarding the treatment of the Ahmadi Community were baseless. The Government had consistently discharged its obligations to ensure the equitable and just treatment of all its citizens regardless of their religious belief. There was no discrimination against Ahmadis. They had freedom of expression and could distribute religious and other types of publications. They had the right to freely associate and held religious meetings and conventions, as well as prayer congregations. The necessary facilities were provided for such meetings. Appropriate measures were taken to protect Ahmadi places of worship and to maintain their sanctity like that of all other minorities living in Pakistan. Article 20 of the Constitution was clear on this subject.

With regard to the charges that members of the Ahmadi Community had been arrested solely for the expression of their religious belief, it should be known that when such arrests had oc-

curred they had been motivated by the aim to uphold the law, and only in cases where the members of this community had acted in breach of the law. Application of the law could not and should not be interpreted as a breach of religious tolerance.

In Pakistan there was no discrimination as regards employment. Article 27(1) of the Constitution provided that no citizen who otherwise qualified for appointment in the services of Pakistan should be discriminated against. The Government had not, as was alleged, dismissed Ahmadis from government employment on grounds of religion. Ahmadis held important positions in the civil service of Pakistan.

As regards the question of signing a declaration on the application for a passport, it should be known that only Muslims are required to sign this declaration. Non-Muslims, whether they are Christians, Hindus, Buddhists or Ahmadis, were not required to sign the declaration. A passport was never refused to anyone on religious grounds. All minorities including the Ahmadis had a right to obtain a passport. Ordinance XX of 1984 merely sought to resolve the problem by differentiating between Muslim and Ahmadi practices with a view to ensuring peace and tranquility, especially in public places of worship. It might be pointed out that Ordinance XX comes from a legislative declaration in 1974 by the National Assembly of Pakistan, a freely elected body, which in the exercise of its constituent power declared Ahmadis as a non-Muslim minority while at the same time guaranteeing them all the rights of a minority community. This was done after a full hearing of all parties, including the Ahmadi community itself. The Government's understanding of the law was that every legislative body in the exercise of its constituent power could rule on all conceivable matters. This was the only way to decide any controversy that arose within the state, particularly if the state was a religious state and had expressly declared Islam to be the religion of the state. Thus, the legislature at the highest level, in deciding the question of who a Muslim was, rendered what might be called a majority decision. In any democratic forum, decisions were after all taken by appeal to the majority principle.

After the lifting of martial law, the constitutional guarantees relating to the fundamental rights of all citizens were restored and the authority of the judiciary fully re-established. The restoration of democracy and the restitution of fundamental rights in Pakistan, as well as the full authority of the judiciary, ensured that the rights of the Ahmadis, as of every citizen of Pakistan, were fully safeguarded by due process of law.

The Government undertook the duty to promote the welfare of the non-Muslim citizens, to ensure tolerance for their faith and to provide them opportunities to lead their lives honourably and according to their beliefs. A Federal Ministry of Minorities Affairs has the responsibility to protect their rights and to take all possible measures for their well-being and economic, social and educational advancement.

It was, however, becoming increasingly clear that some Ahmadis had launched a campaign of hatred against the Government and people of Pakistan, and that their constant allegations, which were invariably found to be baseless, were nothing but a disinformation campaign motivated by a desire to malign Pakistan.

The Government of Pakistan reiterated that there was no persecution campaign against the Ahmadis. It strongly rejected the allegation that any government agency had resorted to authorised discrimination against Ahmadis in Pakistan. Conversely, the Government had endeavoured to protect the rights of all the minorities, including the Ahmadis, and adopted measures to pre-empt any developments which would create problems of a law and order nature. These clarifications should allay any misgivings about the situation in respect of discrimination.

A Worker member of Pakistan stated that discrimination based on beliefs, sex, religion or ethnic origin was not permissible, and that the workers' movement believed in tolerance because national unity depended on this. Extremists should not be allowed the possibility to provoke troubles of an ethnic or religious nature. In Pakistan minorities were protected and they were not the object of any discrimination based on religion. The fact that members of these minorities occupied very important posts demonstrated that this tolerance was shown to all religions.

The Employers' members stated that there was no reason to doubt the good faith of the Government and the statements made by the Worker member. The present Committee simply lacked the facts to really evaluate the situation. If the description of the situation as explained was true, further dialogue with the Government on this matter would no longer be necessary.

The Workers' members stated that they had some understanding for countries where one particular religious faith dominated and where the Government tried to put religious minorities in the best situation possible. The fact that a law was adopted by a freely elected body, however, did not necessarily imply that that legislation was wise and just. Furthermore, if people acted contrary to the laws of a country and those laws applied universally, then that

was not a matter for this Committee. But if there were special laws or special provisions which applied only to one group, then the Committee of Experts immediately had the right to intervene. This was what happened in the framework of the supervision of Convention No. 111 by the Committee of Experts and they have continued to note, with concern, that these legislative provisions authorised the imprisonment of people for propagating their faith. With regard to the statements made by the Worker member of Pakistan on the subject of extremists, it would be useful to distinguish between an extremist and a person who believed in another religion, other than that of the majority. In any event, the Government should clarify the status of persons covered by Ordinance No. XX by providing information on the cases which have arisen under this Ordinance and the manner in which these cases have been resolved. If the present Committee or the Committee of Experts had detailed information on this point, it would be possible to know not only the state of the legislation, but also the situation in practice with regard to the present Convention. This Committee should be able to hope that it will be able to re-examine this question next year with the benefit of the Committee of Experts' comments.

A Worker member of Pakistan subscribed to the statement made by the Workers' spokesman that the Government should supply detailed information on the status of persons covered by Ordinance No. XX as concerns employment and occupation, in conformity with the request made by the Committee of Experts. In this way, any doubts which members of the present Committee had could be removed.

The Chairman of the Committee stated that he would like to have information concerning the present situation with regard to Ordinance No. XX of 1984.

The Government representative stated that no passports had been refused on the basis of religion. A signed declaration was only required from Muslims. If an Ahmadi, a Christian or a Hindu mentioned his religion when requesting a passport, it would not be necessary to sign a declaration. There is, therefore, no discrimination based on religion as concerns obtaining a passport in order to work in a foreign country.

No discrimination against the Ahmadis existed in the field of employment and occupation, and was proven by the number of Ahmadis employed at all levels of administration. Jobs were given on the basis of the qualifications of the candidate in relation to the responsibilities of the post. Ordinance No. XX of 1984 only declared that Ahmadis were a non-Muslim minority which benefited from all the rights and protections provided by the Constitution. If they were the object of any discrimination, they could seek remedies from the civil courts. In any event, Ahmadis were not the object of any discrimination in employment or occupation.

A Worker member of Liberia wondered what the reasons were for requiring that a declaration be signed by a Muslim in order to obtain a passport. Was this a trap to detect those who only pretended to be Muslims in order to obtain employment or to be able to leave the country? In any event, this Ordinance violated the Constitution of Pakistan which provided for religious tolerance. The Committee of Experts, therefore, had the right to request that this Ordinance be reconsidered and that the necessary measures be taken to bring law and practice into conformity with the Convention. Such measures would be completely in line with the promises made by the Prime Minister to bring all the laws into conformity with the relevant ILO Conventions.

The Committee took note of the information provided by the Government representative, as well as of the discussion that took place on the subject of religious tolerance in the context of discrimination in employment and occupation.

The Committee noted that the application of the Convention by Pakistan continued to be a source of concern because, notwithstanding the declarations of good intentions, there had been no legislative changes and, in particular, there had been no amendments to Ordinance No. XX of 1984. The Committee expressed the firm hope that the Government would take all the necessary measures, in the very near future, so as to eliminate the discrepancies between the law and practice on one hand, and the provisions of the Convention on the other.

The Committee requested the Government to supply detailed information so that next year it would be able to note decisive progress.

The Workers' members recalled that in previous years a special paragraph in the present Committee's report was devoted to Pakistan. This year, such a paragraph was not necessary because the Government had shown good faith upon which it could be hoped that the Government would send complete reports to the Committee of Experts, reports permitting evaluation of the progress made in the application of Convention No. 111.

The Employers' members supported the statement made by the Workers' members.

Romania (ratification: 1973). The Government has communicated the following information:

The reference to resolution 1987/75 on the Human Rights Situation in Romania adopted by the United Nations Commission on Human Rights at its 45th Session in March 1989 is irrelevant. As the Government pointed out in this year's session of the Human Rights Commission, Romania considers the resolution in question null and void, as it constitutes a gross interference in the internal affairs of the people and State of Romania, in conflict with the spirit of the Final Act of Helsinki and the document of Vienna. In its comments, the General Confederation of Labour "Force Ouvrière" refers to a so-called "report" prepared by the Hungarian Democratic Forum based in Budapest; in this way it acts as the tool of a revisionist policy that is fraught with danger for the very foundations of peace in Europe. These comments repeat not only the baseless allegations and references of the "report" but also its offensive expressions. For example, the Romanian zoning and development policy is described as "a programme of forcible elimination of thousands of villages on the pretext of the modernisation of agriculture." All kinds of charges are made against the Romanian political and legal system, based on mendacious speculation, to support the argument that this is not fitting for a State based on law. Emotional expressions such as "victims of reprisals", "brutality" and "intimidation", "role of the secret police", etc. are frequently invoked. Further evidence of the bad faith of the authors of both the "report" and of the commentary are the references to employment problems in the army and the police; these are completely outside the ILO's competence. The Government expresses its concern about the tendency in some quarters to use the ILO to misrepresent the reality in Romania and to spread allegations offensive to the country; this tendency is at variance with the purposes and objectives of the Organisation. If continued, such activities are bound to impair the credibility of the ILO and this country's co-operation with it. The Government objects to any interference in problems that are solely within the competence of the Romanian State. The Government wishes, however, to provide the present Committee with the fullest possible information about the country's legal system, its policies and the functioning of institutions relative to this matter.

The Government reiterates that under the terms of Convention No. 111, every ratifying State undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof. Romania has consistently submitted reports concerning legislation in force and action taken to ensure application of the Convention with a view to guaranteeing effective equality in rights and to preventing discrimination in the field of employment, the exercise of a profession or occupation, remuneration or any other aspect of work on the grounds of race or nationality.

The comments from "Force Ouvrière" (France) dated 13 March 1989 refer to alleged discrimination in various fields, without specifying which ILO conventions or recommendations are involved. It refers to a report received from the Hungarian Democratic Forum. It is apparent from a reading of this 100-page report that labour and employment problems are dealt with entirely incidentally, superficially and tendentiously. References to these problems occur in only two paragraphs (pp. 22 and 24), in the chapter entitled "Data on the size, territorial distribution and social stratification of the Hungarian minority." As the title of this chapter suggests, these paragraphs have nothing whatsoever to do with employment problems. These incidental references are pure allegations which misleadingly and tendentiously depict the situation; they are totally unrelated to the real conditions in Romania. As will be shown below, in Romania, under the law and in practice, there is no discrimination in matters of employment, occupation, choice and exercise of profession or occupation, remuneration or in any other respect, on the basis of race, colour, sex, nationality, religion or on any other grounds. It is surprising that the report deals with problems concerning the history of Central Europe and in particular, aspects of Romanian territoriality. In a number of pages the authors challenge the existing frontiers and the territorial integrity of the countries, claiming that these frontiers were achieved by territorial "expansion" (p. 4) or "dictated by the interests of the Great Powers" after the two World Wars (p. 7), that a number of territories of Romania are allegedly part of historic Hungary and were "awarded" to Romania or "annexed" (p. 7), specifically by the Treaty of the Trianon of 4 June 1920 (p. 15), describing the shameful Diktat of Vienna of 1940, which was imposed by Hitler, as an "arbitrary award" and regretting that this "award" left the southern part of Transylvania to Romania (p. 85), ignoring the fact that this Diktat was declared null and void by the Paris Peace Conference. As a "final solution" the report suggested, furthermore, that in this part of Europe the national frontiers which separate States should be abolished (p.

4). The source consistently used by the authors is the "History of Transylvania", published in Budapest in 1986. It is well known that this "History" has been the subject of much and well-founded criticism in the Romanian historiography and also in the non-Romanian literature (see the publication *Balkanica*, No. 3/1988, Rome), as it denies the continuity of the Romanian presence in these territories and patently conflicts with the documentary archaeological and historic evidence.

By raising such questions, empires and revanchist circles and forces have attempted to invent pretexts for interfering in internal affairs in order to repartition the territory of Romania. This method was used on the eve of the Second World War, when the Horthy Government of Hungary, which was subservient to German fascism, used the Vienna Diktat in order to seize a part of the territory - Transylvania - which was occupied until the end of the War. All this shows clearly that the source material in question raises serious political problems that indicate the true purpose of the *démarche* - the questioning of national frontiers - which the ILO ought to unconditionally reject. Romania does not accept any discussion of its territorial integrity and repudiates any debate on the subject within the ILO.

The report also criticises the socialist economic and social system, planning of the socialist ownership of the means of production, the working of institutions in the field of education, culture and information, the political system, the organisation of external relations, etc., of Romania. It touches upon a large number of political and ideological matters with which the ILO is not concerned. The Charter of the United Nations and the entire system of international relations is based upon respect for the sovereignty, political independence and territorial integrity of each member State, on the right of every people to choose and develop freely their own social system and to promote their own progress in all fields without external interference. By virtue of this, Romania disagrees with any discussion of countries' social and political systems taking place in international bodies.

The report offers confused and mistaken arguments on the basis of which it reaches erroneous conclusions concerning human rights. It is suggested, for example, that there is separate development of the population of a different national extraction - a kind of segregation - at the workplace, in industry, in schools and in churches (pp. 51 and 67), an idea conflicting with all the relevant international rules and standards adopted by the United Nations and its specialised agencies. The report also criticises the fact that, as a consequence of industrialisation, persons of Romanian origin have settled in towns, and alleges that, as a result, the ethnic composition of towns have changed (p. 20). Despite the fact that urbanisation is an objective process occurring in all countries, based on labour force mobility and migration from rural to urban areas (where there are more jobs), such a process cannot be halted for considerations of ethnic or national origins, etc. Those who strenuously argue that the rights of man include the absolute right of the individual to move and to settle where he pleases are now astonished to find that persons of Romanian origin are settling in Romanian cities. According to that argument, Romanians do not have the same rights as others - including national minorities - precisely because they are Romanians. This is truly a racist discriminatory attitude, upheld by self-styled "promoters of human rights".

In the same context, the report deliberately cites false information and source material from persons who do not and cannot know the actual situation in Romania. For example, the document disregards the official data of the 1977 population census, as well as predominant demographic trends, which clearly show that because of the lower birth rate in the districts having a part of the population of another national origin, their natural demographic growth rate is below the average of the other districts. In addition, the source of the data - including data concerning neighbouring countries - given in the report is wrong (pp. 12 and 15). The provisions of certain Romanian laws are misleadingly cited, in a partial or fragmentary fashion, in order to cause the readers to draw false conclusions suggesting evidence of discrimination. Besides, all the references to alleged "violations of human rights" are devoid of any foundation and are a distortion of the real situation in Romania. The authors themselves acknowledge that they have used the mass media, press releases, Hungarian studies and analyses (p. 3), hearings before the United States Congress (p. 43), and other sources that have no direct or trustworthy knowledge of Romanian conditions.

To sum up, according to the Government, this so-called communication is based on purely political considerations; its fundamental purpose is to challenge the political and territorial reality of Europe and its approach to certain ideological questions. The principal concern of the material which has been distributed is clearly not with problems of employment: the motives behind it are quite different. In conformity with its Constitution and its objectives, the ILO should concentrate on continuing the im-

provement of conditions of work and standards of living of workers throughout the world. The ILO should also intensify international co-operation in dealing with the many problems which hamper the realisation of fundamental human rights - the right to work, the right to vocational training, the right to social insurance, etc. Accordingly, it is not the ILO's function to concern itself with political, territorial or ideological problems, nor is it its function to sponsor the dissemination of documents that question the history and existence of peoples or existing national frontiers, that contains allegations offensive to countries and their rulers, or that give substance to racist or segregationist in complete conflict with the standards and rules laid down within the ILO and the United Nations, or that deal with questions other than those relating to employment. The document contains statements that are inconsistent with real conditions in Romania in areas not covered by the ILO Conventions and that are unrelated to labour problems. Some of these statements are reproduced verbatim, and without distinction, in the Committee of Experts' report submitted to the present Conference.

Moreover, the Government supplies the following:

The right to work: The Constitution of the Republic reads as follows:

Article 17 - The citizens of the Socialist Republic of Romania, regardless of their nationality, race, sex or religion, enjoy equal rights in all areas of economic, political, legal, social and cultural life. The State guarantees the equality of citizens before the law. No restriction of these rights and no difference in their exercise on the grounds of nationality, race, sex or religion are permitted. Any expression aiming to establish such restrictions, nationalist-chauvinist propaganda, or incitement to racial or national hatred are punished by the law.

Article 18 - In the Socialist Republic of Romania, the citizens have the right to work. Each citizen is given the possibility to carry on, according to his training, an activity in the economic, administrative, social or cultural field and remunerated according to its quantity and quality. For equal work there is equal pay.

The Labour Code reads as follows:

Article 2 - The right to work is guaranteed to all citizens of the Socialist Republic of Romania without restriction or distinction of sex, nationality, race or religion. They have the opportunity to take up employment in economic, technical, scientific, social or cultural areas according to their talent, training and personal preference, in accordance with the needs of society as a whole.

Article 3 - The assignment, and the total and rational utilisation, of human resources are carried out in accordance with the objectives of the economic and social development plan of the country, with the need for continual improvement in the economic and social efficiency of work, and with the need for a harmonious and balanced development in all the departments of the country.

The concrete results of the steadfast application of these provisions has been the creation, between 1965 and 1988, of over 3½ million new jobs throughout the country, which has led to an 82 per cent increase in the number of wage-earners and to an increase in their numbers to 51 per cent per 1,000 inhabitants. The greatest benefit from these new jobs has been felt in the less-developed areas, which include some where a large percentage of the population is of Hungarian origin. The number of wage earners per 1,000 inhabitants has thus increased, over this period, by 178 per cent in the Salaj county, by 89 per cent in the Covasna county, by 85 per cent in the Satu Mare county, by 60 per cent in Bihor, and by 54 per cent in the Muresh county.

Teaching and professional training: The Constitution contains the following provision:

Article 21 - The citizens of the Socialist Republic of Romania have the right to education. The right to education is ensured by compulsory education, by the fact that education at all levels is free and by the system of state scholarships.

The Law on Education and Teaching (No. 23/1978) reads as follows:

Article 2 - The citizens of the Socialist Republic of Romania have the right to education regardless of nationality, race, sex or religion, and without any restriction which might amount to discrimination.

Every citizen is guaranteed access to all levels and forms of education in accordance with the country's need for economic and social development, in accordance with his own wishes and talents.

Article 4 - Cohabiting nationalities are guaranteed the free use of the mother tongue in education at all levels, and the study of and deeper acquaintance with the mother tongue of each nationality.

Article 105 – Young persons of cohabiting nationalities are guaranteed equal opportunity to receive education of all types and to be assigned to jobs of all types in accordance with the needs of the economy and of society, according to their education and talents.

Article 106 – In the territorial administrative units where part of the population is of non-Romanian nationality, teaching units, sections, classes or groups are organised in accordance with the overall structural norms, where teaching is carried out in the languages of the nationalities concerned. In trade training schools, schools for foremen, teaching can also be carried out in the languages of the cohabiting nationalities.

Article 107 – In order to permit their active participation in all the political, economic, social and cultural life of the country, young persons of cohabiting nationalities are guaranteed the necessary conditions for learning Romanian. With this aim, Romanian is studied in primary and secondary schools of the cohabiting nationalities, and certain subjects on the teaching syllabus can be taught in Romanian.

Article 108 – Parents or young persons who belong to one of the cohabiting nationalities can choose to be registered in a school where the language is either that of the nationality in question or Romanian. Young persons of cohabiting nationality who attend Romanian-language schools are guaranteed the right, on request to study their national language as a school subject in accordance with the law.

Article 109 – In competitive examinations organised in accordance with the law, candidates who are members of cohabiting nationalities have the right to take the examination in their national language in the subjects which they have studied in that language.

Article 110 – The Minister of Education and Teaching guarantees the training and inservice training of teaching staff, and the provision of textbooks and other necessary teaching material.

In teaching establishments where the language is that of the cohabiting nationality, textbooks in that language are also guaranteed for subjects taught in Romanian.

Following the application of these provisions of the Constitution, the state of teaching in the languages of the cohabiting nationalities in Romania in the school year 1987-88 was as follows:

- Out of a total of 28,297 kindergartens, primary schools, secondary schools and universities, in 2,815 (9.94 per cent of the total), teaching is given in the mother tongue of pupils of a nationality other than Romanian;
- Out of a total school population of 5,535,306 (pre-school children, schoolchildren and students), 457,125 (8.25 per cent) are of another nationality. Of these, 295,448 (64.63 per cent) opted for instruction in the mother tongue. The others (35.37 per cent), who opted for learning Romanian, continue to study the mother tongue also;
- Out of the 295,448 pre-schoolchildren and schoolchildren of other nationalities who also learn in their own mother tongue, 58,878 are at the kindergarten, 193,241 at primary school and secondary school and 42,530 at grammar school.

In order to give schoolchildren of other nationalities the opportunity to learn in their mother tongue, there are, in rural areas where there is a non-Romanian population smaller in number, 50 schools containing classes (I-IV) and 308 secondary-school classes (V-VIII), which operate with a number of children which is lower than the minimum laid down for all schools in the country.

The training of teachers and kindergarten teachers (classes I-IV) who teach in the mother tongues of the cohabiting nationalities is carried out in the teacher-training colleges of Oradea, Odorheiu Secuiesc and Sibiu, where 399 students were studying during the school year 1987-88, representing 8.22 per cent of all students in teacher-training colleges in Romania.

- Out of a total of 149,979 Romanian students, 9,557 (6.38 per cent) are Romanian citizens of other nationalities. The language departments in the country (the universities of Bucharest, Cluj and Iassy) train teachers of the Hungarian language for grammar school.
- Out of a total of 218,320 teachers, primary-schoolteachers, professors and members of university teaching bodies, 18,615 (8.52 per cent) are Romanian citizens of other nationalities.
- Out of a total of 1,105 textbook titles for pre-university teaching, 297 (26.9 per cent) are published in the languages of citizens of other nationalities.

In Harghita, for example, out of a total of 93,000 schoolchildren, 64,000 (69 per cent of the total) attained Hungarian-language units and classes, while out of a total of 3,870 teaching institutions, 3,120 (81 per cent) are of Hungarian nationality.

The school network, the size of the teaching body and the number of text-books in languages of cohabiting nationalities are

determined by concrete needs, such as the number of children in the locality where the schools are situated and the programmes of respective schools, taking into account the needs of modern education and, in particular, of technical and mathematical education.

In certain localities where universities and schools are merged, Romanian language sections have been established in schools where the language of instruction was Hungarian and vice versa. This is due to the changes which have occurred in the population structure of the respective locality and to the need to adapt schools to demographic change; these changes have not, however, affected the exercise of the right to study in the mother tongue in the section concerned.

In sections taught in a mother tongue other than Romanian (the official language of the country) Romanian is also studied, as has been pointed out previously. This enables persons of another nationality to be able to continue their studies in any cultural centre of the country, including those where the teaching language is Romanian. Thus, those concerned are able to occupy any public office or job in any area of the country, with full access to political, social and economic life. Education for persons of another nationality is an integral part of the national educational system; it is closely linked the economic and social development plans of the country and corresponds to the requirements of these plans. In this way, all citizens are assured at the conclusion of their education of a job appropriate to their training and to the qualifications they have achieved without discrimination based on sex, nationality or otherwise.

In the Ministry of Education and Instruction, a section deals with instruction in the languages of the cohabiting nationalities and, at the Directorate level of the Ministry there is a Secretary of State who comes from a cohabiting nationality. Every young person who completes a form of education is assured a job commensurate with his vocational training. Education at all levels is free. The large majority of those who pursue a form of education terminating in a trade or professional degree receive scholarships during the period of study and must work two to three years in the job to which they have been assigned. In the majority of cases, it is actually stipulated in the contract which the young person or, in the case of minors, his parents have concluded with the educational institution at the outset of their studies.

The assignment to jobs of young graduates of universities or equivalent institutions is regulated in general terms by the Decree of the Council of State No. 54/1975 which provides:

Article 1 – In conformity with the provisions of the Constitution concerning the right to work of citizens of the Socialist Republic of Romania, the State shall ensure jobs for graduates of institutions of higher education in accordance with the training acquired.

Article 2 – The establishment of jobs for the employment of graduates in carried out in accordance with the aims of economic and social development and harmonious distribution of the forces of production throughout the country. Priority shall be given to meeting the need for specialists highly trained in rapidly developing branches and the need of those socialist units, departments and zones which are deficient in particular types of specialists.

Article 4 – The assignment of graduates is based on results obtained in studies, taking into account certain criteria of a social nature, in accordance with the requirements of this decree.

The graduate's own choice of unit and appointment is made based on the marks obtained at the end of the study period, with reference to the regulations concerning the exercise of functions in the branch or area of activity to which the socialist unit belongs, as follows:

- (a) persons at the head of the class, according to their subject, may choose, in the order of their marks, any appointment from among those which have been made available to the class;
- (b) graduates who ask to be assigned to municipalities in which they, their parents or spouses are resident, or in adjoining municipalities, have first choice, regardless of marks obtained;
- (c) graduates who ask to be assigned to workers' centres and towns where they or their parents or spouses are domiciled, with the exception of large towns as established by law, and who, during their studies, have obtained an average mark of at least 7, are given priority in taking up appointments in these areas or in adjoining municipalities;
- (d) graduates who are domiciled in large towns as established by law, and who, during their studies, have obtained an average mark of at least 8 points, may, within the order of their marks, take up 70 per cent of the total number of appointments made available for assignment in these areas;

- (e) the remaining appointments available are taken up by graduates in the order of the marks obtained, without regard to their place of residence.

Where marks are equal, the first choice of area is given to married graduates. If there are several married graduates, those who have children are to be assigned first, followed by those whose spouse is already employed in a socialist unit in the area concerned. Where married graduates are members of the same class and have studied the same subject, the assignment of both is made by taking into account the higher average mark of the two persons. The assignment of married graduates to the same area or to adjoining areas is to be taken into account. Persons who have completed a course of higher education but have not graduated after the final examination, are assigned to production, in conformity with the provisions of the preceding paragraphs, after the assignment of the graduates.

Article 6 – The organisation of graduate assignment is carried out by the Governmental Commission for Co-ordination of Graduate Assignment in Production Sectors. This Commission is specified in the decree of the Council of Ministers and is made up of the Minister of Education and Instruction as President, representatives of the State Planning Committee, the Ministry of Labour, the Council of the Union of Romanian Student Associations, and of ministries and other central co-ordinating organs according to branch.

The Commission has the following responsibilities:

- (a) analyse the cadre needs of branches, ministries and departments and to submit to the Council of Ministers the projected annual plan for the numerical assignment of graduates, prepared by the State Planning Committee in collaboration with the Ministry of Labour and Ministry of Education and Instruction, on the basis of suggestions offered by the Ministries, other central organs and organisations, and by the Executive Committees of People's District Councils and of the municipality of Bucharest;
- (b) check that appointments guaranteed to graduates are appropriate to training obtained during their studies;
- (c) at the instance of the Ministry of Education and Instruction, the individual assignment of graduates to production;
- (d) inform the Council of Ministers on the finalising of the plan of assignment;
- (e) make suggestions for the improvement of legislation concerning assignment of graduates to production.

Article 7 – For individual assignment to production of graduates of institutes of higher education, commissions are set up by specialised areas, to examine and present to the government commission lists of appointments by units intended for the assignment of graduates, and to effect the individual assignment of graduates to production posts.

Article 13 – The ministries, other central organs, Executive Committees of Departmental People's Councils and of the municipality of Bucharest, together with the socialist units control the way in which assigned graduates are integrated within the work collective of socialist units to which they have been assigned and carry out the tasks arising from the job to which they have been appointed. They also control the other duties of assigned graduates which arise under employment contracts, internal regulations and labour law; guarantee suitable housing for those graduates who have been assigned to an area other than that which was their home; and pay to assigned graduates the costs of settling in, removal costs and other expenses laid down by law.

Article 14 – Graduates assigned under the terms of the present Decree can take advantage of all the rights recognised by labour law applying to members of labour collectives of the socialist units to which they have been assigned: they receive payment during the training period in accordance with the salary scales laid down by law; they carry out all the tasks arising from the office or appointment they hold and are responsible to the labour collective and the management of the unit for their execution; they have to respect socialist rules of conduct in relations to other members of the labour collective, and to contribute to strengthening of the spirit of collaboration among colleagues; they have to continually improve their professional qualifications, the level of their technical and scientific knowledge and general culture by attending in-service courses organised or recommended by the unit and to obtain certificates at the end of such courses.

Graduates assigned to a municipality other than the one in which they shall receive on appointment a settling-in grant equal to the salary laid down for the first year of work in the appointment. Graduates who do not receive settling-in grants shall receive from the socialist unit to which they have been assigned, on their appointment and on request, half of their salary as an "advance", on condition that it be repaid in six monthly instal-

ments beginning from the second month of appointment. The settling-in grant or the advance of salary is granted on condition that the graduate established residence in the vicinity of the socialist unit to which he has been assigned.

Graduates who, at the time of their assignment, reside in an area other than that of the socialist unit to which they have been assigned shall receive, on appointment, the costs of removal to their place of appointment for themselves, their family and households. "Families" in this sense are husband or wife, children and relations for whom the graduate is responsible.

Graduates who appear, for assignment to production, before a commission operating in an area other than that in which the institute of higher education at which they have completed their studies is located, shall receive from the institution the cost of transport to the location of the commission and after assignment, to their place of residence.

The criteria for assignment and the rights which all graduates in higher education enjoy entail no discrimination. It is of course possible, in view of the number of appointments available in different areas and departments, that in recent years a number of young persons have been assigned to areas other than their own. This results from the absolute need to offer to each person a job in his own specialisation and at the same time from the needs of the whole country for economic and social development.

In conclusion, allegations that assignments to jobs are used to remove from their native place the intellectuals of the national minorities has no relation to the real situation in Romania. Similarly, the allegations that Romanians are granted economic advantages in order to settle in areas where the majority of populations is of Hungarian nationality is false, as is the allegation that jobs are created or suppressed in accordance with criteria of nationality, or that there is a *numerous clausus* in employment or "towns which are out of bounds for persons of Hungarian nationality."

The authors of the document even go as far as to attribute a discriminatory purpose to the policy of housing construction in all areas of the country and to that of priority economic development of backward areas, regardless of the nationality of the population concerned (p. 22). This shows obvious bad faith and a tendency to distort the present distort the present the state of affairs in Romania.

In fact, in the economic, social and cultural units of Romania, citizens of Romanian, Hungarian, German or other nationalities work together without any kind of discrimination or difference. In many cases citizens of Hungarian nationality perform managerial functions, in accordance with their professional qualifications and capabilities.

The allegation of unemployment in Romania, as well as the figures presented in its support, are the products of imagination and bad faith. There is no unemployment in Romania. The right to work, laid down in the country's Constitution, is clearly accompanied by legal, economic and social guarantees, such as: the guarantee of professional education, of adequate payment, of stable employment, of safe and healthy working conditions, of the right to rest, medical care, and certain social insurance rights. The legal guarantees consist also in a strict regulation of cases where the employer can cancel the worker's employment contract, in the setting-up of a multilateral administrative, legal and civil supervision, and in the development of labour relations. The right to work has developed within the context of total freedom to work. The basis for the guarantee of the right to work and for the full employment of the workforce is permitted by the constant development of the economic and social potential of the country, and by the creation each year of new jobs. The planned character of rapid development of the national economy has and does allow for forecasting of the needs of the country in terms of its workforce.

The industrialisation of the country and the rapid development of all sectors of the national economy on this basis have laid the foundations for full employment. Industrialisation has given impetus to the development and more rational assignment of manpower throughout the country, and to the development of all sectors of the national economy, thereby creating conditions conducive to a steady increase in the number of job opportunities and to full employment. As a result, the number of people employed had increased to 10.7 million by the end of 1987, or 11.6 million if young people fit for work (pupils and students) are included in that category, i.e. approximately 90 per cent of the total workforce, which is one of the world's highest rates of employment. Indeed, whereas the population grew by 20.7 per cent between 1965 and 1988, the number of jobs increased by 82.2 per cent. It is worth noting that the vast majority of the new jobs were created in the non-agricultural sectors and especially in industry in urban areas, thereby causing a considerable influx of rural population into the towns. From 1950 to 1985 the number of salaried workers increased by more than 5.6 million (over 3.6-fold), while the number of farmers declined by more than 3.5 million (58 per cent). As a result, the proportion of salaried workers in the total workforce

employed increased from 25 per cent in 1950 to more than 72 per cent in 1985, while the proportion of farmers declined from 72 per cent to approximately 24 per cent over the same period. Accordingly, the proportion of rural population declined from 76.6 per cent in 1948 to 45 per cent in 1987 in favour of the urban population, which had increased to 54.3 per cent of the total population by 1987.

Throughout that period, and particularly after 1965, all the geographic zones and settlements of the country underwent sustained and balanced social and economic development benefiting all inhabitants, irrespective of nationality. Moreover, counties with a higher density of citizens of a distinct nationality, which lagged behind other counties, were granted more investment funds and subsequently achieved higher growth rates in terms of industrial production and job-creation.

Growth, by 1985, as a percentage of 1965 levels

	Investment	Industrial production	New jobs
Country total	457	616	178
Bistrita-Nasaud County	1 200	1 500	260
Covasna County	1 200	913	237
Harghita County	530	685	198
Satu Mare County	732	789	206
Salaj County	972	2 200	271

On that basis, all the citizens of the country, irrespective of nationality, are guaranteed the full enjoyment of their economic and social rights, including the right to work, in their native region through assurance of a job suited to their qualifications, equal remuneration for work of equal value, the right to rest and to social insurance, the right to a satisfactory standard of living, including health, clothing and housing, the right to education, the protection of families, mothers and children, etc.

These developments triggered, and sustain today, a process of urbanisation and changes in the settlements of the country, a process of demographic concentration in towns and the establishment of new urban settlements. This called for the attainment of higher standards in occupational skill, education, training and culture. The objective constantly pursued, both in the past and at present, throughout these various trends and changes, which stem from the necessary process of development, is to provide all citizens with full equality of rights in the effective enjoyment of human rights and freedoms and the elimination of all forms of discrimination. Also within the framework of that process, all citizens have been guaranteed complete freedom of movement and the right to settle anywhere within the national territory without discrimination whatsoever. Certain regulations aimed at limiting the number of people settling in large towns, especially in the capital, apply equally to all the citizens of the country, without discrimination on grounds of nationality.

Considering that all Romanian citizens, irrespective of their nationality, are the architects and beneficiaries of the economic and social development process, these changes relate to the entire population of the country and extend without discrimination to all the citizens in every area, with respect, of course, for equal rights and their rights and fundamental freedoms.

In Romania, no discrimination whatsoever is tolerated or practised in respect of remuneration. The references of the report in question, concerning the new legislation on the remuneration of labour, and the allegations of discrimination in the granting of certain bonuses are a reflection either of bad faith or of ignorance of the legislation in force and the manner in which it is applied. The new legislation referred to, particularly Act No. 1/1986, concerning remuneration by general agreement and in direct agreement with workers, contains the following provisions with respect to bonuses:

- (a) Article 8, paragraph 4 – Bonuses and other incentives are provided in accordance with the law for savings achieved in respect of raw materials, fuel and energy.

This matter is regulated by the Act on remuneration according to the quantity and quality of labour, No. 57/1974, Article 63, paragraph 1 of which stipulates that: "Personnel may be granted bonuses during the year for achieving savings on the consumption quotas set in respect of raw materials, equipment, fuel and energy. The amount of such bonuses may be as much as 30 per cent of the value of the savings achieved. In respect of certain important materials or materials in short supply, the bonus may amount to 50 per cent of the value of the savings achieved."

- (b) Article 44, paragraph 1 – The managerial staff of economic units producing goods for export, certain industrial work-

shops, ministries and other central bodies and people's councils, the heads of the departments of production, planning, technical and equipment procurements and foreign trade with the operational systems of such units, and personnel with responsibility for export-oriented production and exports are paid a monthly bonus of 1.5 per cent of their remuneration for each percentage point in excess of the target set in the plan for export-oriented production and exports.

- (c) Article 46, paragraph 2 – Bonuses for producing in excess of production targets in respect of goods for export are paid out per person on the basis of standard remuneration and effective working time in the month in which the bonuses are granted. The monthly bonus paid to a person may amount to as much as 20 per cent of the standard remuneration corresponding to his effective working time.

The Government also points out that the remuneration of all workers in Romania is subject to very detailed statutory regulations, based on the constitutional principle of "equal remuneration for work of equal value", which precludes all forms of discrimination. The basic statutes regulating this matter are the Labour Code (Act No. 10, 23 November 1972), the Act on remuneration according to the quantity and quality of labour, No. 57, 29 October 1974, and Act No. 1/1986, concerning remuneration by general agreement and in direct agreement with workers.

In addition, a Government representative stated that his country's legislation guaranteed the right to work of all citizens without any discrimination. The Committee of Experts considered that article 17 of the Constitution of Romania, and article 2 of the Labour Code, were not in conformity with Article 1 of the present Convention because they omitted political opinion and social origin from the prohibited grounds of discrimination. This view was based on an incomplete reading of article 17 of the Constitution and of other legislation relating to employment. Quoting article 17 and 18 of the Constitution, already reproduced in the Government's written document, the speaker wondered where there could be political and social discrimination. Therefore, if the citizens of the country had equal rights in all the fields of economic, political, legal, social and cultural life, where could political and social discrimination be found? Furthermore, article 18 of the Constitution, which was the substantive provision about the right to work, clearly provided that every citizen should be afforded the opportunity to carry on an activity in any field in keeping with his training, and remunerated according to the quantity and quality of his work. The speaker conceded that article 2 of the Labour Code did not expressly refer to political opinions. However, it was equally true that in its contents and in other normative provisions on labour relations dealing in particular with hiring, promotion and termination of contracts there were no and there could not be references to political opinions as criteria for termination of contracts, in view of the constitutional provisions above-mentioned.

The speaker quoted the provisions of Romanian legislation in this matter:

Concerning hiring, he underlined that Section 2 of the Labour Code provides that: "Every citizen shall be afforded the opportunity to carry on an activity in any field, in keeping with his training, skills and aspirations, taking into account the needs of society". Section 1 of Act No. 12-1971 provides that: "Citizens can freely choose their employment; they will be hired according to their training and professional skills". Section 10 of the same Act also provides that: "Hiring in work units and distribution of work positions are made according to:

- level of studies and of professional training,
- training period, experience in the sector or the profession;
- results obtained at examination, competition or on-the-job training."

The law also stipulated that promotions could take place only on the basis of examinations or competitions to verify occupational aptitude or professional competence. In the case of a single candidate, the examination or competition was administered by the committee responsible for higher level staffing and promotions established in each unit, which served as a body of the workers' councils in which trade union representatives participated. For promotions to management positions, consideration was given, in addition to strictly occupational criteria, to the evaluation made by workers' collectives at the place of the candidate's employment. For certain management posts – director, deputy director, chief engineer, chief accountant, etc. – the approval of the workers' general assembly at the enterprise level was required. Reasons justifying termination of employment were set out in the Labour Code. None of these grounds supported the notion that termination could occur on the basis of political belief; in reality, it could occur only for serious breaches of certain service obligations stipulated in the labour contract itself. Thus, no labour con-

tract had been terminated because of political opinion or social opinion and, consequently, there had been no court decision on the subject.

In the light of this information, it was necessary to consider the comments of the Committee of Experts regarding the engagement of workers in civil aviation and promotion to management functions in state socialist undertakings.

As regards the second part of the observation by the Committee of Experts, concerning national extraction, the Government referred to the information which it had supplied in writing. In this document, the Government had tried to provide clarification which it hoped would dispel misconceptions and misunderstandings based on incomplete information. These clarifications had been provided out of a spirit of co-operation and dialogue, and it was hoped that those who read the document in good faith should find the answers they were seeking.

The Employers' members said that the Committee of Experts had noted two sorts of problems. In the first place, there was discrimination in employment on the basis of political opinion and social origin. Reference was made to provisions which required civil aviation staff to have complete political obedience, and also to provisions making political outlook a decisive criterion for promotion in state enterprises. The second and major part of the observation by the Committee of Experts reflected world-wide concern at the operation of the Government's policy of "rural systematisation". This policy covered a range of different measures which entailed massive discrimination on the basis of national extraction, and which put minorities at a disadvantage in all spheres of life. There was forced resettlement and violations of the rights of minorities in relation to education, training and employment. All in all the Committee had referred to 15 areas of discrimination on grounds of national extraction. The Employers' members took particular exception to the fact that in the Hungarian-speaking regions very few teachers who were able to speak Hungarian were being recruited. Also, the *numerus clausus* was used to deny the minorities equal access to universities. On all these matters, the Experts had asked for a detailed answer from the Government. The reply of the Government had been lengthy, but not very satisfactory. Firstly, the Government had said that the observation of the Committee of Experts amounted to an interference in the internal affairs of the State. The present Committee was used to hearing this argument. Every State, by ratifying the present Convention, entered into an obligation to shape its law and practice in such a way as to conform to the requirements of the Convention, and to submit reports to the supervisory bodies. If a particular State did not want to do this, then it should not accede to the Organisation or ratify its Conventions. The Government had also referred to legislative and constitutional provisions which spelled out equal rights for all citizens. This sounded good, but the realities were very different. An explanation of this discrepancy was most clearly apparent from paragraph 2(g) of the observation of the Committee of Experts: in a politically unidimensional State there was no true division of powers. This had the consequence that legislative texts lost their value when the supreme political will set different objectives. The result then complied with the political will but not with the law. The Government had also said that the facts set out in the report were incorrect. This clearly suggested that there was a need to investigate the situation on the spot. This should be done as a matter of urgency. The present Committee should urge the Government to accept a mission, which could establish the facts on the spot, meet with all concerned and very rapidly draw up a report to the supervisory bodies for examination in 1990 at the latest. The present state of the affair gave rise to greatest concern with the situation in Romania, and they considered that this concern needed to be expressed with all clarity in this year's conclusions of the Committee.

The Workers' members recalled that the Convention which had been ratified by Romania required the Government to abolish, in law and in practice, all forms of discrimination – especially in relation to employment and occupation. This was one of the most substantial and most important of all of the Conventions which had been adopted by the ILO. They hoped that the Government representative was aware of what was said and shown in the world media in relation to the situation in his country. The world is informed, even if tomorrow a wall were to be built around the country. The explanations which had been given by the Government were almost the same as those it had given in relation to Convention No. 87. However, here the contradictions between the Convention and law and practice seemed to be even more serious. The Government referred to legislative texts and constitutional provisions relating to non-discrimination and protection of minorities. But there were countless cases of daily practice providing evidence which contradicted what the Government said. The Government had not given a substantiated answer to the specific comments of the Committee of the Committee of Experts. Instead, they had argued that what the United Nations Human

Rights Commission had said was irrelevant, that the resolution on Romania was null and void and represented gross interference in the internal affairs of Romania. The Government had also expressed its concern at the tendency in certain circles to use the ILO in order to distort the situation in Romania and to spread insulting allegations. But the arguments relating to interference in internal affairs had already been dealt with in connection with other countries. If a member State ratified a Convention then it undertook to take measures to give effect to the obligations contained in that Convention. That was true for Romania in the same way as for any other country. The Government felt that the ILO might suffer a loss of credibility if it took these allegations seriously. On the contrary, the ILO would suffer a loss of credibility if it did not discuss the situation in Romania in relation to Convention No. 111.

The Workers' members noted a passage in the paper provided in writing by the Government to the effect that, in the process of rural systematisation, the interests of the community were more important than the rights of individuals. In fact, the process amounted to deportation of members of minorities, who were thus forced to give up agriculture and take up employment in industry and to forget all about their past. This policy was a flagrant violation of the Convention, which had been denounced by the Committee of Experts and by a range of other organisations, including the United Nations. All that the Government could say was that the charges were trumped up, and that the concerns of the ILO and the United Nations amounted to an interference in internal affairs. In the field of discrimination in occupation and training, the position of minority groups called for priority attention because these were the most vulnerable groups of individuals. In society the weakest needed to feel secure. Just the opposite happened in Romania. The Government must accept that the Committee was very concerned at the state of affairs. The same was true for world public opinion, the United Nations Commission on Human Rights, the Committee of Experts, the ILO and the various international trade union organisations. There needed to be clarity and real application. For clarity, on-the-spot visits by international commissions or experts needed to be accepted so that they could discuss with the authorities and the population and the report. The Workers' members were very concerned that there be a dialogue which permitted to establish the facts more clearly, so that appropriate action could at last be taken.

A Government member of Hungary welcomed the fact that the Committee was examining the question of discrimination against the Hungarian minority in Romania. He noted that other United Nations bodies and in particular those concerned with human rights had also been considering this issue for some time. The concerns of his Government in relation to this matter arose partly out of general humanitarian considerations, and partly out of a feeling of solidarity with Hungarians living in Romania who for historical, cultural and family reasons had multiple ties with Hungary.

He explained that the Hungarian minority in Romania comprised at least 2 million people, which made it the largest national minority in Europe. The Committee of Experts had shown an objective picture of the situation in which the minority lived. The Hungarian Government had asked the Romanian Government to engage in bilateral negotiation on this matter on a number of occasions, but the Government had not yet acceded to this request. He hoped that the Government of Romania would recognise the authority of the ILO bodies and would continuously supply the information requested by the ILO so as to achieve improvement in this serious matter. Finally, he wished to stress that in spite of the existing problems, Hungary wished to maintain good neighbourly relations with Romania, as had always been sought by the great minds of Hungary and Romania throughout their common history.

A Worker member of the United Kingdom believed that this was one of the worst cases with which the Committee had had to deal. It was certainly the worst on the present Convention. The observation of the Committee of Experts dealt with two issues: first, discrimination in employment on the basis of political opinion or social origin; and secondly, discrimination in employment, education and training on the basis of national extraction. The Committee of Experts had been commenting on the first of these issues for a number of years; he did not want to cover this vital area, although Romania's record of discrimination based on political opinion was notorious. He wished to concentrate on the second issue. In the written submission, the Government set some legal and allegedly factual arguments. At the legal level, the Government attacked the United Nations Human Rights Commission for interference in the country's internal affairs. That sort of argument was pursued by a country which had something to hide. Turning to the first part of this written submission, this was a document of unsound philosophy, intellectual sophistry and an unsustainable view of history. Paragraph 2(g) of the report of the

Committee of Experts clearly showed why, under the present politico-legal system, the legal provisions referred to in the document could not protect minorities. On the factual level, the Government had said that the allegations communicated by Force Ouvrière were either irrelevant or untrue. In fact there had been no real attempt to refute these allegations. There was, moreover, a mass of evidence in support of them. This evidence showed, for example, that citizens were being forced to pull down their own homes and were then sent to sub-standard housing which was intended to glorify the leadership of the country rather than to provide decent housing for working people. Rural communities were being destroyed, as were rural traditions and cultures. Minorities' history was being expunged from the records. There was evidence that young people asking to emigrate were drafted in the army only to be sent to unhealthy forced labour camps. The speaker wished to see practical and immediate solutions to these problems. He did not want a list of laws which were of no practical effect. Nor did he want to hear arguments about national sovereignty. Romania could not lock itself from the world, nor hide from its international obligations; it could not hide from the obligation it had to its own citizens, regardless of their ethnic origins, as enshrined in this Convention. If the Government believed in the ILO and its objectivity, it should invite the ILO to send a fact-finding mission to the country in order to examine these issues at first hand, to dispose of what the Government insisted were lies, and to report to the supervisory bodies.

A Worker member of the United States recalled a resolution which had been adopted by the Executive Committee of the ICFTU in December 1988. This had expressed deep concern at the continued disregard of human rights in Romania. The ICFTU had been appalled by the immense social and cultural damage which was being caused by the agricultural systemisation plan – with the destruction of villages and their replacement with concentrated “agro-industrial” centres. According to the Government, urbanisation was consequence of industrialisation and was based on labour-force mobility. He considered that this programme was based not on “labour-force mobility” but on “forced-labour mobility”. Furthermore, it had a disproportionate impact on ethnic minorities. The ethnic communities of Romania were already being forcibly dispersed from their places of birth and assigned to jobs not of their choosing. Information from Romania indicated that relocations were being carried out abruptly, sometimes brutally, usually without prior notification and without villagers knowing where they were being sent.

Romania had ratified Convention No. 111 in 1973. It had laws which promised freedom from discrimination. All reliable evidence indicated that in reality there was massive discrimination, and that that discrimination took place on the basis of an official, albeit unwritten, policy of the Government. He listed a number of illustrations of the practical operation of this policy. These included: forced population transfers; restrictions upon Hungarian-language education; limitations on access to higher education and training; the banishment of the Hungarian language from public life; the liquidation of Hungarian cultural institutions; the harassment of Hungarian churches; and the break-up of families – for example through the so-called repatriation or distribution system, which included the forcible assignment of young persons to heavy and dangerous work in industries such as mining and construction, with work sites far from their homes registered in their personal identity papers, which, in turn, could prohibit them from ever again taking up residence in their places of birth.

He recognised that the purpose of the present Committee was to open and to maintain dialogue. However, he was pessimistic at the prospects of dialogue with a Government which demonstrated such scant respect for this institution, by submitting a reply to the Committee of Experts devoid of full and accurate information of the situation in Romania.

A Worker member of Hungary wished to add his voice to that of all those who expressed deep concern about the situation.

He noted that about 300 persons from Romania arrived weekly in Hungary with a view to settling down and finding employment there. Altogether 17,000 of them had been officially registered. Most of them turned to local trade union organisations, asking for assistance. The reports they gave to local trade union officials fully confirmed what could be read on pages 397 to 402 in the report of the Committee of Experts.

A Worker member of France recalled that his organisation (Force ouvrière) had presented to the Committee of Experts the dossier on the situation of the Hungarian minority in Romania. He had followed with interest what the Government representative had said about the legal protection against discrimination which existed in his country. But the distinguished representative could just as easily have gone on to say that the Government did not have much respect for either the law or for the present Convention.

If the allegations represented by his organisation were false then the Government should be able to demonstrate that that was the case. If they were true, then it would not be able to do so. It could not in fact do so, because this was an instance of a Government that imposed a dictatorship, and which systematically destroyed those parts of the country in which the minorities lived, in particular the Hungarian minority, by destroying villages, rebuilding shoddy structures in which the population was crammed without regard to their aspirations. It was undeniable that there was discrimination against young people belonging to ethnic minorities in relation to education, training and employment, and that they were often liable to be sent to what could be termed forced labour.

He wanted to know, as others had before him, whether the Government was ready to accept an ILO mission to establish the facts on the spot in Romania. He thought he knew the reply, and wished that the Committee would draw the most stringent conclusions in the circumstances.

An Employer member of Hungary welcomed the fact that the present Committee was dealing with the issue of discrimination in employment, among others, against the Hungarian national minority in Romania. In 1988, several thousands of people had escaped from Romania to Hungary. They confirmed the situation described in the report of the Committee of Experts. The mere fact that they wanted to leave, risking everything, including their lives, suggested that something was badly wrong in Romania. The influx of these refugees also caused considerable problems for the Hungarian authorities. Part of the blame for the current state of affairs had to be attributed to a previous Hungarian Government which had not been prepared to speak openly about the situation of the Hungarian minority in Romania. This had not been a good policy because the general situation worsened a lot instead of improving. Members of the minority were denied full access to education and training. This was illustrated by the fact that Hungarians constituted almost 8 per cent of the general population, but less than 3 per cent of the university population. It was also illustrated by the recent dismissal of a number of employees who occupied managerial positions at a chemical works because of their national extraction. Several other managers were forced to resign from their jobs because their relatives left Romania for Hungary. The speaker strongly hoped that the conclusions of the present Committee would contribute to the resolution of this serious problem.

A Government member of the Federal Republic of Germany noted that there had been many references to the problems confronted by the Hungarian minority in Romania. However, the Committee of Experts also mentioned other minorities in this country: Germans, South Slavs, Slovaks, Ukrainians, Jews and Gypsies. At the 45th Session of the United Nations Human Rights Commission, his Government had co-sponsored a resolution submitted by Sweden on this issue. This showed that his Government took this issue very seriously. This resolution expressed concern about the treatment of minorities in Romania and touched upon a number of other points which were of importance to the present Committee. He stressed that the treatment of minorities in Romania was contrary to the present Convention; there was discrimination in training and employment, inter alia, on the basis of national extraction.

He noted that the importance of dialogue in the present Committee had been mentioned several times. However, it was difficult to engage in meaningful dialogue if the Government took the view that the discussion constituted an impermissible interference in its domestic affairs.

Referring to the 1988 Report of the Director-General of the ILO, he stressed that human rights were inalienable, basic rights to be respected throughout the world independently of the social order established in any individual state. Human rights must therefore be made an issue wherever they are infringed. It was, therefore, not an interference in the internal affairs of other States but a matter of human solidarity.

He hoped the Government would engage in a meaningful dialogue by, inter alia, accepting an ILO mission.

A Worker member of Pakistan stated that the discussion had corroborated what had been reflected in the Committee of Experts' report in relation to the minority communities in Romania. The testimony of the refugees spoke for itself; he associated himself with those who had called for the elimination of this discrimination.

Another Government representative of Romania stated that the written information submitted by the Government must have been read in a desultory manner, because it contained information which clearly showed that his country was making serious attempts to implement the provisions of the present Convention. His country had done a number of positive things which had seldom been mentioned by others in the present Committee.

The speaker did not propose to read the written information in the present Committee, but he felt that he needed to expand on some of the details.

He referred to the fact that the Romanian history was that of a people which had established its unity, acquired its independence through its own endeavours. As his country approached the third millenium it hoped to do so among the ranks of developed countries. Forty-five years ago, when the country had been liberated, it was a predominantly agricultural society. The liberation had put an end to long periods of foreign domination which had resulted in a heavy drain on the resources of the country. Since that time the Government had made great efforts to extricate the country from its state of underdevelopment. Substantial progress had been made. There was a strong industrial sector and the agricultural sector was also highly developed. Many major development projects were under way or had recently been completed. During the last 20 years, approximately 3.4 million houses had been built with State funding, while hundreds of thousands of families had private houses built, both in the country and in the cities, with the result that more than 80 per cent of the country's population lived in new housing.

Turning to "rural systematisation", he explained that 20 years before the Government had begun to reorganise the administrative system. This had been done on the basis of treating towns and cities as the basic administrative units. This was not unique to his country - it had happened in many parts of Europe. At the end of the war, 80 per cent of the population had been rural and worked in agriculture. Now only 28 per cent were engaged in agriculture. The consequent influx to the towns meant that it was necessary to provide housing and other infrastructure. The Government was now trying to improve conditions in the rural areas. This included the construction of houses, schools, factories, cultural facilities and shops. The long-term objective was to improve conditions in the rural sector, not to destroy them. Turning to the nationality issue, the speaker noted that his country was a unitary state. The existence of nationalities was the result of an historical evolution. The Government which had been in power after 1948 had worked to guarantee equal rights to all citizens by suppressing previous inequalities. The authorities also had made sure that the situation and circumstances - linked to Hitlerism - which prevailed in Europe immediately after 1944 had no consequences for Romanian citizens of German and other nationalities. According to the 1977 enumeration, the population structure was as follows:

- Romanians	89.1%
- Hungarians	7.7%
- Germans	1.5%
- Others (Serbs, Jews, Ukrainians, Tartars, Russians, Bulgarians)	1.7%

The last statistical data showed that Romanians represented 91 per cent of the whole population.

Romania had established a single legislative and legal system for the whole population, had only one category of central and local organs - of power and justice. This made Romania different from multi-national States which had official bodies both at the level of Federation and Republic, having distinct attributions and structure, as mentioned in the Constitution.

In conformity with article 17 of the Constitution and Romanian laws, Romanian citizens had equal rights in all fields of economic, political, legal, social and cultural life, without distinction based on nationality, race, sex or religion.

Any demonstration prejudicing fundamental rights and obligations by reason of nationality, race, sex or religion, as well as nationalistic and chauvinistic propaganda with a view to fomenting racial or national hatred were severely punished by the legislation.

The speaker illustrated this by reference to the parliamentary representation of the various racial groups, which mostly mirrored their representation in the population as a whole. He said that there was full freedom to use the mother tongue in education. The same principle applied to cultural and artistic institutions. There were several publishing houses for books and periodicals in the minority languages, and also a number of cultural institutions which catered specifically for the interests of the minorities.

Another Government representative of Romania stated that he was engaging in the same exercise as the one in which he had participated at the United Nations Commission on Human Rights, that is, a hostile and defamatory campaign directed against both the foundations of the socialist regime in Romania and the territorial situation in this part of Europe. Delegates from France, the United Kingdom and Hungary had supported their theses by invoking abundant testimony and images carried by the media of these countries, but this was really an inadmissible manipulation of words and images. They are manipulated and even fabricated to serve the objectives of the anti-communist and revisionist campaign organised against Romania. With regard to the allega-

tion of cultural genocide, genocide by some countries represented at this Committee, perpetrated against the peoples of Africa and Asia who had, in some cases, lost their language and their culture, should rather be recalled. It was significant that the representatives of Hungary to this Committee - Government, Employers and Workers - had welcomed the report and the statements that had been made. There was no reason to be surprised at this because the anti-socialist, anti-Romanian, nationalist and revisionist manifestations in Budapest continued and had been the same for some time now. Such an action turned into a fascist demonstration.

The Government member of Hungary stated that he could not accept his country being offended. He asked the Chairman to tell the Government representative of Romania to speak about the observance of Convention No. 111 in Romania.

The Chairman of the Committee stated that this expressed the will of the Committee.

The Government representative of Romania considered that protection of minorities had always served as a pretext, even before the war, for the Hungarian revisionist circles. He noted that it was now the Government, the employers and the workers of Hungary who made themselves the promoters of revisionism. Some representatives of western governments, employers and workers had joined in the hostile campaign directed against his country on the subject of minorities. According to the speaker, the representative of France had forgotten that in that country the very notion of minority did not exist and that, for example, the blood had not stopped flowing in the overseas departments and territories.

A Worker member of France stated that the responsibility of the Government of France was one thing, but questions had been posed on the problems concerning the situation of workers in a given country - workers who had been harassed and were the object of discrimination - and as of now, nothing had demonstrated the contrary.

The Government representative of Romania concluded his statement by saying that if there was a problem of minorities, it was not in Romania but in Budapest. This city was the base of the "Hungarian Democratic Forum" which had produced the "report" taken up by "Force ouvrière". The Hungarians of Romania enjoyed the same rights as and full equality as citizens of Romanian origin. This problem concerning minorities had, therefore, been completely fabricated. The speaker rejected the allegations which were based on manipulative media images and abuses of language. With regard to the dialogue between the deaf which had been alluded to, the speaker stated that his Government had on many occasions - among them before the Committee on Human Rights - made varied declarations citing numerous facts, figures and arguments to show the actual situation in his country in various spheres, but they had not been taken into account. Therefore, there was in fact a dialogue between the deaf which would continue as long as the hostile campaign orchestrated against his country lasted. The speaker repeated that the resolution adopted by the Committee on Human Rights and initiated by Sweden was null and void. The Romanian delegation strongly rejected the allegations based on distorted views of realities and the defamation of the political and factual situation in Romania contained in the document of the "Hungarian Democratic Forum", and denounced its nationalistic, chauvinistic, irredentist and revisionist character. The delegation rejected categorically any interpretation pointing to an alleged violation of the present Convention. Moreover, no question of a mission of inquiry on the spot in Romania, which had no reason to take place.

A Government member of the Ukrainian SSR, speaking also on behalf of the Government members of the Byelorussian SSR and the USSR, stated that they would not take part in any decision taken on this case by the present Committee.

A Government member of Hungary stated, in connection with the declaration of the Government representative of Romania, that in recent times relations between Romania and Hungary had developed in such a manner that it was no longer unusual to hear such speeches in which the tone and content had nothing to do with the facts.

A Worker member of the USSR, speaking as well on behalf of the Workers' members of the Byelorussian SSR and the Ukrainian SSR, stated that they could not take part in the taking of a decision on this case.

A Employer member of the USSR wished to associate himself with the other members of the present Committee who had indicated that they would not participate in the taking of a decision on this question.

A Government member of the German Democratic Republic declared that, in spite of all the difficulties that had been mentioned, he thought that the reasonable solution to the problem lay in a dialogue. Therefore his delegation would not take part in a vote on this case.

The Employers' members, referring to the statements of the two Government representatives of Romania who had spoken most recently, said that even though long, irrelevant statements were not unusual in the present Committee, some of the statements made by the Government representatives in this case had been utterly inappropriate. The impression had been given that the Committee was to be exposed to ridicule, and they took it as an affront to the Committee to have put the systematic violation of the rights of ethnic minorities on an equal footing with conferences and symposia on urban and rural planning. The Government had, in their view, mentioned in a somewhat threatening manner, that there were statements by other European bodies that saw things quite differently. They wished to refer the Government to statements made by the European Parliament, which had confirmed the very bad situation in Romania and had set forth additional facts on the matter.

The Employers' members regretted the Government's rejection of the idea of a mission that would have clarified the facts on the spot; that rejection had only confirmed the impression that Romania had a great deal to conceal. They asked that, none the less, the request for a mission, presented by many members, be included in the present Committee's conclusions.

The Committee took note of the information provided orally and in writing by the Government, as well as of the discussion in the Committee. The Committee noted with great concern, that in their comments, the Committee of Experts had noted the persistence of serious divergencies between the law and practice on the one hand and the provisions of the Convention, particularly concerning political opinion and social origin. The Committee also noted the allegations and information which gave rise to concern about the situation regarding national origin. The Committee expressed its firm hope that the Government would, in the very near future, take all the measures necessary to ensure full observance of the Convention and that these measures would take due account of the Committee of Experts' observations. The Committee requested the Government to receive a study mission to establish the facts and to report to the Committee of Experts. The Committee also requested the Government to provide to the Committee of Experts the detailed information it requested. The Committee fervently hoped to be able to see real and notable progress in the near future on the application of the Convention in law and practice.

On the proposal of the Workers' and Employers' members, the Committee decided to include the case in a special paragraph of its report.

The Government representative of Romania wished to state first that the Romanian delegation had come before the Committee in a spirit of constructive dialogue in order to set forth the actual conditions in his country. Secondly, the terms and descriptions used by several members in relation to Romania had been totally unacceptable. Thirdly, the conclusions, and especially the proposal of a special paragraph, were also unacceptable; the speaker rejected these decisions along with his rejection of the idea of an inquiry and of a review which was proposed in this case, which is totally unjustified. Romania was an independent, sovereign country which always welcomed persons of good will and good faith, but it did not accept any review or inquiry on its territory.

Turkey (ratification : 1967). A Government representative stated, first, that Martial Law No. 1402 was enacted to govern certain cases under exceptional circumstances only; secondly, that martial law was not in force in any part of Turkey since 19 July 1987 and, thirdly, that the Government had committed itself to removing some of the shortcomings of this Law and had in fact recently introduced a Bill to the Parliament. This Bill, which was presently debated at the Parliament, aimed at improving some of the provisions of existing legislation, particularly by restricting certain aspects of the powers of the martial laws commanders.

The Government would be happy to supply to the Committee of Experts the final version of this Bill at the time of its response to the Committee of Experts' report, as well as the texts of judgments concerning the reinstatement of persons dismissed under the provisions of Martial Law No. 1402. The Government was unable to discuss at this moment a text which was at the present undergoing legislative process but took note of the observations made by the Committee of Experts on this issue.

The Worker member of Norway, speaking on behalf of the Finnish, Danish, Swedish and Norwegian national trade unions endorsed what had already been said by the Worker member of Turkey on Convention No. 98.

In the present case, the enforcement of the Martial Law and regulations had resulted, since the coup of September 1980, in the dismissing or transferring approximately 8,500 persons including university lecturers, school-teachers, civil servants, workers in

public enterprises and public employees. The discrimination against civil servants and public employees still continued all over the country and the persons who had been considered undesirable were prohibited to undertake any job whatsoever in public service or state enterprises for the rest of their lives. These sanctions were not issued by the judiciary but through arbitrary administrative decisions.

The new Bill introduced in Parliament would restrict the powers of martial law commanders but the criteria on which dismissals or transfers could take place are still not strictly defined. The regulations for security investigations were still applied, without any judicial supervision, to collect information from public employees and civil servants about political opinions. This kind of intelligence service could not be justified in any State committed to the obligations established by the ILO Constitution and Convention No. 111.

The Finnish, Danish, Norwegian and Swedish trade unions urged the present Committee to appeal to the Government of Turkey to bring an end to all discrimination against civil servants and public employees by reason of their political opinions.

The Workers' members deplored the fact that, although martial law had been repealed on 15 July 1987, the situation remained the same as regards Convention No. 111. They recalled that during the state of emergency, certain exceptional disciplinary sanctions had been taken and noted, as did the Committee of Experts, that these are still applied. They noted that the draft legislation now should bring about certain improvements, even though the Turkish Confederation of Trade Unions (TURK-IS) and the Committee of Experts had certain doubts as to its contents but that, for the time being, the situation remained unchanged.

They recalled that they had already asked that the thousands of dismissed employees, who would forever be prohibited from working in the public service, be reinstated in their employment with compensation, after a fair trial. They also noted that, in spite of the repeated requests of the Committee of Experts, the Government still had not provided copies of any judgments. In the absence of information by the Government, it was necessary to refer to the information provided by the Turkish Confederation of Trade Unions and noted with regret that the Turkish Government did not apply Convention No. 111 which it had ratified.

The Workers members of Turkey stated that, as mentioned by the Committee of Experts, under Section 2 of Martial Law No. 1402, the competent authorities had to execute immediately every request of the martial law commanders to transfer or dismiss officials whose services were considered harmful for general security, law and order or public safety. The Turkish Government had been requested many times to take measures to repeal or amend these provisions so as to ensure that transfers or dismissals could only take place on the basis of clearly defined criteria; this case had also been the subject of a direct contacts mission, but to no avail. From September 1980 until the lifting of martial law, many people had been dismissed from public service in all the regions in Turkey through the implementation of the Act. In determining the element of harmfulness, various unreliable sources of information were used; security investigation reports of the National Intelligence Agency and of police, as well as informers and slanderers. This information was based on hearsay and biased political assessment. Furthermore, since it was considered confidential and not made available to the persons concerned, there were no means to correct or clarify them. The victims of this unacceptable practice had been 95 university lecturers, 2,515 school-teachers, 1,298 civil servants and 317 workers; some 4,000 of these were dismissed and about 4,509 public employees were transferred. Some of these had been reinstated but most had not. The Bill presented to Parliament was far from satisfactory since it retained the powers granted to martial law commanders, although it limited the duration of dismissal or transfer measures to the martial law period and provided that the persons concerned could apply for a re-investigation. Unfortunately, the Bill did not define or restrict the measures intended to ensure the security of the State, for instance by strictly defining the criteria on which dismissals and transfers could be based. This Bill, in fact, aimed at destroying all the positive results obtained through the courts. In addition, those who had been reinstated would not obtain a financial compensation for the wages or other benefits lost in the period during which they remained without employment. The Bill would not bring about progress nor solve the existing problems.

The speaker concluded his remarks by stating that although Turkey had ratified the European Social Charter, it had expressed reservations as to freedom of association and to the right to bargain collectively.

The Worker member of Spain stated that, since the Bill modifying the martial law maintained the powers granted to martial law commanders during the state of siege to ask the dismissal or transfer of public servants, it was impossible to note progress in the application of the Convention. The possibility of appealing to the

courts or to other competent authorities or, as provided by the Bill, to ask a re-examination of the case, did not constitute a real guarantee since the public authorities would probably continue to apply the existing legislation of giving effect to Convention No. 111. Consequently, the legislation should absolutely be modified so that the military authorities would not continue to apply these provisions. He referred to the Resolution about union rights and their relation to the civil liberties adopted in 1970 by the Conference, among which are the rights established by Convention No. 111. The speaker emphasised that the only way to solve the problem of the dismissals and transfers of public servants would be to proclaim an amnesty, that is to reinstate all the persons concerned in the employment they had before their discriminatory dismissal or transfer, so that they could again enjoy all their rights.

The Employers' members pointed out that this case raised the issue of martial law, which was not directly within the ILO jurisdiction. They could only note the situation and the consequences of the state of emergency, while deploring that a country had to take such measures.

During the state of emergency, the martial law commanders had the right to dismiss or transfer public servants in so far as national security was threatened. The draft legislation presently being prepared should allow to reduce the period of application of dismissal measures; it should improve the situation since, according to the Committee of Experts, the alleged motives of dismissal were not always linked to the security of the country.

The Employers' members supported the Committee of Experts in requesting the Government to provide further information on this issue and on any amendments to martial law it would consider adopting. They noted the wish expressed by the Committee of Experts that dismissed public servants should enjoy the right to appeal and to ask the re-examination of their case. They could not understand the Government representative's statement that he was not able to provide the information requested on the Bill which had just been tabled in Parliament. They noted that in its last three reports, the Committee on Freedom of Association had pointed out that Turkey had always submitted the information requested. Once again, they trusted that the Government would act rapidly as soon as the circumstances would make it possible. They expressed the wish that the Committee's conclusions would reflect its hope that the consequences of the state of emergency would disappear and that the Turkish society would be freed from all political pressures.

The Government representative stated that the Government was requested to provide information and to take some legislative measures. Concerning the first request, the Government would provide information in the shortest time possible; as to the second one, the Government could not do anything more than drafting a Bill and submitting it to Parliament, which had been done in February 1989. The Bill had already gone through the Committee of National Defence and had yet to go through the Committees of Justice and Constitution, and then to the plenary session of Parliament. The Government clearly was not in a position to pass any judgment on this Bill at such premature a stage.

The Government representative concluded his remarks by stating that under article 125 of the Turkish Constitution, all Acts of the Government were open to judicial review. Moreover, the courts had decided to reinstate 3,406 persons out of 4,891, i.e. 70 per cent of all the persons in question here.

The Committee has taken note of the information given by the Government representative and the various opinions and comments expressed during the discussion. The Committee noted the conclusions of the Committee of Experts, according to which there subsisted both in law and practice profound divergencies concerning the full implementation of the Convention. The Committee expressed the firm hope that the contemplated revision of certain articles of Martial Law No. 1402 duly would take into account the observations of the ILO supervisory bodies and that the Government would continue its efforts so that measures to guarantee the security of the State be defined and restricted in such a fashion that they would no longer entail any discrimination based on political opinion. The Committee trusted that the Government would submit in the near future all the information requested to allow the Committee to verify whether the Convention was implemented and real progress accomplished.

On a proposal of the Workers' members, supported by the Employers' members, the Committee decided to mention this case in a special paragraph of its report.

The Government representative expressed his regret that the last conclusions of the present Committee with respect to Turkey were entirely disproportionate, compared to the conclusions reached by it concerning other countries. The conclusions concerning Turkey were not only disproportionate from the standpoint of the compatibility of national practices to ILO standards, but also unproductive in terms of serving the general goals of the present Committee. Furthermore, the Government did not agree

with the points raised by the Workers' and Employers' delegates in placing Turkey in a special paragraph.

Convention No. 119: Guarding of Machinery, 1963

Central African Republic (ratification: 1963). See under Convention No 29, the written information sent by the Government.

In addition, a representative of the Central African Republic recalled, concerning the application of the Convention, that a draft Decree had been drawn up during direct contacts between the Central African Republic authorities and representatives of the office in 1980. This text, along with a number of others, had been submitted for examination to the Council of Ministers but, owing to political changes in the country, the text had been taken up anew and brought up to date before being submitted to the new constitutional procedure for the adoption of texts by the competent bodies, a rather lengthy procedure. The Government undertook to indicate, in its next report, the adoption of these texts, including the one concerning guarding of machinery.

The Government's next report would also take into account the observations of the Committee of Experts on the delay in providing reports. The Government was aware of the problem this posed and it shared the Committee of Experts' observations. It would do all it could to have report sent to the ILO so that the application of Conventions and Recommendations by his country could be evaluated and so that information on national practice could be provided.

The Employers' members recalled that this Convention provided for specific measures such as the definition of dangerous parts and dangerous machinery. The problem had been the object of Committee of Experts' comments for 12 years and had been discussed perhaps five times in the present Committee. Direct contacts had taken place in 1980 and during the mission, the appropriate draft legislation had been prepared. That draft was still lying dormant nine years later. The present Committee should express its concern about this extreme delay. The Government should be called upon to make special efforts to remedy the non-conformity of the legislation with the provisions of the Convention.

The Workers' members stressed the seriousness of the difficulties which existed in this case. The draft Decree drawn up with the assistance of the Office still remained only a draft nine years later. One had to be aware that this Convention was a very important technical Convention, involving the safety of workers. The Workers' members thus hoped and asked that the Decree be finally issued and that it enter into force before the next meeting of the Committee of Experts with a copy of the text being sent for examination by that Committee.

The Government representative stated that there had indeed been a delay in adopting the draft Decree, but that steps had already been taken in practice to ensure respect for protective standards, thanks to the action of labour inspectors who were responsible for ensuring the application of standards in relation to hygiene, safety protection and workers' health. An effort was being made in practice in regard to protection, and it would be strengthened by adoption of the draft Decree.

The Workers' members took note of the Government's willingness to ensure respect for the provisions contained in the draft Decree by means of labour inspection, but they stated that as long as there was no such decree or other legislation, it was not possible to impose any penalties.

The Committee took note of the information provided by the Government representative. The Committee noted the persistence of serious divergencies between the law and practice on the one hand and the provisions of the Convention on the other hand. The Committee expressed the fervent hope that the legal provisions would be adopted in the near future, so that the Government would be able to report definite and substantive progress next year.

Convention No. 134: Prevention of Accidents (Seafarers), 1970

Nigeria (ratification: 1973). The Government has provided the following information:

The Government greatly regrets that it has not been able to supply copies, or relevant extracts, of reports of inquiry, or samples of statistics, in conformity with paragraphs 1 to 3 of Article 2 of the Convention. It also regrets that it has not been able to provide the other information requested by the Committee of Experts. The Government indicated that problems had been encountered in obtaining the relevant information and statistics. This is why the Government had not been able to furnish information in response to the previous comments of the Committee of Experts. The Federal Ministry which should provide the information required to supply a full reply to the comments of the Experts has

not responded to repeated requests that it do so. More recently, the Ministry concerned has been more co-operative. Every effort will be made to provide the necessary information to the Committee of Experts before its meeting in March 1990.

In addition, a representative of the Government stated that his Government had not been able to supply copies or the relevant extracts of reports of inquiry, samples of statistics compiled in conformity with paragraphs 1-3 of the Convention, nor the other information requested by the Committee. The speaker explained that the Government was experiencing problems in getting the required information and statistics, which prevented it from supplying any information in reply to the previous comments of the Committee of Experts. The Federal Ministry of Transport which had the information required to enable the Government to submit a reply had not responded to the Government's incessant requests. He stated that every effort would be made to provide the necessary information to the Committee of Experts before its meeting in March 1990.

The Workers' members recalled that Nigeria had ratified this Convention 15 years ago but that the special regulations had not yet been adopted. The legislation mentioned by the Committee of Experts did not give effect to the Convention provisions. They welcomed the Government's commitment to provide information on these important matters in future, and urged it to fulfil its commitments.

The Employers' members stated that this was again a case which repeated itself: eight questions had been put to the Government on this Convention; during the past three years, the Committee of Experts had regularly made observations; and the Government had not sent any report during six consecutive years. The Convention concerns important issues for seafarers, since they concern their security and their protection against accidents. The Government should answer very rapidly.

The Workers' members stated that this question should be taken up next year in the present Committee since it received no answer this year; in addition, in 1990 the Committee will treat the General Survey on Conventions concerning seafarers.

The Government representative stated that he was now responsible for relations with the ILO and that he undertook to submit the requested reports and information in due course.

The Committee has taken note of the information provided by the Government representative. The Committee noted that the conclusions of the report of the Committee of Experts mentioned the persistence of divergences between the legislation and certain important provisions of the Convention. The Committee expressed the hope that the Government would in the near future take all necessary measures to put the legislation into conformity with the Convention and that it would send next year a report to the Committee of Experts for examination. The Committee hoped it would be able to note significant progress in the near future.

Convention No. 139: Occupational Cancer, 1974

Guinea (ratification: 1976). A Government representative stated that after the labour legislation had been revised, with the help of the technical services of the Office, many provisions had been substantially modified as regards hygiene and occupational safety and health in the workplace. ILO standards had often served as a

source of inspiration, despite the fact that Conventions which had been ratified had not always been accompanied by legislative texts necessary for their implementation.

The present Convention was an example of such a ratified Convention. The new Labour Code, Ordinance No. 003/PRG/SGG/88 of 28 January 1988, provided for the adoption of legislation for the application of certain provisions relating to health and safety in the workplace. The drafting of such texts was achieved with the collaboration of the social partners, notably the trade unions. Progress was slow due to the lack of documents and there were plans to revise, *inter alia*, the list of occupational diseases and the definition of hazardous substances. He added that, for the first time, reliable information was available and the help of the Office was welcomed by all. His delegation's mandate was to contact the Office's technical services with a view to drawing up as quickly as possible an adequate legal framework for protection against occupational diseases and occupational cancer in particular. Comments made by the Committee of Experts would thus be followed up.

The Employers' members considered the information provided by the Government representative to be positive in that, 13 years after ratification of Convention No. 139, the main legislative provisions on occupational safety and health matters had been adopted. Nevertheless, the specific measures needed to ensure full conformity with the provisions of Convention No. 139 were still lacking. They viewed positively the fact that the Government was ready to request the assistance of the Office to ensure that the provisions adopted which deal with highly technical and complex questions enabled the provisions to be implemented correctly. They hoped that, with the help of the Office, the necessary first steps could be taken to implement protective measures against occupational diseases and occupational cancer.

The Workers' members drew attention to one very positive point, namely, that Guinea had ratified the present Convention just two years after its adoption. Nevertheless, they considered that progress was very slow on its implementation. Referring to the comments of the Committee of Experts in 1984, 1986 and 1989, they stressed the usefulness of the Office's help, since the new Labour Code was prepared with its assistance, but they noted that regulations were still lacking in the fields covered by the Convention. They felt that the technical assistance of the ILO should be requested as regards the development of regulations to implement the Convention's provisions requiring very specific technical measures which were difficult to define. They thought it was necessary to adopt appropriate laws and regulations with which effectively to combat the plague of occupational cancer and to guarantee conformity with the present Convention.

The Committee took note of the information provided by the Government representative. The Committee noted, however, that the ordinances and the specific measures noted by the Committee of Experts were still not stated so as to bring law and practice into conformity with the Convention. The Committee noted, however, the wish expressed by the Government for assistance from the ILO in this field. The Committee therefore requested the Government to take all necessary steps for the ordinances and the application texts to be adopted so as to make it possible at an early date for the full application in law and in practice of the Convention in question to take effect. The Committee expressed the hope that concrete progress in this respect could be reported to it by the next meeting of the Committee of Experts and therefore to this Committee next year.

C. Detailed Reports on Ratified Conventions (State Members)

(Article 22 of the Constitution)

Summary of reports received and reports not received as at 22 June 1989

Reports due: 1,638

Reports received: 1,383

Reports not received: 255

The table published in the Report of the Committee of Experts, p. 471, should be brought up to date in the following manner:

State Member	Reports received		Reports not received		Grand total
	Total	Conventions Nos.	Total	Conventions Nos.	
Brazil	17	5, 11, 53, 58, 91, 92, 95, 97, 98, 100, 103, 107, 111, 117, 118, 122, 131	6	94, 105, 113, 115, 120, 125	23
Central African Republic .	11	3, 11, 18, 26, 29, 52, 87, 99, 111, 105, 119	1	98	12
Congo ^{1, 3}	11	5, 11, 13, 26, 29, 33, 87, 119, 149, 150, 152	0		11
Denmark	16	9, 11, 58, 62, 81, 87, 92, 98, 111, 112, 120, 126, 129, 139, 144, 159	3	102, 122, 142	19
Djibouti ^{1, 3}	32	1, 5, 9, 10, 11, 13, 16, 19, 26, 29, 33, 36, 37, 38, 53, 58, 63, 69, 73, 81, 87, 91, 96, 98, 99, 100, 105, 120, 122, 123, 125, 126	0		32
Dominican Republic ^{1, 3} . .	15	1, 5, 7, 10, 19, 26, 29, 81, 87, 95, 98, 100, 105, 111, 119	0		15
France	41	3, 8, 9, 11, 22, 35, 36, 37, 38, 53, 55, 58, 68, 69, 71, 74, 77, 78, 81, 87, 92, 97, 98, 100, 102, 108, 111, 112, 118, 120, 122, 123, 126, 127, 131, 140, 141, 142, 144, 145, 146	1	137	42
Ghana ³	15	22, 26, 29, 30, 87, 98, 100, 103, 105, 111, 115, 119, 149, 150, 151	6	1, 11, 58, 92, 120, 148	21
Greece	15	1, 9, 11, 29, 42, 68, 71, 92, 98, 102, 103, 111, 115, 122, 138	2	87, 144	17
Guyana ³	12	42, 81, 87, 111, 131, 136, 137, 139, 141, 144, 149, 150	6	7, 11, 29, 97, 98, 129	18
Iceland	8	11, 58, 87, 91, 98, 102, 111, 144	0		8
Iraq ²	18	1, 11, 30, 92, 94, 98, 107, 108, 111, 122, 131, 137, 144, 145, 146, 147, 152, 153	0		18
Ireland ³	11	23, 26, 29, 32, 68, 73, 92, 99, 100, 102, 122	7	11, 87, 98, 105, 142, 144, 159	18
Italy ³	20	9, 11, 19, 26, 27, 69, 81, 96, 99, 103, 111, 119, 122, 129, 137, 143, 144, 146, 148, 150	12	29, 68, 87, 92, 94, 97, 98, 102, 105, 118, 120, 134	32
Libyan Arab Jamahiriya ^{1, 3}	9	1, 96, 98, 102, 103, 111, 122, 128, 131	0		9
Madagascar	3	87, 119, 124	5	11, 26, 111, 120, 122	8
Malawi	9	11, 26, 97, 98, 99, 111, 144, 149, 158	1	159	10
Mongolia ^{1, 3}	5	87, 98, 103, 111, 122	0		5
Niger ^{1, 2, 3}	10	11, 81, 87, 98, 111, 131, 138, 154, 156, 158	2	102, 119	12
Panama	19	3, 9, 11, 15, 26, 30, 58, 68, 87, 92, 96, 98, 110, 111, 112, 119, 120, 122, 126	0		19
Sweden	21	9, 11, 47, 58, 87, 92, 98, 102, 111, 119, 120, 122, 128, 137, 143, 144, 146, 158, 159, 160, 161	0		21
United Kingdom	15	7, 11, 68, 69, 87, 92, 97, 98, 99, 102, 120, 122, 126, 142, 144	0		15
Democratic Yemen ^{1, 3} . . .	8	16, 19, 29, 58, 59, 95, 98, 105	1	94	9
Yugoslavia ^{1, 2, 3}	18	11, 29, 69, 74, 87, 92, 97, 98, 102, 111, 119, 122, 131, 135, 138, 142, 143, 158	5	9, 53, 91, 103, 126	23

¹ These data modify the indications concerning this country, contained in paragraph 80 of Part One (General Report) of the Report of the Committee of Experts.

² These data modify the indications concerning this country, contained in paragraph 85 of Part One (General Report) of the Report of the Committee of Experts.

³ These data modify the indications concerning this country, contained in paragraph 88 of Part One (General Report) of the Report of the Committee of Experts.

D. Statistical Table of Reports on Ratified Conventions
(Article 22 of the Constitution)
(22 June 1989)

Period	Reports requested	Reports received at the date requested		Reports received in time for the session of the Committee of Experts		Reports received in time for the session of the Conference	
		Number	Percentage	Number	Percentage	Number	Percentage
1931-1932	447	—	—	406	90.8	423	94.6
1932-1933	522	—	—	435	83.3	453	86.7
1933-1934	601	—	—	508	84.5	544	90.5
1934-1935	630	—	—	584	92.7	620	98.4
1935-1936	662	—	—	577	87.2	604	91.2
1936-1937	702	—	—	580	82.6	634	90.3
1937-1938	748	—	—	616	82.4	635	84.9
1938-1939	766	—	—	588	76.8	—	—
1943-1944	583	—	—	251	43.1	314	53.9
1944-1945	725	—	—	351	48.4	523	72.2
1945-1946	731	—	—	370	50.6	578	79.1
1946-1947	763	—	—	581	76.1	666	87.3
1947-1948	799	—	—	521	65.2	648	81.1
1948-1949	806	134 ¹	16.6	666	82.6	695	86.2
1949-1950	831	253	30.4	597	71.8	666	80.1
1950-1951	907	288	31.7	705	77.7	761	83.9
1951-1952	981	268	27.3	743	75.7	826	84.2
1952-1953	1 026	212	20.6	840	81.8	917	89.3
1953-1954	1 175	268	22.8	1 077	91.7	1 119	95.2
1954-1955	1 234	283	22.9	1 063	86.1	1 170	94.8
1955-1956	1 333	332	24.9	1 234	92.5	1 283	96.2
1956-1957	1 418	210	14.7	1 295	91.3	1 349	95.1
1957-1958	1 558	340	21.8	1 484	95.2	1 509	96.8
1958-1959	995 ²	200	20.4	864	86.8	902	90.6
1958-1960	1 100	256	23.2	838	76.1	963	87.4
1959-1961	1 362	243	18.1	1 090	80.0	1 142	83.8
1960-1962	1 309	200	15.5	1 059	80.9	1 121	85.6
1961-1963	1 624	280	17.2	1 314	80.9	1 430	88.0
1962-1964	1 495	213	14.2	1 268	84.8	1 356	89.7
1963-1965	1 700	282	16.6	1 444	84.9	1 527	89.8
1964-1966	1 562	245	16.3	1 330	85.1	1 395	89.3
1965-1967	1 883	323	17.4	1 551	84.5	1 643	89.6
1966-1968	1 821	281	17.1	1 409	85.5	1 601	89.1
1967-1969	1 894	360	18.9	1 463	77.0	1 549	81.6
1968-1970	1 992	237	11.8	1 504	75.5	1 707	85.6
1969-1971	2 025	297	14.6	1 572	77.6	1 753	86.5
1970-1972	2 048	300	14.6	1 521	74.3	1 691	82.5
1971-1973	2 189	370	16.5	1 854	84.6	1 958	89.4
1972-1974	2 034	301	14.8	1 663	81.7	1 764	86.7
1973-1975	2 200	292	13.2	1 831	83.0	1 914	87.0
1974-1976	1 529 ³	215	14.0	1 120	73.2	1 328	87.0
1977	1 701	251	14.7	1 289	75.7	1 391	81.7
1978	1 593	234	14.7	1 270	79.8	1 376	86.4
1979	1 581	168	10.6	1 302	82.2	1 437	90.8
1980	1 543	127	8.1	1 210	78.4	1 340	86.7
1981	1 695	332	19.4	1 382	81.4	1 493	88.0
1982	1 737	236	13.5	1 388	79.9	1 558	89.6
1983	1 669	189	11.3	1 286	77.0	1 412	84.6
1984	1 666	189	11.3	1 312	78.7	1 471	88.2
1985	1 752	207	11.8	1 388	79.2	1 529	87.3
1986	1 793	171	9.5	1 408	78.4	1 542	86.0
1987	1 638	149	9.0	1 230	75.9	1 383	84.4

¹ First year for which this figure is available. ² As a result of a decision by the Governing Body, detailed reports were requested as from 1958-59 until 1976 only on certain ratified Conventions. ³ As a result of a decision by the Governing Body (November 1976), detailed reports are now requested, according to certain criteria, at yearly, two-yearly or four-yearly intervals.

II. OBSERVATIONS AND INFORMATION CONCERNING THE APPLICATION OF CONVENTIONS IN NON-METROPOLITAN TERRITORIES (ARTICLES 22 AND 35 OF THE CONSTITUTION)

A. General Observations and Information concerning Certain Territories

New Zealand (Niue Island). A Government representative referred to the concern expressed by the Committee of Experts concerning the Government's failure to fulfil its obligation to provide reports with respect to the Niue Island on Convention No. 105 concerning the Abolition of Forced Labour, 1957. As had been indicated at this Committee last year, the Government requested technical assistance from the regional office of the ILO in order to resolve the problems concerning the transmittal of reports. The regional office had agreed to arrange a visit to the Island to provide such assistance. Unfortunately, the visit was not possible due to the suspension of regular flights to the Island. There were signs indicating that air service would be resumed. In any event, the Government of New Zealand would do all it possibly could to ensure that the regional office representative would visit the Island.

Finally, as had been explained to this Committee last year, the constitutional relationship with the Niue Island did not allow New Zealand to actively assume the Island's responsibility to draw up this report. New Zealand's only responsibility is to convey the reports to the Office once they have been completed. Consequently, he expressed his hope that, with the help of the regional office, the report would be completed and delivered shortly.

The Workers' members thanked the Government representative for the information provided, as well as for the spirited co-operation and good faith he had shown. The Government was making every effort to arrange for a visit from a representative of the regional office, but geographical obstacles had been in the way. Therefore, it was not possible to expect more than the Government has offered. Nevertheless, this Committee should mention this case in the appropriate section of its report.

The Employers' members endorsed the statements made by the Workers' members.

The Committee noted the information supplied by the Government representative which described the situation which made it difficult to satisfy its obligations, in particular the difficulties encountered in assuring the necessary assistance to the Niue Island, but that this situation would be resolved shortly.

The Committee found that no response had been made to the comments by the Committee of Experts. Nevertheless, the Committee noted the assurances provided by the Government representative. The Committee decided to mention this case in the appropriate section of its report.

B. Detailed Reports on Ratified Conventions (Non-Metropolitan Territories)

(Articles 22 and 35 of the Constitution)

Summary of reports received and reports not received as at 22 June 1989

Reports due: 335 Reports received: 279 Reports not received: 56

The table published in the Report of the Committee of Experts, p. 493, should be brought up to date in the following manner:

Countries and Territories	Reports received		Reports not received		Population* (thousands)
	Total	Conventions Nos.	Total	Conventions Nos.	
<i>United Kingdom</i>	75		2		
Anguilla	8	11, 23, 26, 58, 87, 97, 98, 99	0		6.5
Falkland Islands (Malvinas)	6	10, 11, 23, 58, 87, 98	0		1.8
Isle of Man	9	7, 23, 68, 87, 92, 97, 98, 102, 122	2	11, 99	64.6

* Source: United Nations: *Demographic Year Book*, 1986.

III. SUBMISSION TO THE COMPETENT AUTHORITIES OF THE CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE (ARTICLE 19 OF THE CONSTITUTION)

Observations and Information

Grenada. A Government representative explained that following a visit from the ILO Regional Adviser for Standards, all relevant instruments were submitted to the Cabinet in 1988. However, the Cabinet had not yet taken a decision to refer the matter to the legislative body. A new minister had recently taken over responsibility in this area. He had attended the Conference and had acquired a better understanding of the ILO and its procedures. He hoped that the Cabinet would submit the instruments to Parliament in the near future.

The Employers' members noted that what the Government representative had said on this matter was the same as the position described in the report of the Committee of Experts. It was necessary, therefore, for the Committee to note that, contrary to the obligations which arise from adherence to the Constitution of the ILO, these instruments have not been submitted to the competent authorities within 18 months of adoption. It followed that the Committee must request the Government representative to try to ensure that his Government complied with its constitutional obligations. They noted that submission of instruments to the competent authorities was practically the first step after adoption. The Government had failed to do this for seven years, and this must be mentioned in the appropriate place in the report of the Committee.

The Workers' members made two points. First, that it was necessary to remember that once a Convention was adopted by the International Labour Conference, it must be submitted to the relevant legislative body, not just to the Minister of Labour. This was to enable Parliament to consider whether it was able to ratify the Convention or not. This process was an exercise both in providing information and in initiating the ratification procedure. This was an essential process, and failure to adhere to it was all the more serious when it had not been observed for several years. They also suggested that the Government should have contact with the ILO Regional Adviser for Standards in order to obtain assistance in relation to what needs to be done and how to do it. They had the impression that there was a lack of knowledge as to these matters. They suggested that it would be of assistance to the Government to make reference to this in the appropriate part of the report of the Committee.

The Committee has noted the information supplied by the Government representative and the difficulty to which he has referred. It noted that certain measures were taken with a view to submitting the instruments adopted by the Conference to the competent authorities but that this submission has not yet taken place in conformity with the Government's constitutional obligations. The Committee reminds the Government that it can obtain the assistance of the ILO in relation to these matters and decides to make special mention of this in the relevant paragraph of its report, with the hope that real progress can be noted next year.

Haiti. A Government representative, the Minister of Social Affairs, explained that for many years the previous Government had not considered it necessary to submit unratified Conventions to the legislative chamber. In 1988, after the election of the new Government, a number of Conventions were submitted on the initiative of his predecessor, the then Minister of Social Affairs. However, that Government had remained in office for only a short time and since its overthrow there had been no legislature. In spite of the difficulties and instabilities which characterised life in Haiti the Minister had recently submitted a number of Conventions for consideration. He was confident that there would be a favourable outcome in relation to some of them in the near future.

Events since 1986 were largely responsible for the failure to submit the Conventions in question to the competent authorities. He was confident that the Council of Ministers would deal with the matter in the near future.

The Workers' members present thanked the Government representative for his explanation. They understood the problems which had faced his country over the last few years. They hoped for a period of calm to permit the reconstruction of the country and to enable it to do better in relation to its international obligations. They reiterated that once Conventions had been adopted by the International Labour Conference, the duty of a member State was to submit the instrument to the competent authorities. This was to provide information to the legislature, and to permit an examination in order to determine whether the country was able to ratify the Convention. This submission to the competent authority must take place within 18 months of its adoption. It was a matter for regret that in the case of Haiti this had not occurred for more than seven years. Finally, they expressed the hope that the Government would soon be able to provide information relating to the submission of the relevant instruments to the competent authorities. It was necessary for the Government to convey this information to the ILO for purposes of examination by the Committee of Experts. The report of the present Committee should reflect this.

The Employers' members thanked the Government representative for the information he had provided. Like the Workers' members they acknowledged the problems with which the country had been confronted in recent years. They noted that there was no legislative chamber at present. They asked the Government when he thought one would be put in place. Finally, they emphasised the importance of submission to the competent authorities, and agreed with the Workers' members that this point should be mentioned at the appropriate point in the present Committee's report.

The Government representative indicated that legislative provisions relating to elections had already been adopted. A National Council had been set up with responsibility for the oversight of these elections. No date had yet been fixed for the holding of the elections, but he anticipated that the National Council would publish a timetable within the next two to three months, and that the elections would be held before the end of the year.

The Committee took note of the information given in the report of the Committee of Experts and also of the statement made by the representative of the Government of Haiti concerning the question of submission to competent authorities of instruments which were adopted by the 67th to 72nd Sessions of the Conference and by the 64th and 65th Sessions. The Committee took note of the explanations given by the Minister concerning the political and administrative difficulties which had prevented a timely submission of these instruments to the competent authorities. The Committee was interested to learn that the Government of Haiti agrees that the submission of these instruments which has not so far taken place will occur as soon as possible when these obstacles are overcome. The Government is asked to report to the ILO when this is done. This will be noted at the appropriate point in the report of the Committee.

Islamic Republic of Iran. A Government representative stated that, as had been noted by the Committee of Experts, certain instruments had been submitted to the Council of Ministers for subsequent submission to the National Parliament, which was competent to legislate on these matters. The processes involved in the preparation of instruments for submission were long, complex and difficult, as they involved inter alia the translation of texts, and their scrutiny in order both to ensure that the spirit of the national legislation was respected and to consider the degree to which national laws might be affected in the future. This required patience, good will and caution. The Government expressed the hope that progress would be accomplished in this matter, and that its country would no longer appear amongst those cited as not having complied with their obligation to submit.

The Employers' members stated that, according to the Committee of Experts, the instruments of the ILO adopted since the 62nd Session had not been submitted to the competent authorities. Some of these instruments were being examined by the Council of Ministers but, in order to fulfil the constitutional obligation of submission to the competent authorities, these had to be submitted to the national Parliament, which was competent to legislate on them. The Committee should apply the same criteria to all the countries in objectively established violation of an obligation and should mention in its report that the obligation to submit had not been respected.

The Workers' members referred to the work of a national tripartite committee, to the examination of certain instruments by the Council of Ministers and to the hope expressed by the Government representative that his country would not be included the following year amongst those having failed to comply with the obligation to submit. They considered there was a chance of progress and that the Committee should state in its report that it was hoped that the obligations would be respected.

The Government representative stressed that the national tripartite committee had taken part in the preparation of the documents now being examined by the Council of Ministers. Amongst these instruments were those adopted by the 75th Session of the Conference.

The Committee had noted information submitted by the Government representative and the difficulties which he had described and the Committee noted that measures had been taken with a view to the submission of instruments adopted by the Conference to the competent authorities, but that such submission had not yet occurred in compliance with the obligations under the Constitution. It further noted the assurances given by the Government representative that submission would take place. The Committee decided to mention this case in the appropriate section of its report in the hope that genuine progress would be seen the following year.

Jamaica: See under IA.

Mauritius. In response to the comments made by the Committee of Experts, the Government has indicated that the instruments adopted at the 60th, 65th and 69th Sessions of the Conference have been submitted to the competent authorities.

On addition, a Government representative acknowledged, first of all, that his Government had not submitted its comments on paragraph 88 of the report of the Committee of Experts. Certain local circumstances, such as the restructuring of the Ministry, have delayed the submission of the reports mentioned in that paragraph. His Government had started reviewing certain aspects of the labour legislation, including the Conventions to which its attention had been drawn. A tripartite advisory committee had been convened to look into certain aspects of the national labour legislation and this exercise was almost completed. The observations of the Committee of Experts would be submitted to this tripartite advisory committee and, as soon as the appropriate legislation was prepared, they would be submitted to Parliament.

As regarded paragraph 113, the Government representative stated that, indeed, at the time of the meeting of the Committee of Experts his Government had not yet submitted certain instruments to the competent authority. However, as he had explained in 1988, his Government had started processing all the files and submitting the instruments to Parliament. The first group of instruments was sent in May, 1989, and a telex to this effect had been sent to the ILO; a further copy being submitted through the normal diplomatic channels. The speaker had already handed over a copy of the submission documents to the Secretariat in question. In an effort to complete the exercise, groups of such sets would be submitted to Parliament in the forthcoming weeks.

The Employers' members recalled the importance of fulfilling the constitutional obligation of replying to the comments of the supervisory bodies, which had apparently not been done for four Conventions in this case. They remarked that in its written reply, the Government indicated that it had supplied information on Convention Nos. 26, 94, 98 and 99. If this is correct, the information had arrived, although with some delay. This case could therefore be concluded on a satisfactory basis.

The Employers' members observed that, as regarded submission of instruments adopted at earlier sessions of the International Labour Conference to the competent bodies, a longer-term omission had to be noted in the appropriate part of the report of the present Committee. For seven years no information of this type had been supplied. In the written information communicated by the Government, it was indicated that the instruments of the 60th, 65th and 69th Sessions of the Conference had now been submitted. The Employers' members considered that this was progress and hoped that, in the future, all of the obligations would be respected in time.

As concerns the failure to send reports on ratified Conventions, the Workers' members were not satisfied with the written reply of the Government since – although the Government replied that the reports concerned had been sent – they had not been received. They regretted that, because of this, the case should continue to be mentioned in the appropriate section of the present Committee's report.

As regarded the obligation to submit instruments adopted by the Conference to competent authorities, the Workers members noted that, according to the Government written reply, the instruments adopted at the 60th, 65th and 69th Sessions had been submitted. Firstly, this represented a delay of eight years and secondly, the Government had not provided any proof of this submission. The Committee of Experts required copies of the submission documents to the legislative body and only in providing same did a government fulfil its constitutional and administrative obligation. After all, Parliament could do nothing until submission had taken place. When a delay of many years occurred, there was a backlog of a great number of Conventions which became difficult to study and led to problems in according eventual priority for ratification. In mentioning this case in the appropriate part of the present Committee's report, they hoped that it would be clear exactly what was required so that the necessary steps for submission could be accomplished.

The Committee took note, as regarded paragraphs 88 and 113 of the Committee of Experts' report, of the information submitted by the Government representative and the difficulties that he spoke of or reported on. The Committee noted that certain submission documents had been received, indicating that measures have been taken to submit to the competent authorities some instruments adopted by the Conference in conformity with the constitutional obligations. It noted that no reply had been received with regard to the comments made by the Committee of Experts on the period under review. The Committee decided to mention this case of non-reply to the supervisory bodies in the appropriate section of its report.

Papua New Guinea: See under IA.

Philippines. The Government representative stated that the appropriate steps had been taken to bring the Conventions in question to the attention of the proper competent authority. The President of the Republic of the Philippines had already submitted to the Senate – which was only resurrected in mid-1987 – Conventions Nos. 144 and 159, and within the year, Conventions Nos. 150 and 151 would likewise be submitted. To show his Government's commitment to this, he observed that, for two consecutive years now, members of the Philippines' Senate had attended the International Labour Conference, this year including the Chairman of the Senate Committee on Labour and Employment and two others. In addition, the Regional Adviser on Standards had visited his country last year. Such concern, and technical assistance from the Office in assisting the governments in fulfilling their constitutional obligations, would lead to the timely submission of the required reports.

The Workers' members noted that, unfortunately, for over seven years there had been no report and no proof of submission. They stressed that copies of the official document showing that new Conventions had been submitted to Parliament had to be communicated. Welcoming the presence of Filipino senators at the Conference this year, they hoped that they would understand the importance of submission and would oblige the administrative authorities to do what was necessary for Parliament to be able to examine any possibilities for ratification. They hoped that this dialogue would contribute to an improvement next year and that recourse would be had, where necessary, to the technical assistance of regional advisers or other help from the Office.

The Employers' members welcomed the willingness expressed by the Government representative to live up to the obligations enshrined in the ILO Constitution. While pleased with the intention of the Government to ratify certain conventions, they stressed that this should not be confused with the question of submission which had a value of its own. Submission had to take place even if no ratification followed. This case involved a failure in submission for over seven years and they therefore hoped that the Government would present a report to the ILO on the situation in the near future, thus respecting its obligations.

The Committee took note of the information provided by the Government representative. The Committee noted that no information had been received concerning measures taken to submit the instruments adopted by the Conference to the competent authorities. The Committee noted the assurances provided by the Government representative to ensure that the situation would not recur. It decided to mention this case in the relevant section of its report.

Suriname. In reply to the comments made by the Committee of Experts, the Government wishes to recall its previous statement at the 75th Session of the International Labour Conference in 1988. In that statement the Government gave some clarification on the political situation in the country during the period 1980-87 which prevented the submission of ILO instruments.

The National Assembly was constituted in 1987 after free, general elections. However, in the present stage of democratisation and reconstruction of the State, the National Assembly has still to deal with a great number of Bills and different questions regarding the country's development. The Government has done its utmost to meet its obligation concerning the submission of the instruments to the competent authorities, but due to difficult circumstances, such as the lack of staff, it has not been quite feasible to make up the arrears on the submission of Conventions and Recommendations in the past year. It may be mentioned that the Cabinet has approved the request for ratification of Conventions Nos. 98, 154 and 158 and the process of submission of these Conventions is now in a final stage. As regards other Conventions which are not yet submitted, the Government is making preparations to have them submitted to the competent authorities as soon as possible.

In addition, a Government representative stated that, because of the political situation prevailing in the country during the period 1980-1987, ILO instruments could not be submitted to the Parliament. The Government had done its utmost to meet its obligations but, due to the difficult circumstances such as the lack of manpower, it had not been feasible to submit Conventions and Recommendations in the past year. The Cabinet, however, had approved the request for ratification of Conventions Nos. 98, 154 and 158 and the process of submission of these Conventions was now in a final stage. As regards other Conventions which were not yet submitted, the Legal Department was making preparations to have them submitted to the competent authorities as soon as possible.

He expressed his conviction that the Government would report more progress for the next year.

The Workers' members pointed out that the present Committee had received no information whatsoever concerning the submission of Conventions for the last seven years, which meant that the Government either had omitted to submit the instruments to the Parliament or to communicate the documents to the Committee of Experts. The first duty of a country is to submit to the Parliament within 18 months the new Conventions which had been adopted at a Conference. He expressed the hope that this would be the last time this question would have to be stressed.

The Employers' members stated that, once again, the lack of submission was explained by the shortage of personnel or the political situation. Since this Government's constitutional obligations had not been fulfilled, this omission would have to be reported.

The Government representative reiterated his Government's firm intention to make every possible effort to fulfill its obligations.

The Committee has taken note of the information, both oral and written, given by the Government representative and of the difficulties which he referred to. The Committee noted that the Government had supplied no information whatsoever on the measures adopted to submit to the competent authorities the instruments adopted by the Conference, in conformity with its constitutional obligations. The Committee noted the assurance given by the Government representative according to which the necessary measures would be adopted as of now to fulfil its constitutional obligations. The Committee decided to mention this case in the appropriate section of its report.

Trinidad and Tobago. In response to the comments made by the Committee of Experts, the Government has indicated that the instruments adopted at the 66th and 67th Sessions of the Conference have been submitted to the competent authorities.

IV. REPORTS ON UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

Reports on unratified Conventions Nos. 102, 128 and Recommendation No. 131

(Article 19 of the Constitution)

In addition to the reports listed in Appendix II on page 160 of the Report of the Committee of Experts (Report III, Part 4 B), reports have now been received from:

Lebanon.

INDEX BY COUNTRIES TO OBSERVATIONS AND INFORMATION CONTAINED IN THE REPORT

Bahamas:

Part One, General Report, Paras. 101, 122.

Bangladesh:

Part Two, I B, No. 107.

Brazil:

Part Two, I B, Nos. 5, 98, 107.

Burma:

Part Two, I B, No. 87.

Cape Verde:

Part One, General Report, Paras. 98, 101, 121.

Central African Republic:

Part One, General Report, Para. 108.
Part Two, I B, Nos. 29, 87, 105, 119.

Chile:

Part Two, I B, No. 3.

Colombia:

Part One, General Report, Para. 109.
Part Two, I B, No. 87.

Congo:

Part One, General Report, Para. 97.
Part Two, I A.

Czechoslovakia:

Part Two, I B, No. 87.

Denmark:

Part One, General Report, Para. 101.
Part Two, I A and B, No. 98.

Djibouti:

Part Two I A.

Dominican Republic:

Part One, General Report, Para. 110.
Part Two, I A and B, Nos. 87, 95, 98, 105.

Ecuador:

Part One, General Report, Para. 111.
Part Two, I B, Nos. 87, 105.

Fiji:

Part One, General Report, Para. 122.

German Democratic Republic:

Part Two, I B, Nos. 111, 119.

Germany, Federal Republic of:

Part Two, I B, No. 111.

Ghana:

Part Two, I A, Nos. 26, 30.

Greece:

Part Two, I B, Nos. 29, 87, 98.
Part Two, III.

Grenada:

Part One, General Report, Paras. 94, 101.
Part Two, I A.
Part Two, III.

Guinea:

Part Two, I B, No. 139.

Guyana:

Part Two, I A.

Haiti:

Part One, General Report, Para. 94.
Part Two, I B, Nos. 87, 98.
Part Two, III.

India:

Part Two, I B, No. 29.

Iran, Islamic Republic of:

Part One, General Report, Para. 94.
Part Two, I B, No. 111.
Part Two, III.

Iraq:

Part Two, I A, Nos. 95, 105.

Italy:

Part Two, I A.

Jamaica:

Part One, General Report, Paras. 99, 101, 118.
Part Two, I A.
Part Two, III.

Japan:

Part Two, I B, No. 87.

Lao People's Democratic Republic:

Part Two I A.

Lebanon:

Part One, General Report, Para. 101.
Part Two, I A.

Madagascar:

Part One, General Report, Paras. 101, 121.

Mauritania:

Part One, General Report, Paras. 101, 121.
Part Two, I B, No. 29.

Mauritius:

Part One, General Report, Para. 101.
Part Two, I A.
Part Two, III.

Morocco:

Part Two, I B, No. 52.

Mongolia:

Part Two, I A.

Nicaragua:

Part Two, I B, Nos. 87, 98.

Nigeria:

Part Two, I B, No. 134.

Netherlands:

Part Two, I B, Nos. 29, 87.

New Zealand:

Part One, General Report, Para. 101.
Part Two, II A.

Pakistan:

Part Two, I B, Nos. 29, 105, 111.

Panama:

Part Two, I B, No. 87.

Papua New Guinea:

Part One, General Report, Paras. 94, 101.
Part Two, I A.
Part Two, III.

Paraguay:

Part One, General Report, Paras. 118, 122.

Philippines:

Part One, General Report, Para. 94.
Part Two, I B, Nos. 87, 95.
Part Two, III.

Poland:

Part Two, I B, Nos. 11, 87, 98.

Portugal:

Part Two, I B, No. 95.

Romania:

Part One, General Report, Para. 112.
Part Two, I B, Nos. 87, 111.

Saint Lucia:

Part One, General Report, Paras. 94, 122.

Sao Tome and Principe:

Part One, General Report, Paras. 118, 122.

Seychelles:

Part One, General Report, Paras. 94, 101, 122.

Sierra Leone:

Part One, General Report, Paras. 94, 101.
Part Two, I A.

Sudan:

Part Two, I B, No. 29.

Suriname:

Part One, General Report, Para. 94.
Part Two, III.

Trinidad and Tobago:

Part Two, III.

Turkey:

Part One, General Report, Para. 113.
Part Two, I B, Nos. 98, 111.

Uganda:

Part One, General Report, Para. 118.
Part Two, I A, No. 81.

United Kingdom:

Part Two, I B, No. 87.

Yugoslavia:

Part Two, I A.

Zambia:

Part Two, I B, No. 105.



Provisional Record

Seventy-sixth Session, Geneva, 1989

Resolutions

Report of the Resolutions Committee

1. The Resolutions Committee, set up by the Conference at its 3rd sitting on 8 June 1989, was originally composed of 227 voting members (88 Government members, 62 Employers' members and 77 Workers' members). An appropriate weighting system ensured equality of voting strength.

2. The first business of the Committee was to elect its officers. On the proposal of Mr. Macey (Government member, New Zealand), speaking on behalf of the Asian group, Ambassador Glaiel (Government member, Syrian Arab Republic) was unanimously elected *Chairman*. The Chairman was elected unanimously as *Reporter*. The Committee elected as *Vice-Chairmen* Mr. Castle (Employers' member, United Kingdom) and Mr. Morton (Workers' member, United Kingdom).

3. The Committee had before it 15 resolutions submitted in accordance with article 17 of the Standing Orders of the Conference. In accordance with article 17, paragraph 4, of the Standing Orders, these resolutions were all considered receivable. They were then presented by their authors in accordance with article 17, paragraph 5 (a), of the Standing Orders and in the following order: (a) resolution concerning the effective participation of delegations to the International Labour Conference; (b) resolution concerning the role of enterprises in employment growth; (c) resolution concerning the contribution of the International Labour Organisation to sustainable and environmentally sound development; (d) resolution concerning the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories; (e) resolution concerning the promotion of self-employment; (f) resolution concerning environmental protection and employment; (g) resolution concerning AIDS and the workplace; (h) resolution concerning drugs and human rights; (i) resolution concerning the promotion of self-employment; (j) resolution concerning the 70th anniversary of the founding of the ILO and its future tasks in social and economic development; (k) resolution concerning development, employment and environmental protection; (l) resolution concerning development, employment and the protection of the environment; (m) resolution concerning the achievements of the ILO on its 70th anniversary, its role and the necessary strengthening of its activities in a changing world; (n) resolution concerning development, foreign debt and the social objectives of the International Labour Organisation; and (o) resolu-

tion concerning the role of the ILO in environmental protection and employment.

4. After these presentations, and before the vote held in accordance with the procedure laid down in article 17, paragraph 5 (a), of the Standing Orders, the following resolutions on related subjects were combined by their authors:

(a) a resolution concerning the contribution of the International Labour Organisation to sustainable and environmentally sound development, submitted by Mr. Andersen, Government delegate, Denmark, Mr. Kristinsson, Government delegate, Iceland, Mr. Lidal, Government delegate, Sweden, Mr. Riikonen, Government delegate, Finland and Ms. Ruge, Government delegate, Norway; a resolution concerning environmental protection and employment, submitted by Mr. Ahmed, Workers' delegate, Pakistan, Ms. Andreassen, Workers' delegate, Norway, Mr. Baker, Workers' delegate, United States, Mr. Cal, Workers' delegate, Italy, Mrs. Dreifuss, Workers' delegate, Switzerland, Mr. Edstroem, Workers' delegate, Sweden, Mr. Etty, Workers' delegate, Netherlands, Ms. Foulks, Workers' delegate, New Zealand, Mr. Gopal, Workers' delegate, India, Mr. Sanchez Madariaga, Workers' delegate, Mexico, Mr. Mansfield, Workers' delegate, Australia, Mr. Maruyama, Workers' delegate, Japan, Mr. Mercier, Workers' delegate, Canada, Mr. Morton, Workers' delegate, United Kingdom, Mr. Mourgues, Workers' delegate, France, Mr. Muhr, Workers' delegate, Federal Republic of Germany, Mr. Redondo, Workers' delegate, Spain, Mr. Svenningsen, Workers' delegate, Denmark and Sir Frank Walcott, Workers' delegate, Barbados; a resolution concerning development, employment and environmental protection, submitted by Mr. Andreiev, Workers' delegate, Bulgaria, Mr. Bochow, Workers' delegate, German Democratic Republic, Mr. Bulgak, Workers' delegate, Byelorussian SSR, Mr. Escandell Romero, Workers' delegate, Cuba, Mr. Haibizai, Workers' delegate, Afghanistan, Mr. Kovalevski, Workers' delegate, Ukrainian SSR, Mr. Nagy, Workers' delegate, Hungary, Mr. Neubert, Workers' delegate, Czechoslovakia, Mr. Tsagaan, Workers' delegate, Mongolia and Mr. Yanaev, Workers' delegate, USSR; a resolution concerning development, employment and the protection of the environment, submitted by Mr. Schweitzer, Workers' delegate, Luxembourg; and a resolution concerning the role of the ILO in environ-

mental protection and employment, submitted by Mrs. Baljinnyam, Government delegate, Mongolia, Mr. Chernyshov, Government delegate, USSR, Mr. Fomich, Government delegate, Byelorussian SSR, Mr. Lipatov, Government delegate, Ukrainian SSSR, Mrs. Molkova, Government delegate, Czechoslovakia, Mr. Natchev, Government delegate, Bulgaria and Mr. Noack, Government delegate, German Democratic Republic. The authors of these resolutions agreed to combine the five texts as the following resolution: resolution concerning environment, development and employment;

- (b) a resolution concerning the promotion of self-employment, submitted by the Government delegation of the Islamic Republic of Iran and by Mr. Hoobakht, Employers' delegate, Islamic Republic of Iran; and a resolution concerning the promotion of self-employment, submitted by the Government delegations of Bolivia, Chile, Guatemala, Honduras, Nicaragua and Peru. The authors of these resolutions agreed to combine the two texts as the following resolution: resolution concerning the promotion of self-employment;
- (c) a resolution concerning the 70th anniversary of the founding of the ILO and its future tasks in social and economic development, submitted by Mr. Andreev, Workers' delegate, Bulgaria, Mr. Bochow, Workers' delegate, German Democratic Republic, Mr. Bulgak, Workers' delegate, Byelorussian SSR, Mr. Escandell Romero, Workers' delegate, Cuba, Mr. Haibizai, Workers' delegate, Afghanistan, Mr. Kovalevski, Workers' delegate, Ukrainian SSR, Mr. Nagy, Workers' delegate, Hungary, Mr. Neubert, Workers' delegate, Czechoslovakia, Mr. Tsagaan, Workers' delegate, Mongolia and Mr. Yan-aeu, Workers' delegate, USSR; and a resolution concerning the achievements of the International Labour Organisation on its 70th anniversary, its role and the need to strengthen its activities in a changing world, submitted by Mr. Schweitzer, Workers' delegate, Luxembourg. The authors of these resolutions agreed to combine the two texts as the following resolution: resolution concerning the 70th anniversary of the ILO and strengthening of its future activities.

5. In accordance with the procedure laid down in article 17, paragraph 5 (a), of the Standing Orders of the Conference, the Committee determined the first five resolutions to be considered among the nine remaining before the Committee and their order of priority. Owing to a change in the composition of the Committee, there were at this time 245 voting members (97 Government members with 2,666 votes each; 62 Employers' members with 4,171 votes each; 86 Workers' members with 3,007 votes each).¹

6. The first resolutions and the votes cast for them were as follows:

- (1) resolution concerning environment, development and employment 2,200,649 (weighted votes).

¹ Subsequently, further changes were made in the composition:

- 4th sitting on 15.6.89, 246 voting members (97G, 62E and 87W);
- 6th sitting on 16.6.89, 244 voting members (97G, 60E and 87W);
- 7th sitting on 19.6.89, 234 voting members (97G, 50E and 87W);
- 8th sitting on 20.6.89, 232 voting members (97G, 49E and 86W);
- 9th sitting on 21.6.89, 231 voting members (97G, 49E and 85W);
- 10th sitting on 22.6.89, 230 voting members (97G, 49E and 84W).

- (2) resolution concerning development, foreign debt and the social objectives of the International Labour Organisation 2,134,673 (weighted votes).
- (3) resolution concerning the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories 1,821,429 (weighted votes).
- (4) resolution concerning the effective participation of delegations to the International Labour Conference 1,698,392 (weighted votes).
- (5) resolution concerning the role of enterprises in employment growth 855,270 (weighted votes).

7. In accordance with article 17, paragraph 5 (b), of the Standing Orders, at its 7th sitting the Committee set up a Working Party to make recommendations as to the order in which the remaining resolutions before the Committee should be examined.

8. The Working Party was composed as follows:

Government members: Mr. Guerbov (USSR), Mr. Melas (Austria), Mr. Stiglich (Peru).

Employers' members: Mr. Glade (USA), Mr. El-Herrawi (Egypt), Mr. Jessup (New Zealand).

Workers' members: Mr. Lamprecht (German Democratic Republic), Mr. Mainassara (Niger), Mr. Tapiola (Finland).

9. At the Committee's 11th sitting, the Government member of Austria, Chairman of the Working Party, announced that the Working Party had met and that it had favoured the following order of priority:

- (6) resolution concerning the promotion of self-employment;
- (7) resolution concerning drugs and human rights;
- (8) resolution concerning the 70th anniversary of the ILO and strengthening of its future activities;
- (9) resolution concerning AIDS and the workplace.

10. The Committee took note of the information given.

Procedural issues

11. At the beginning of the 4th sitting, the Chairman proposed to proceed to the general discussion of the draft resolution which had received the greatest number of votes in the ballot. At this point the Government member of Peru stated on behalf of the Latin American members of the Government group that these members had reservations concerning the manner in which the scrutineers for the ballot to select the first five resolutions had been appointed. The Latin American group had not been consulted on their appointment and it would be appropriate for other regional groups to give their opinions in this issue. He noted secondly that the vote had been counted in secret, and that Government delegates had not been allowed access as observers to the room in which the vote had been counted, although no provision of the Standing Orders prevented members of the Committee from observing the counting of the vote. Third, since it was an established practice in the Resolutions Committee for the three groups to use ballot papers of different colours in order to facilitate the weighting of the vote, the announcement of the results should distinguish between the votes cast by

each group so as to ensure that the entire procedure was carried out in an equal and transparent manner. Fourth, Committee document D.5, which gave the results of the vote, did not specify the number of votes cast for the remaining resolutions, even though such information could be a useful point of reference for the Working Party set up to propose the order in which these resolutions should be examined. Fifth, at the 3rd Sitting, the representative of the Secretary-General indicated that the Government group had appointed two of its three representatives in consultation with the members of the group. The Latin American group, however, had not been consulted and considered that regional groups should also be canvassed. The Latin American group therefore wished to register its concern and displeasure at the Committee's procedures up to this point and reserved the right to raise the matter before a plenary session of the Conference.

12. The Chairman recalled that in the case of the Employers' and Workers' groups two nominations of scrutineers had been communicated to the Secretariat by each group. Two nominations had also been provided from the Government members. Prior to the ballot, he had announced to the Committee the names submitted and had heard no reservations expressed.

13. The Legal Adviser explained that, in accordance with article 17 (5) (a) (iii) of the Standing Orders of the Conference, the total number of points secured by each resolution was calculated separately for each group, but the Standing Orders contained no provision requiring that the number of points should be announced by group. The basis of the procedure which had been followed was established practice but there was nothing to prevent the introduction of a modified procedure in consultation with the three groups concerned.

14. The Government member of Argentina emphasised that no provision in the Standing Orders prevented announcement of the result of the ballot by identifying the vote of each of the groups. The issue for the Latin American Governments was that the scrutineers of the ballot alone had access to this information, making them privy to information not shared with the other members of the Committee who, because they were not permitted to attend the count as observers, had no means of obtaining such information. This privilege of the scrutineers was the reason behind the criticism of their having been designated without regional consultations.

15. The Government member of Costa Rica pointed out that the Standing Orders in no way prohibited members of the Committee from being present when the vote was counted, nor was there any requirement that ballots be counted in secret. The Government member of Panama said that there had been no explanation of procedures for the appointment of scrutineers so that when their names were communicated to the Committee, he had not known whether proper procedures had been followed or not. For the future the procedures should be better defined.

16. The Government member of India strongly advised that, to avoid recurrence of such doubts at subsequent sessions, in future full consultations should take place with the Chairman of the Government

group at the International Labour Conference before the Government group had nominated scrutineers. It might be preferable for the ballots to be counted in the presence of the full Committee, as happened in certain other secret ballots in the ILO, so that there could be no doubt whatever concerning fairness.

17. The Government member of Australia stated, in order to avoid any possible misunderstanding, that his role as co-ordinator of the Government group in the Governing Body gave him no status in this regard at the Conference. Therefore he was not the person to have been consulted on the appointment of the scrutineers or of the members of the Working Party and, indeed, he had not been consulted on these matters.

18. The Legal Adviser, referring to the suggestion that the votes cast for the remaining resolutions should be announced, noted that in accordance with the Standing Orders, members of the Committee were required to record their priorities for five resolutions only. The Working Party had the role of proposing an order of priority for the consideration of the remaining resolutions. It had been the practice in the past not to announce the number of votes cast for the remaining resolutions so as to permit the Working Party to fulfil its mandate in full freedom and because, since the members of the Committee were only called upon to express five preferences, it would be of little value to record the priorities given to the other resolutions. With regard to the suggestion that the vote should be counted in public, he noted that, within the framework of article 61 (2) of the Standing Orders, which aimed, in particular, to ensure the maintenance of order, especially with respect to the complicated operation of tallying ballots pursuant to article 17 (5) of the Standing Orders, the Committee had delegated the responsibility of counting the vote to the scrutineers; according to past practice, the counting had been done outside the meeting room. There were no provisions in the Standing Orders to prevent others from observing the process. The procedure followed in the ballot was based on established practice to ensure calm and accuracy, but nothing prevented the modification of this procedure for the future.

19. The representative of the Secretary-General noted that on at least two occasions the groups had been requested to hold consultations regarding the appointment of scrutineers and members of the Working Party. The Secretariat had played no role in consulting the groups or organising consultations in this respect. It had merely received nominations, read them out in the Committee and noted the Committee's reaction. He recalled that, whereas the Employers' and Workers' members of the Committee had well-established structures for consultation, the Government members had not, and suggested that a mechanism by which the necessary consultation could be ensured might be envisaged at future sessions. In reply to a question from the Government member of Nicaragua, he said that the two proposals for Government members of the Working Party had been received from the Government members of France and the USSR respectively.

20. In reply to a question raised by the Government member of the Islamic Republic of Iran, the Chairman noted that in his view no doubt had been

expressed as to the result of the ballot. The Legal Adviser stated that there having been no objection expressed at the time of the ballot or upon the announcement of the result by the Chairman, this result must be considered as no longer open to challenge.

21. The Workers' and Employers' Vice-Chairmen noted that most of the points of procedure raised concerned the Government group only and did not affect the other groups. If, however, proposals were to be made to change established practice such as announcing the results of the ballot in terms of group voting, announcing the results of resolutions not included among the first five or having the ballots counted in open session, both the Employers' and Workers' groups would require full consultations on these issues.

RESOLUTION CONCERNING ENVIRONMENT, DEVELOPMENT AND EMPLOYMENT

Presentation of the five original texts

22. This resolution resulted from the combination of five resolutions, as stated in paragraph 4 (a) of this report.

23. The Government member of Norway, introducing the original resolution concerning the contribution of the International Labour Organisation to sustainable and environmentally sound development, recalled that environmental issues were now at the top of the international agenda and that a proper response to the environmental challenge at all levels was a matter of survival, requiring enormous efforts to be made. He noted that the publication of the report entitled *Our Common Future* had done much to stimulate international awareness of environmental issues, an awareness demonstrated by the fact that five draft resolutions on the subject had been submitted to the present session of the International Labour Conference. Because the world of labour was closely linked to factors affecting the environment, the ILO had an important role to play both in viewing the workplace as part of the larger environment and in striking a balance between the needs for a healthy environment and employment creation. The draft resolution stressed the need for involving employers and workers in environmental concerns. It also urged the ILO to take account of environmental requirements in its technical co-operation programme and international labour standards, and to see the task of preserving and improving the environment as one with potential for employment generation and alleviation of poverty.

24. Introducing the draft resolution concerning environmental protection and employment, the Workers' member of Sweden stated that the problem of damage to the environment was now so serious as to threaten all human, social and economic activity. The direct impact of environmental issues on the world of work could be seen in the effects of drought, hazardous pesticides, pollution of raw materials and disposal of toxic waste. Though the effect of these problems was felt differently in various countries, the problems themselves were international in character. The working environment should be seen as a vital part of the larger environment and educational programmes

to improve the working environment would have a positive effect on the wider ecology. The basic issue was not one of a choice between jobs and a clean environment – both were equally necessary and interconnected. Employment policies and environmental management policies must be mutually reinforcing and at the international level the ILO, with its unique tripartite structure, must fully co-operate with other organisations in working for an improved environment.

25. The Workers' member of the German Democratic Republic introduced the draft resolution concerning development, employment and environmental protection by noting that the three subjects mentioned in the title were closely interlinked. It was the responsibility of those representing workers to ensure that a proper balance was struck between the right to a healthy environment and the need for employment, since both were vital aspects of the same issue: the welfare of workers. Similarly, issues of job creation, improvement of working conditions and the working environment were all involved in this issue. Co-operation at the international level was indispensable both because pollution knows no boundaries and because development and environmental concerns must go together.

26. The Workers' member of Luxembourg presented his draft resolution concerning development, employment and the protection of the environment by noting that while industrial development had brought many benefits, it had also brought dangers, as demonstrated by a series of recent environmental disasters originating from workplaces. Pollution and toxic waste were problems of an international character and could only be dealt with by concerted international action.

27. Introducing the draft resolution concerning the role of the ILO in environmental protection and employment, the Government member of Czechoslovakia noted that the main issues had been raised by those presenting the other texts on the subject. The inter-relationship of the needs of a healthy environment and for employment and development and the global character of all of the questions had been stated. It was particularly important that any plans and strategies for economic and social development in the future should take the needs of the environment into account. The socialist countries had both undertaken and supported many international initiatives to improve the environment.

General discussion

28. The Workers' Vice-Chairman found the wide support given to this text reassuring. It was an expression of what the Director-General in his Report had called "a strong sense of our common destiny". Workers were doubly involved in environmental issues, first as producers and therefore potential agents of pollution and, secondly, as inhabitants of the environment at large. Often workers were obliged by their economic activities to increase pollution of which they were also the victims, often more so than the public at large, because of their proximity to the source of pollution. Because of the close links between the working environment, the quality of workers' lives and the environment in general, the ILO's

competence in the matter was clearly established. The key task, which the text addressed, was to replace the negative links between employment creation and the environment with positive ones: that is, to create employment which was "conducive to the establishment and maintenance of a clean and healthy environment". It outlined the approaches governments could use in the design of employment and economic policies which would implement this principle. In this connection it was to be noted that many activities for environmental improvement, such as housing improvement, conservation and environment supervision, were in fact labour intensive. The Workers' members believed that three essential factors should be contained in these policies – genuine tripartism at all levels, observance of international labour standards, and emphasis on the alleviation of poverty. These factors were compatible with economic growth. The Workers' members, while giving their total support to the principles contained in the text, stressed that the final wording should incorporate several key areas. These included the intensification by governments and the ILO of their efforts in regard to safety in the workplace; the integration of environmental issues into ILO projects and programmes; and the establishment of a methodology by which periodic reviews can be carried out to monitor performance in this regard. The ILO should improve internal liaison and make full use of its expertise, as well as form links with other international organisations and a tripartite meeting of experts should be held on the subject. In conclusion, the Workers' Vice-Chairman recalled to the Committee the pertinence of the statement which the Director-General had made in his Report: "Human beings are both the means and the end of economic development".

29. The Government member of Norway, on behalf of the Nordic Governments, expressed his satisfaction that this text had headed the list of resolutions to be discussed. That five drafts on this topic had been submitted to the Committee demonstrated the importance ascribed to the issues and confirmed the belief of all constituents that the ILO did indeed have a role to play, a fact reflected also in the 1990-91 Programme and Budget. The subject-matter was clearly within the ILO's competence: the relationships between environment and employment, between the working and general environment and between ILO technical co-operation activities and international labour standards, as well as the need to give increased attention to training on environmental concerns. The text adequately covered the issues held to be important by the Nordic countries and they felt confident that the resolution would be adopted unanimously by the Committee.

30. The Government member of Tunisia affirmed his Government's great interest in the draft resolution, which had far-reaching implications, particularly for economic and social conditions in developing countries. The text could, however, be improved both in substance and in form and for this purpose he would submit amendments at the appropriate time. If, however, the Committee should decide that the draft resolution reflected all viewpoints and decided to adopt it quickly and unanimously his Government would support this and refrain from submitting amendments.

31. The Government member of the United States said that his delegation was pleased that the Committee was taking up a substantive subject with broad appeal. Global interdependence was a fact of contemporary life made especially vivid by environmental concerns. Referring to a statement made at a recent OECD ministerial meeting, which the United States had endorsed, he said that the economic, social and ecological aspects of environment problems were issues of great importance to the general public. The Committee had a responsibility to fashion a resolution that was clearly drafted and addressed the most significant matters of public concern. It was important to integrate more systematically and effectively economic and environmental decision-making so that a proper contribution could be made to sustainable economic development and employment creation. The United States' concern for the environment had been demonstrated by its wide participation in international activities on the subject. He noted that while many international bodies were concerned with the environment the special risks and hazards of the workplace were concerns that fell within the mandate of the ILO. Employers and workers needed a stable and healthy environment to maintain the productive capacity essential to the well-being of the world's citizens. His delegation believed that the ILO could focus most constructively on this issue, as well as on employment creation and occupational health, while leaving other special and complex issues of the general environment to other international organisations which were competent to deal with them.

32. The Government member of Brazil said that the draft resolution had many positive elements. His Government gave high priority to environment programmes and had participated in international meetings on the subject. The text of the draft resolution could be improved by some amendments.

33. The Government member of the Ukrainian SSR stated that the draft resolution contained a number of important ideas and proposals for the improvement of co-operation on environmental matters. The conservation of ecology was becoming an acute problem that could not be solved by the efforts of any individual country alone. The adoption of resolutions on the environment at previous sessions of the Conference and at regional conferences and the fact that consideration of long-term problems had been raised in plenary this year were an indication that the threat of ecological disaster was of central concern to ILO member States. The impact of the resolution would depend on the extent to which it could affect government policies. While measures taken at the national level were important, they were not sufficient to combat the negative consequences of ecological problems. Global measures would have to be taken to deal with global negative consequences but that would not be possible without the co-operation of all States in the United Nations system, which should work together to make more rational use of natural resources and to reduce the emission of harmful substances. The ILO should co-operate with other international organisations and should call for measures to diminish the negative effects of ecological imbalance in developing countries. Standards should be set and technology developed to tackle these problems, taking into account the requirements of all countries.

His delegation had listened with great interest to the views put forward by other speakers and looked forward to participating in a constructive dialogue on this subject.

34. The Employers' Vice-Chairman, while commending the authors for their efforts in merging five texts, and welcoming the enunciation of some important principles on the protection of the environment, felt that the merged draft could do with considerable amendment to make it more positive, meaningful and forward-looking. It should be focused on preambular paragraph 18, which referred to the ILO's sphere of competence. He expressed the concern of the Employers' group that whatever standards in this area were defined should be applied equitably and uniformly to all enterprises, whatever their type of ownership or nationality. He noted that many enterprises had already undertaken measures to improve safety and health at work and the environment and although such measures were costly the employers considered them most worth while.

35. The Government member of Senegal said that the problem of development and the environment had never been as topical as at present, affecting all countries of the world. Various international meetings had been held recently to discuss environmental questions such as atmospheric pollution, the greenhouse effect, deforestation, soil erosion and changes to the eco-system. As concerned Africa, the critical economic situation caused by drought demonstrated how destructive, or even catastrophic, the interaction between economy and ecology could be. To produce enough to keep up foreign payments, developing countries were forced to extract too much from their land, turning once fertile areas into desert. It should be recalled that growing poverty and unemployment increased the pressure on natural resources. The threat to these resources was becoming acute and efforts should be made to protect them. The most serious threat was the risk of nuclear or chemical warfare. Settlement of regional disputes and disarmament would release resources which could be used to alleviate poverty, to aid development and to create favourable conditions for the transfer of technology, as well as for the protection of the environment. Environment and development were inextricably linked and the environment could not be protected if growth did not take into consideration the cost of the destruction of the environment. All international organisations, including the ILO, should ensure that their programmes supported economic but environmentally sustainable development. UNEP should co-ordinate international co-operation aimed at finding a solution to this critical problem. The ability to strike a balance between development and a healthy environment depended on a well-informed public, as well as the participation of NGOs, scientists and industry and there was no better forum than the ILO for tripartite dialogue and the development of projects for a healthy environment. It was up to governments to protect the rights of their peoples and to correct the imbalance between development and the use of natural resources. Problems of poverty, underdevelopment, the debt crisis and unemployment would never be solved and there would be no future growth if the needs of developing countries were not taken into account. This implied a new stage in international relations that would make far-reaching

changes possible while still recognising the needs of development. Each nation, people and individual had the right to a healthy environment and governments, international organisations and NGOs should co-operate in adopting standards aimed at developing an effective policy on environment and ecology.

36. The Government member of Algeria was glad that it had been possible to create a satisfactorily merged text from the draft resolutions on environmental problems originally submitted by several delegations. There was a universal awareness of these problems and everything possible should be done to protect the environment and ensure for mankind a quality of life that was compatible with a healthy environment. Protection of the environment could not be tackled only partially and he would welcome a draft resolution that clearly defined both the general problem, that is the global environment, and the problem of specific concern to the ILO, working conditions. The only rational approach was a global one, as the future of all peoples would be affected. He did not share the opinion of speakers who felt that the draft resolution should be confined to the working environment, believing rather that the problem should not be removed from the global context. The draft resolution had the merit of taking into account the needs of developing countries and it was essential to establish close links between their development and the protection of the environment. He would submit some amendments which would clarify and strengthen the draft resolution, which his delegation supported.

37. The Government member of the Netherlands welcomed the priority given to this resolution which his Government considered to be of the utmost importance and fully within the ILO's mandate. It constituted a comprehensive view of a major world issue which could only be dealt with through a global approach in which all countries and segments of society should participate. It also provided a well-balanced view on how the complex relationship between the environment and development could be treated. The ILO, along with other international organisations, could play a catalytic role, not only by co-ordinating and monitoring programmes, but also by preparing an institutional framework to implement sound environmental policies on a global scale. The resolution correctly emphasised this. It referred to decisions taken previously at international forums and to the Declaration of The Hague, the latter clearly indicating the way in which countries and the international organisations should co-operate in developing a set of common objectives and means of achieving them. Environmental issues could not be separated from those of economic development. As the Director-General had pointed out in his Report, many countries faced an urgent need to develop their resources and economies, often under very difficult conditions. While economic growth was a prerequisite to overcoming poverty and unemployment, it could also prove detrimental to its own objectives by causing irreversible environmental repercussions which posed a threat to the future of mankind. The ILO clearly had a role to play in the issue of environment and development. The working environment not only formed a basic part of the environment at large but also provided a base from which to take specific steps for improvement. Furthermore, the ILO's tripartite

structure and its experience in technical co-operation allowed it to make a unique contribution to the issue of the environment and development. He urged the Committee to support the resolution.

38. The Government member of the United Kingdom declared that his Government gave its support to international action on environmental matters, both welcoming close collaboration between the ILO and the UNEP and endorsing the central message of the recent World Commission on Environment and Development on the importance of environmentally sound economic development. It was anxious that the report should be followed up at all levels, as provided for in United Nations General Assembly resolutions 42/186 and 42/187. It looked forward to participating in the ILO meeting which was to be held as a result of a resolution from the Fourth European Regional Conference. His delegation believed that the proposed United Nations Conference on Environment and Development to be held in 1992 would be the most comprehensive and most important meeting in the near future for the appraisal of environmental problems and policies. The ILO should certainly participate in this Conference. With regard to matters of specific ILO concern, he noted that environmental projects which had employment as a significant consideration were best carried out at the national level, as discussions on transboundary problems tended not to have employment as a primary focus. It should also be remembered that environmental measures did not always have a positive effect on employment, and their costs and benefits needed to be weighed carefully to avoid restricting economic activity. As far as the resolution was concerned he emphasised that its provisions should be limited to those which were within the ILO's mandate and to inter-agency co-ordination. If these considerations were reflected in the final wording of the resolution, his Government would support it.

39. The Government member of the German Democratic Republic said that the priority given to the resolution by the Committee indicated the importance attached to this issue. In the German Democratic Republic it was recognised that the continued welfare of the nation demanded that economic development could not ignore the importance of maintaining an ecological balance. It was therefore making every effort to economise its use of resources and to ensure that measures to renew resources were being made. Non-renewable resources were replaced wherever possible, or, where there were no alternative resources, the efficiency of the production process was being improved to rationalise their use. The resolution rightly spoke of the need for international action. National action, while important, was insufficient on its own. As environmental problems became increasingly pressing, it was necessary that international organisations take appropriate action within their fields of competence. The Director-General had stressed that the specific task of the ILO was to improve the working environment and the resolution set out areas of action for the ILO. The resolution also called for development of better co-operation between international organisations. One instrument for this would be the proposed United Nations Conference in 1992 and, in particular, the preparation for it. Although the United Nations General Assembly had not yet convened this meeting, the UNEP had

already begun preparatory work. The ILO's contribution should involve the health of workers and their working environment. It should participate along with other specialised agencies in the preparatory meetings.

40. The Government member of Israel supported the main themes of the draft text which recognised first the urgency and universality of the problem of environmental degradation, and secondly the need for international action and mutual co-operation. In the Mediterranean region, where, for example, chemical wastes released into the sea would be harmful to all countries, it was gratifying to see the beginnings of regional co-operation. It was to be hoped that these initial steps would lead to further co-operation and that in the effort to work together to improve the physical environment, the human environment would also be improved. Eventually resources currently devoted to arms might be used to improve the common welfare of the region. Turning to Israel's own efforts, he announced that recognising the central importance of environmental issues, Israel had recently established a separate ministry concerned with environment. He said that finding solutions to environmental problems and implementing remedial action were not simply questions of scientific and technical know-how. Priorities had to be assigned and strategies devised, while the allocation of resources for the protection of the environment competed with other needs. Co-ordination at the national and international levels was essential.

41. The Workers' member of Spain reiterated his group's strong support for the draft resolution and noted that any amendments they would propose would be to strengthen the text, not to weaken or limit it. The draft resolution affected everyone, governments, employers and workers, both as citizens of individual countries and as members of the world community. It showed also that everyone had responsibilities in the field. There was a great need to understand the broad objectives and not to be guided by short-sighted interests. When looking at issues such as development and employment creation, the future of the generations to come and of the planet itself had to be kept in mind. The ILO had an important role to play in the area and its tripartite structure was most appropriate to the definition of solutions to many environmental problems.

42. The Workers' member for Jordan agreed with previous speakers on the importance of the resolution. The threat to the environment was a threat to everyone and it was proper that the international community should adopt measures which sought to protect our future prosperity. It was essential that the measures adopted should be wide ranging and not be limited to a narrow view of the environment. Nuclear and other weapons, the militarisation of space, underground nuclear testing, marine pollution by shipping, nuclear and chemical waste, and the refusal to allow inspection of nuclear installations were all potential causes of widespread contamination which mankind had reason to fear. He urged the Committee to give the resolution its most serious consideration and to make every effort to strengthen rather than weaken its provisions.

43. The Government member of Italy pointed out that the issue of environmental protection was rede-

fining fundamentally the framework of international law and international co-operation. Whereas before these fields had concentrated on the spatial aspects of obligations between countries, concern for the environment introduced the element of time, since it involved obligations to future generations. Neither our institutions nor our traditional conceptualisations were adapted to these new dimensions. Inevitably also these new developments were viewed differently as civilisation evolved and from this point of view it was vital to strike balances in the ways in which the resources of the planet were used, and by whom, and between the often competing needs for employment and a habitable environment. Solutions could only be achieved if the issues were tackled comprehensively, taking into account political, social, economic and scientific dimensions, and at local, national, regional and international levels. Italy recognised that the industrialised countries had a particular responsibility in that regard and that the cost and burden of preservation of the environment could not be sustained by the developing countries unaided. So many obstacles had to be overcome such as the often contradictory requirements of international trade and environmental concerns, or of freeing world markets while pursuing interventionist policies for the good of the ecosystem, not to mention the conflicts amongst various countries and peoples. These obstacles could be surmounted only in the full realisation of the shared destiny which the global environment represented. Issues of environment and development constituted a new chapter of human rights which must not only be protected but actively promoted. The draft resolution was a small but very important step in this direction.

44. The Workers' member of Iraq welcomed the high priority given to the draft resolution and supported the proposals it contained to preserve the environment. He deplored the irreversible damage being done to agriculture in certain areas of the world. A previous speaker had referred to the creation in his country of a ministry especially responsible for the environment. It would be appropriate for that ministry to look into how poisonous gases were being used to maim and kill the innocent. The resolution should deal with the question of the environmental damage caused by advanced weapons and call for their suppression.

45. The Government member of Spain congratulated the authors of the merged text on producing a coherent draft. The need for international action reflected in the text was clearly recognised by those who had already spoken in the Committee. It should be recognised that national and international activities relating to the environment must be co-ordinated and complementary. The draft before the Committee, however, did not deal only with the environment but also with development and the question of employment. It was not only ecological in scope but social too. The challenge was to achieve a balance amongst these areas of concern. Provisions of a general environmental purport in the draft text should be redrafted so as not to lose sight of the fundamental balance among issues of development, employment and the environment.

46. The Workers' member of the Syrian Arab Republic noted that the priority given to the resolution illustrated the feeling within the Committee of the

extent to which the environment was threatened and the lack of means currently available to protect it. There was a pressing need for all countries and workers to collaborate in solving the problems caused by the pollution created in the past. However, the resolution could be strengthened by the inclusion of fuller reference to the true reasons for pollution and particularly the sources of toxic waste. Such waste should not be sent to developing countries and it should be disposed of where it was produced. Nuclear testing was also a great threat to the environment and over the past five years changes in the climate and temperature had been noted which adversely affected vegetable and animal life. All these problems should be fully taken into account and a paragraph should be added to the present text of the resolution concerning the creation of an international committee for monitoring the environment at all levels.

47. The representative of Palestine urged the Committee to strengthen the resolution in order to make it more universally applicable. Environmental problems could not be adequately tackled without the inclusion of measures to guarantee human rights and freedoms, since all peoples had to obtain their freedom before they were able to turn their attention to safeguarding the environment. It was therefore important in this context for countries to rid themselves of colonialism. The use of poison gases, the production of nuclear waste and nuclear testing were all the responsibility of developed countries, but their effect harmed all the peoples of the world. Poisonous and deadly gases had been used in the past by imperial countries and were now being employed to suppress the liberation struggle in Palestine.

48. The Government member of Hungary emphasised that environmental hazards caused internal problems in each country but that pollution did not observe boundaries and had regional and sometimes worldwide negative effects. Small and medium-sized countries were in the worst position in this respect and international action and co-operation between countries was clearly required. The ILO was competent in the field of the environment and could make a useful contribution to international action in this area. His delegation fully supported the draft resolution, which he hoped would be adopted by consensus in the Committee.

49. The Government member of Australia welcomed the priority given by the Committee to environmental issues and stressed that his country was actively engaged in both bilateral and multilateral initiatives to address the global problems involved. His country supported the concept of sustainable development as a basis for promoting economic activity in an environmentally sensitive manner in order to protect and enhance the interests of current and future generations. His Government was committed to continued positive national and international economic growth in order to satisfy fully the legitimate social and economic aspirations of all communities and to the need for close integration of environmental and developmental policies that would take full account of environmental and developmental costs and benefits in all aspects of economic development with recognition for the special needs of developing countries. Australia had given priority to the promotion of universal adherence to the 1987 Montreal Pro-

tol on Substances that Deplete the Ozone Layer and to supporting the Intergovernmental Panel on Climatic Change established by the UNEP and WMO. Emphasis should be given to establishing framework Conventions on the protection of the atmosphere and climatic change, with protocols being negotiated subsequently on specific issues as scientific knowledge developed. Research should also be intensified to improve knowledge regarding the greenhouse effect and its impact. His Government attached great importance to the United Nations Environment Programme (UNEP) as the central catalytic and co-ordinating body of the United Nations system in the field of the environment and considered that the proposed United Nations Conference on Environment and Development in 1992 would provide an unparalleled opportunity to obtain broad international agreement on measures to address environmental problems.

50. The Government member of the Federal Republic of Germany noted that the industrialised countries had learnt painfully the importance of safeguarding the environment and of international co-operation in this connection. Problems affecting the climate, the fauna, the flora and the seas concerned all countries, as illustrated particularly vividly by the example of her country, which was located in the centre of a continent and suffered from sources of pollution from every direction. Both industrialised and developing countries had to work together in order to combat this problem and awareness had to be increased of the need to combine environmental protection and development policies and, consequently, to reorganise current economic activities.

51. The Government member of India emphasised that every effort was being made by developing countries to improve the environment, notwithstanding their adverse economic situation, the debt problem and the prevailing trade imbalances that they faced. However, much responsibility for environmental degradation devolved on those who had been instrumental in causing many world-wide problems such as acid rain, the depletion of the ozone layer, industrial pollution and the dumping of hazardous wastes. Quoting from a recent speech of the Prime Minister of the United Kingdom, he shared her view that it was intolerable for countries which had already become industrialised to expect others to pay the price in this context to the detriment of their people's hopes and ambitions and well-being. Mass poverty was frequently at the root of environmental degradation and its elimination was essential for sustained environmental improvement. However, care should be taken not to establish conditions linking the provision of development resources to environmental measures. All environmental measures should be complementary to national and regional efforts and should not in any way be a substitute for them. The central role of the ILO in this area remained in the field of employment and the ILO should be careful not to undertake activities that amounted to duplication of the work of other specialised agencies of the United Nations. His delegation gave its broad support to the draft resolution before the Committee, although it was somewhat long and unwieldy. He supported the proposal made by the Government member of Senegal that a working group be established to consider amendments when submitted.

52. The Government member of Canada noted that 1987 had been a decisive year in the international community for consideration of environmental issues and that in that year the General Assembly of the United Nations had called on all specialised agencies to incorporate environmental concerns in their programmes and activities. The Governing Body of the ILO had taken action accordingly and it would be very useful for the International Labour Conference to give guidance on the subject through the present draft resolution. The North-South aspect of the resolution was important, since it was essential that environmental action should embrace the concepts of sustained economic growth especially in developing countries. Environmental policies should emphasise the prevention of damage to nature rather than costly remedial measures, and development plans should give emphasis to increased production, economic efficiency, technological development and sound resource management. Responsibility for environmental measures should be shared by governments, the private sector and individuals, particularly where difficult decisions had to be taken, and the ILO could play a valuable role in guiding the attitudes of employers, governments and workers in such choices. However, he agreed with previous speakers that any ILO activities concerning the environment should fall firmly within its own mandate and its particular capabilities, since action by all the specialised agencies would be all the more effective for being concentrated within their own areas of competence. The text of the resolution therefore needed to set out the most effective possible responses that could be made by the ILO and its constituents to the problems in question.

53. The Government member of Nigeria emphasised that developing countries had been used for the disposal of toxic wastes produced by industrialised countries and that dangerous pesticides and other substances, which were banned in developed countries, were frequently used in the Third World, thereby endangering the local populations. He welcomed the fact that the conscience of the world had been alerted to such practices and was convinced that the ILO, with its tripartite structure, could contribute to finding lasting solutions to the problems caused by pollution.

54. The Government member of Malta noted that the pursuit of prosperity through industrialisation had resulted in irreparable harm to the planet. Clearly this had to stop but while some countries were able to pursue ecologically sound policies, others could not afford to do so. It was important, therefore, that developing countries should be helped to preserve their environment rather than forced by economic necessity to destroy what remained. His Government strongly supported the resolution.

55. The Government member of Qatar expressed his Government's support for the draft resolution while calling on the meeting not to forget the damage being caused to the environment in Palestine by the use of weapons and chemicals. All peoples had the right to live in a healthy environment. The requirements of developments and preservation of the environment were not easily reconciled and this constituted a challenge for international organisations. Only international co-operation, free of

threats of war and hatred, would lead to a peaceful and healthy environment.

56. The Government member of the USSR stressed the importance to human survival of international co-operation in the field of environmental protection. Technologies must be developed which not only preserved the environment but which were not wasteful of resources. The USSR had been highly supportive of international efforts on the environment, including the 1992 United Nations Conference, and had proposed cosmic monitoring of the global environment, making use of existing satellite capacity and the creation of a United Nations centre for emergency ecological assistance. Financial resources needed to solve ecological problems could be made available through the process of disarmament. The ILO had long been involved in environmental questions such as the working environment, occupational training and the relationship of employment to the environment. Co-operation between the ILO and UNEP should be strengthened and the USSR particularly supported the proposal in paragraph 2 (*m*) of the draft text to hold a special tripartite meeting of experts to examine the work of the ILO in the field of sustainable and environmentally sound development. In conclusion, he expressed the hope that the resolution would be adopted unanimously by the Committee.

57. The Government member of Mongolia noted that her country was one of the co-authors of the draft resolution and was pleased at the strong support which it had received in the Committee. Her own countries attached great importance to the question of the environment and had established a special ministry responsible for this question. She endorsed the points made by previous speakers to the effect that international co-operation on the environment was of the utmost importance and that international efforts must be co-ordinated and complementary with national and regional programmes. She, too, hoped that the Committee would adopt the resolution by consensus.

58. The Government member of the Byelorussian SSR said that mankind was confronting the destruction of the balance between the needs of human society and those of nature. All had a duty to prevent the destruction of our natural environment. He supported the proposal for international monitoring of the ecosystem. The ILO had clear competence for the questions dealt with in the draft, and increased co-operation between the ILO and UNEP should be promoted, especially as regarded technical co-operation concentrating on development in rural areas. His delegation fully supported the draft resolution.

Consideration of amendments

59. One hundred and forty-eight amendments, numbered from D.6 to D.154, were submitted for examination.

Amendment of the title of the resolution

60. Amendment D.152, submitted by the Workers' members of Egypt, Iraq and Jordan, sought to replace the title of the resolution by the following new title: "Protection of the environment, employment, the working environment and development".

61. Introducing the amendment, the Workers' member of Iraq stated that, in order to be consistent, the title of the resolution should reflect its content and specify that it referred to the working environment in particular. He also emphasised that the environment in general was important to everybody, and not just to any one group of countries or to any one continent.

62. The Workers' Vice-Chairman noted that the great majority of the Workers' group did not support this amendment. It was their firm belief that, as set out in paragraph 5 of the preamble to the resolution, the working environment formed an important and integral part of the general environment. Any formulation which implied that they could be viewed separately was therefore to be avoided. The present title was brief and succinct and should be maintained.

63. The Employer's Vice-Chairman agreed with the Workers' Vice-Chairman that the present title was more elegant and succinct than that proposed in the amendment. The word "environment" encompassed all forms of the environment and not just the working environment.

64. The Government member of Norway, speaking on behalf of the Nordic Governments, also agreed with the points made by the Workers' and Employers' Vice-Chairmen.

65. The Workers' members of Bahrain, Iraq and the Syrian Arab Republic, in supporting the proposed amendment, emphasised that there was a fundamental link between the environment in general and the working environment, and that this should be reflected in the title of the resolution. The proposed amendment, by laying emphasis on working conditions, made it clear that the resolution was firmly within the mandate of the ILO.

66. The Government member of Czechoslovakia noted that the socialist Government members of the Committee were opposed to the amendment. Since the vast majority of the Committee were not in favour of this amendment, he hoped that progress could be made and that the Committee's time would not be wasted.

67. The Government members of Qatar, the Syrian Arab Republic and Tunisia, in supporting the amendment, emphasised that it was important for the title to reflect the content of the resolution and to link the protection of the environment in general with the working environment in particular.

68. The Workers' members of Bulgaria and the Ukrainian SSR noted that the original title was a more accurate reflection of the contents of the resolution, which firmly established that the working environment was an important and integral part of the general environment. They urged the Committee to adopt a more positive approach in its consideration of the draft resolution.

69. The Government member of Egypt, in supporting the amendment, said that the key concept added by it and which did not appear in the original title was the "protection" of the environment.

70. The Government member of India, in order to help the Committee progress in its work, proposed to sub-amend D.152 to read as follows: "Protection of

the environment, including the working environment, employment and development”.

71. The Workers' Vice-Chairman noted that the proposed sub-amendment still effectively separated the working environment. The present title to the resolution was still to be preferred.

72. The Government member of Kuwait supported the proposed sub-amendment as a compromise proposal, while the Government member of Tunisia noted that the real subject of the resolution was the environment and the working environment, and felt that that should be reflected in the title.

73. The Government member of China and the Workers' member of Egypt supported the sub-amendment and called upon the sponsors of the original resolution to be more flexible in supporting the proposals of other members of the Committee. The Government member of Yugoslavia expressed her appreciation to the sponsors for having submitted the draft resolution on a subject of vital interest to all. She added that now that the Committee had embarked upon the exercise of making the resolution ultimately acceptable to all members of the Committee, its sponsors should enable it to reflect as broadly as possible other members' views, concerns and interests. She appealed to the sponsors to demonstrate more readiness and flexibility at the present early stage. She supported the sub-amendment of the Government member of India.

74. The Government member of Norway expressed his appreciation at the efforts made by the Government member of India to enable the Committee to advance in its work, but felt that the word “protection” was not sufficient since the resolution called for the more dynamic approach of the “improvement” of the environment as well.

75. The Government member of Egypt sub-amended the wording proposed by the Government member of India to read as follows: “Protection and improvement of the environment, including the working environment, employment and development”. This sub-amendment was found acceptable by the Government member of India.

76. The Workers' Vice-Chairman proposed to sub-amend the proposal before the Committee further to read as follows: “Protection and improvement of the environment, employment and development”. This sub-amendment did not find favour with the proposers of the other sub-amendments before the Committee, and was consequently withdrawn by its author.

77. A number of speakers from different groups, including the Employers' group, in response to a suggestion that the question of the title should be discussed at a later stage, stated that it was important to decide this question forthwith, since the title defined the scope of the resolution and, as such, gave direction to the Committee's deliberations. Other speakers, however, supported the motion to postpone consideration of the title.

78. The Government member of India explained that his original sub-amendment had been put forward in a spirit of compromise in order to avoid votes in the Committee at this early stage in its work.

79. The Government member of Denmark emphasised that the draft resolution before the Committee

was of great importance and had resulted from the merger of five original draft resolutions. It was clear that an overwhelming majority of the members of the Committee supported the original title of the resolution.

80. Amendment D.152, as sub-amended by the Government members of India and Egypt, was put to a vote by show of hands. It received 247,509 votes in favour, 8,428 votes against, with 598,637 abstentions. The amendment, as sub-amended, was not adopted for lack of a quorum.

81. The result of the vote was challenged under article 65, paragraph 7, of the Standing Orders by the Workers' member of Jordan on the ground that persons not entitled to vote had voted.

82. The Workers' Vice-Chairman, speaking on a point of order, noted that article 65, paragraph 7, of the Standing Orders laid down that a record vote should be taken if the result of a vote by show of hands was “challenged”. He therefore requested the Chairman to give a ruling as to what constituted a “challenge” in this context. The Chairman replied that the only criterion to be followed was that set out in article 65, paragraph 7, of the Standing Orders, which was quite clear.

83. A record vote on amendment D.152, as sub-amended by the Government members of Egypt and India, was taken. The result was 243,295 votes in favour, 4,214 votes against, with 602,301 abstentions. The amendment, as sub-amended, was not adopted for lack of a quorum.

Amendments of paragraph 1 of the preamble

84. Amendment D.86, submitted by the Employers' group sought to delete the word “all” in the first line of paragraph 1 of the preamble, to delete the word “only” in the fourth line and to delete the word “public” in the fifth line.

85. The Employers' Vice-Chairman, introducing the amendment, noted that although his group supported the sentiments set out in this paragraph, some of the adjectives used to qualify them were inappropriate. By way of illustration, the use of the word “all” to qualify economic and social development policies made the concept too broad, since some policies, such as those of a financial nature, might not have any effect on the environment. He added that to qualify the word “health” by the adjective “public” would be too restrictive.

86. The Government member of India supported the amendment.

87. The Workers' Vice-Chairman was prepared to agree to the deletion of the word “all” in the first line and “public” in the fifth line. However, he sub-amended amendment D.86 to retain the word “only” in the fourth line. The amendment, as sub-amended, was adopted.

88. Amendment D.35, submitted by the Government members of India and Sri Lanka, also sought to delete the word “all” in the first line. In addition, it sought to replace the words “be designed effectively to” in the second line by the word “also”.

89. Introducing the amendment, the Government member of India pointed out that the prime intention

behind economic and social development policies was not necessarily to protect and improve the environment. Thus the word "also" should be added.

90. The Employers' group supported the amendment.

91. The spokesman for the Workers' group noted that although his group felt that the existing wording carried greater obligation and value, they were prepared to accept the amendment. The amendment was adopted.

92. Amendment D.15, submitted by the Government members of the Netherlands and the United Kingdom, was withdrawn by its authors in favour of amendment D.71.

93. Amendment D.71, submitted by the Government member of Tunisia, and seconded by several members of the Committee, sought to replace the words "real factors of progress" in the last line of paragraph 1 of the preamble by the words "essential factors for lasting development".

94. Introducing the amendment, the Government member of Tunisia noted that the concept of lasting development was drawn from the report of the World Commission on Environment and Development. This concept should be defined in the first paragraph of the resolution.

95. The amendment was supported by the Workers' member of Iraq and the Government member of India.

96. The Government member of Norway expressed a preference for the wording contained in amendment D.15.

97. The spokesman for the Workers' group strongly supported the existing wording, which emphasised the value of policies and activities that were compatible with the environment as factors of progress. He proposed to sub-amend the amendment by replacing the word "essential" by the word "real" so that the final words of paragraph 1 of the preamble would be "real factors for lasting development". The amendment, as sub-amended, was adopted.

98. Amendment D.154, submitted by the Employers' members of Iraq, Kuwait and the Syrian Arab Republic, sought to add, after the words "factors of" in the last line of paragraph 1 of the preamble, the words "economic and social". The amendment was adopted.

99. Paragraph 1 of the preamble, as amended, and paragraph 2 were adopted.

Amendment of paragraph 3 of the preamble

100. Amendment D.87, submitted by the Employers' group, sought to replace paragraph 3 of the preamble by the following text:

Recalling that one of the fundamental concerns of the ILO is the improvement of working conditions, and particularly the protection of life, workers' health, the work environment and employment promotion;

The amendment was supported by the Workers' group and adopted by the Committee.

Amendments to paragraph 4 of the preamble

101. Amendment D.36, submitted by the Government members of India and Sri Lanka, sought to add

after the words "considering that" in the first line of paragraph 4 of the preamble, the words "appropriate attention should be given to", and to replace, in the second line, the words "should be a guiding principle for" by the word "in".

102. Introducing the amendment, the Government member of India noted that although he agreed with the sentiments expressed in the original text, the ILO had its own mandate to follow and it would be going too far to require that all ILO activities be made subject to environmental concerns.

103. The Government member of Norway pointed out that the original wording was based on the language used in United Nations General Assembly resolution 42/187, which set out that sustainable development should become an essential guiding principle of the United Nations. However, in order to advance the work of the Committee, he did not oppose the amendment.

104. The Employers' Vice-Chairman supported the amendment and the spokesman for the Workers' group, although not concurring with the amendment, did not oppose it. The amendment was adopted.

105. Amendment D.88, submitted by the Employers' group, sought to add, after the word "sound" in the second line of paragraph 4 of the preamble, the words "economic and social". The amendment was adopted.

106. Amendment D.151, submitted by the Workers' members of Iraq and Jordan, sought to add, after the words "contribution to the" in the last line of paragraph 4 of the preamble, the words "national, regional and". The amendment was adopted.

107. Paragraph 4 of the preamble, as amended, was adopted.

Amendment to paragraph 5 of the preamble

108. Amendment D.142, submitted by the Workers' members of Egypt, Iraq and Jordan, sought to add, after the words "environment forms" in the first line of paragraph 5 of the preamble, the words "and the protection of the lives of workers form" and to add, after the word "environment" in the last line, the words "and in the protection of workers' lives".

109. The Workers' member of Iraq, introducing the amendment, noted that the protection of workers' lives was an essential concept that should be included in that paragraph of the resolution.

110. The Employers' Vice-Chairman gave his support to the principle behind the amendment, but felt that it did not readily fit into the structure of paragraph 5 of the preamble and would be better placed elsewhere in the preamble. A more suitable location would be in paragraph 10 of the preamble.

111. The spokesman for the Workers' group said that his group gave its full support to the protection of workers' lives, but noted that the majority of the Workers' group would prefer to see the proposed wording included in a different part of the resolution.

112. The Government members of Denmark and Czechoslovakia emphasised that the protection of workers' lives was essential, but that the proposed wording could not be logically included in paragraph 5 of the preamble.

113. The Government member of Kuwait said that the amendment improved the content of paragraph 5 of the preamble. The Government member of India, commenting on the suggestion put forward by the Employers' Vice-Chairman, felt that the inclusion of the amendment in paragraph 10 of the preamble would have little value or relevance since the protection of workers' lives needed to be ensured on a national basis, while paragraph 10 referred specifically to international co-operation to that end among all countries and organisations of the United Nations system.

114. The Employers' Vice-Chairman recalled that the constituents of the ILO came together precisely to devise measures to protect the lives of workers at the international level through co-operation between states, employers and workers.

115. The Government members of Algeria and Tunisia, and the Workers' members of Iraq and the Syrian Arab Republic noted that the principle behind the amendment was accepted by the Committee as a whole and was therefore not controversial. The only remaining question was the location of the proposed wording. The best place for this was paragraph 5 of the preamble.

116. The Employers' Vice-Chairman and the Government member of Denmark proposed to include the amendment elsewhere in the resolution and warned the sponsors of the amendment that if a vote were taken they might lose altogether a proposed wording that had received the support of the whole Committee. In reply to a question by the Chairman, the Workers' member of Iraq confirmed that the authors of the amendment wished it to be placed in paragraph 5 of the preamble.

117. The amendment was put to a vote by show of hands. There were 156,868 votes in favour, 0 against, with 575,219 abstentions. The quorum of 484,806 not having been reached, the amendment was not adopted.

New paragraph

118. Amendment D.49, submitted by the Workers' group, sought to add, after paragraph 5 of the preamble, the following new paragraph:

Convinced that it is necessary to tackle the problems of pollution at source, by taking preventive measures at the workplace.

Introducing the amendment, the spokesman for the Workers' group emphasised the importance of dealing with the problems of pollution at their source. Since this was often the workplace, the Workers' group was firmly of the view that it was important to focus on preventive measures there in order to improve the environment.

119. The Employers' Vice-Chairman stated that the group could accept the general purport of the amendment proposed but questioned the meaning of the words "at source". The pollution problem might well arise at a point later in the production process, such as during handling or transport, and "at source" did not convey this sense. Also the pollution might occur elsewhere than in the workplace, such as outdoors.

120. The spokesman for the Workers' group, in order to accommodate the Employers' concerns, pro-

posed to sub-amend the amendment to read as follows:

Convinced that it is necessary to tackle the problems of pollution at the earliest opportunity, by taking preventive measures, including at the workplace,

121. Amendment D.49, as sub-amended, was adopted.

122. Amendment D.62, submitted by the Workers' group, was withdrawn by its authors in favour of amendment D.51.

Amendment of paragraph 6 of the preamble

123. Amendment D.89, submitted by the Employer's group, sought to replace paragraph 6 of the preamble by the following text:

Convinced that policy measures at the national and international levels should take into account the requirements of environmental protection and employment creation.

124. Introducing the amendment, the Employers' Vice-Chairman noted that his group, although approving in general terms the basic sentiment expressed in the original paragraph 6, had been somewhat confused by some of the terms of the original formulation, such as the phrase "judicious policy measures". Their amendment was intended to clarify these problems.

125. The spokesman for the Workers' group, while appreciating the merit of the proposed amendment, considered that an important idea contained in the original wording of the paragraph had been omitted from the Employers' proposal, namely the positive links that could be established between the requirements of environmental protection and job creation. Any long-term employment creation scheme had to create the necessary environmentally sound conditions for the work to be carried out if it were to be successful. He therefore proposed to sub-amend amendment D.89 to read as follows:

Convinced that policy measures at the national and international levels should take into account the positive links that can be established between the requirements of environmental protection and employment creation.

126. Amendment D.89, as sub-amended, was adopted.

127. Amendment D.144, submitted by the Workers' members of Iraq and Jordan, which sought to amend the original wording of paragraph 6 of the preamble, therefore became inapplicable.

128. Amendment D.69, submitted by the Government member of Israel, was withdrawn by its author, since his concerns had been covered by the adoption of amendment D.89, as sub-amended.

Amendments of paragraph 7 of the preamble

129. Amendment D.26, submitted by the Government member of the United States, and amendment D.90, submitted by the Employers' group, both sought to delete paragraph 7 of the preamble.

130. Introducing his amendment, the Government member of the United States remarked that although his delegation favoured the adoption of the present draft resolution, it felt that in its present form it contained a number of problems as regards the parameters of the ILO's mandate and that certain of the

current paragraphs went beyond the Organisation's mandate. Paragraph 7 of the preamble in its original wording referred to areas such as desertification, the development of transport, water pollution, the breaching of the ozone layer and the hothouse effect. These were serious problems that merited international attention, but did not lie within the competence of the ILO. The problem of industrial waste and its effects on workers' health might well lie within the mandate of the Organisation, but by seeking to bring in other larger problems, its credibility could suffer.

131. The Employer's Vice-Chairman, introducing his group's amendment, said that paragraph 7 of the preamble in its current form was redundant and added little in the context of the ILO. Its deletion would also make the resolution more concise.

132. The Government member of the Libyan Arab Jamahiriya emphasised the importance of paragraph 7 of the preamble within the resolution in setting out the general problems affecting the environment.

133. The spokesman for the Workers' group maintained that paragraph 7 had value in its original form since it referred to a number of very important issues. However, he noted that the sponsors of the amendments to delete the paragraph had not questioned the importance of the issues raised in the paragraph, but merely how they related to the work of the ILO. In fact, the problems raised in the paragraph greatly affected the lives of working people. By way of illustration, desertification was a major environmental problem of concern to rural workers. When fertile land was rendered arid, the workers often had to leave their lands and migrate to urban areas. Similarly, the breaching of the ozone layer affected outdoor workers in certain countries by raising the incidence of skin cancer. He proposed, in view of his group's opposition to the present amendments, that their sponsors might wish to withdraw them in favour of amendment D.8, which clarified the relationship of environmental problems to the work of the ILO.

134. The Government member of Algeria supported the remarks of the previous speaker as regards desertification, which was affecting millions of workers throughout the world. An example of this was the way in which the Sahara was spreading into the south of his own country, causing mass migration towards the north. Paragraph 7 in its original form was therefore an integral part of the resolution, since the protection of the environment was a universal problem and global co-operation was required in order to take measures to improve the environment. Those who wished to delete the paragraphs were in effect adopting a fragmented approach to this question.

135. The Workers' member of the Syrian Arab Republic also emphasised the importance of the preambular paragraph in question and felt that it should contain a reference to the effects of nuclear explosions on plant life and on the health of individuals. He also stressed the importance of the subsequent preambular paragraphs, which referred to the improper use of pesticides.

136. The Government member of Norway noted that previous speakers had eloquently set out the importance of paragraph 7 of the preamble. He also agreed with those speakers who had maintained that

all the activities proposed in the resolution should be within the competence of the Organisation. Although the Nordic Governments preferred the original wording, they were prepared to accept the changes proposed in amendment D.8.

137. The Employers' Vice-Chairman proposed a sub-amendment to amendment D.8 and withdrew amendment D.90.

138. The Government member of the United States noted that amendment D.8 related the problems to which it referred to the role of the ILO. He therefore withdrew amendment D.26 in favour of amendment D.8 as sub-amended by the Employer's Vice-Chairman.

139. Amendment D.8, submitted by the Government members of Belgium and Luxembourg, sought to replace paragraph 7 of the preamble by the following text:

Noting in particular the problem of the damage caused, in whatever manner, to the soil, sub-soil, atmosphere and cosmos, to water, flora and fauna, and to human health; and considering the resulting effects on all the fields covered by the activities of the International Labour Organisation,

140. The Employers' Vice-Chairman sub-amended amendment D.8 to read as follows:

Noting in particular the problem of the damage caused to the environment, in whatever manner, and to human health; and considering the resulting effects on all the fields covered by the activities of the International Labour Organisation,

on the grounds that the word "environment" already encompassed the soil, sub-soil, etc., and nothing was to be gained by listing them.

141. The Government member of Belgium, introducing amendment D.8, recorded his agreement with the sub-amendment put forward by the Employers' Vice-Chairman. He explained that many of the ideas contained in the amendment had been taken from the original text, but that it had been the intention of the authors of the amendment to group together the fields in which environmental damage occurred and to qualify the wording by making it relevant to the activities of the ILO.

142. Amendment D.8, as sub-amended by the Employers' Vice-Chairman, was supported by the Government members of Luxembourg and the United States and by the Workers' Vice-Chairman.

143. The Government member of the Libyan Arab Jamahiriya noted that the wording of paragraph 7 of the preamble should include reference to the harmful effects of nuclear experiments.

144. The Government members of India and Malta proposed to sub-amend amendment D.8, as sub-amended, by replacing the words "on all" in the fourth line by the words "on any of".

145. The Government members of Belgium and Luxembourg, and the Employers' Vice-Chairman found the amendment, as further sub-amended, acceptable.

146. The Government member of Tunisia, however, felt that paragraph 7 of the preamble should remain in its original form. The relationship of drought and desertification to the competence of the ILO had been explained by previous speakers and it

should be recalled that preambular paragraphs did not call for ILO action, but merely set the context of the resolution. Drought and desertification were extremely topical and important problems, as set out in the Report of the World Commission on Environment and Development.

147. The Government member of China questioned whether the proposed amendment as sub-amended was not very close in its terms to paragraph 2 of the preamble already adopted and thus a duplication.

148. The Workers' member of Jordan emphasised that reference should not be made to hazardous problems without the causes of such problems being identified. One of these causes was nuclear testing, which was often carried out underground.

149. The Government member of Egypt, noting that the causes and reasons for environmental damage should be recorded in the wording of paragraph 7, proposed to add, after the words "in whatever manner", the words "inter alia by industrial waste, the development of transport, water pollution, the breaching of the ozone layer and the creation of conditions giving rise to a hothouse effect".

150. The Government member of the Libyan Arab Jamahiriya proposed to further sub-amend the above sub-amendment by adding, after the words "inter alia", the words "by desertification, the waste generated by various nuclear experiments".

151. The Government member of Malaysia introduced a further sub-amendment by proposing the addition of the words "and marine" before the word "pollution" in the sub-amendment put forward by the Government member of Egypt. This sub-amendment received general acceptance.

152. The Government members of Belgium and Luxembourg, and the Employers' Vice-Chairman, said that they saw little value in enumerating various causes of environmental damage. Indeed the purpose of their amendment was to avoid such a listing. They preferred the wording of amendment D.8, as sub-amended by the Employers' Vice-Chairman and the Government members of India and Malta, but without the sub-amendments proposed by the Government members of Egypt and the Libyan Arab Jamahiriya.

153. The sub-amendment proposed by the Government member of the Libyan Arab Jamahiriya was put to a vote by show of hands. There were 18,683 votes in favour, 0 against and 73,615 abstentions. The quorum of 68,443 not having been reached, the sub-amendment was not adopted.

154. The Government member of the Libyan Arab Jamahiriya, pursuant to article 65, paragraph 7, of the Standing Orders, challenged the vote and requested that the sub-amendment be put to a record vote. The Government member of Denmark requested clarification as to the grounds on which the result of the vote had been challenged. It was explained that the challenge concerned the number of votes cast.

155. The sub-amendment proposed by the Government member of the Libyan Arab Jamahiriya was put to a record vote. There were 31,372 votes for, 0

against with 94,603 abstentions. The quorum of 68,443 not having been reached, the sub-amendment was not adopted.

156. The Government member of France, speaking on behalf of the Industrialised Market Economy Countries (IMEC) Government members, reaffirmed the importance they attached to the draft resolution, which basically dealt with the future of mankind. However, because of the attitude adopted by some of the members of the Committee, very little progress had been made with the amendments proposed to the resolution. The amendments that had been proposed by the members of his group were of real importance to them in order to improve the resolution. However, in view of the situation facing the Committee, they were prepared to withdraw all their amendments in order to enable the Committee to obtain a tangible result from its work. He appealed to the other groups to respond to this gesture of goodwill in a similar manner so as to avoid a situation in which the Committee's work would come to naught. The following amendments were thus withdrawn: D.13, D.14, D.27, D.63, D.28, D.16, D.29, D.64, D.25, D.65, D.17, D.9, D.30, D.10, D.11, D.66, D.18, D.19, D.20, D.21, D.22, D.31, D.32, D.33, D.34.

157. The Government member of Belgium noted that amendment D.8, which was currently under consideration by the Committee, was not in fact included in the above statement since it was the subject of a series of sub-amendments. However, if legally possible and if the authors of those sub-amendments that had not yet been voted on by show of hands were prepared to withdraw them, the authors of amendment D.8 would also be prepared to withdraw their amendment in order to advance the work of the Committee.

158. The Government member of Egypt requested the Secretariat or the Legal Adviser to give a reply to the question from the Government member of Belgium in order to enable the delegation of Egypt to take a decision concerning its sub-amendment.

159. The Workers' Vice-Chairman noted that the present draft resolution was of special importance to the workers of every country and from the point of view of the co-operation among trade unions that it represented. The Workers' group had wished to improve the wording of the resolution, but in view of the statements by the previous Government members it would be willing to withdraw its proposed amendments. Amendments D.50, D.51, D.52, D.53, D.59, D.54, D.55, D.56, D.57, D.58 and D.61 were thus withdrawn.

160. The Government member of the German Democratic Republic, for the same reasons as those given by the Government member of France, withdrew amendment D.12.

161. The Government member of Tunisia thanked the previous speakers for their open and co-operative attitude. Great co-operation and an openness of spirit had also been shown in the work of the Committee by the Government members of developing countries, who had participated actively in the debate in order to proceed to the adoption of a resolution that responded to their legitimate preoccupations. While welcoming the positive attitude adopted by the previ-

ous speakers, he noted that most of the amendments that had just been withdrawn had been submitted by the original co-authors of the resolution. The impact of their gesture was, therefore, debatable since the resolution in its present form did not fully reflect the concerns of developing countries. He asked the preceding speakers if they would be ready and willing to consider the amendments submitted by the developing countries and to accept them without discussion in the same way that they had withdrawn their own amendments. He added that an appeal for adoption of the resolution by consensus had been made early in the work of the Committee by the Government members of a number of developing countries, and that this proposal should have been adopted. He requested the other members of the Committee who had just withdrawn their amendments to specify which of the amendments proposed by members from developing countries would be acceptable to them.

162. The Government member of Egypt stated that the non-aligned countries and countries in the Third World suffered more than the developed countries from the environmental problems referred to in the resolution. If the amendments proposed by members from developing countries were to be adopted then it would be possible to achieve a positive result from the work of the Committee, in contrast with the previous year. He made an appeal to the IMEC group to adopt a more positive position and accept the amendments submitted by the developing countries. Such an approach would enable the Committee to adopt a balanced resolution which took due account of the concerns of all groups.

163. The Government member of Norway welcomed the withdrawal of amendments by the IMEC and other countries, as well as by the Workers' group. He had hoped that the appeal made by the Government member of France would have been heeded and that the Government members of Tunisia and Egypt would have been able to withdraw their amendments, since a number of these would give the Nordic Government members considerable problems. He appealed for the adoption of the resolution in its present form by consensus as this would be a major achievement for the Committee. He also noted that the resolution had been sponsored by other groups in addition to the IMEC countries, namely the socialist governments, the western and socialist workers. This illustrated the broad support behind the present text.

164. The Workers' member of Jordan, thanking those sponsors who had withdrawn their amendments, wondered, however, why the amendments had been presented in the first place if their authors had not intended to pursue them seriously. He suggested that those who had sponsored such a large number of amendments knew it would take a long time to discuss them. All the members of the Committee wished to discuss the first five priorities. In order to make serious progress in the work of the Committee a working group should have been set up representing all the regional groups. This had not happened because a minority wished to impose its will upon the Committee.

165. The Employers' member of Kuwait thanked all those members who had withdrawn their amend-

ments. However, he wondered why this gesture had come after so much time had been lost. He recalled the work of the Committee in 1988 and said that it was most unfortunate that the Resolutions Committee had not produced results. The authors of some amendments, however, did not wish to withdraw them. In one of the amendments the occupying authorities in every region of the world were asked not to use toxic gases. A resolution concerning the environment affected the environment as a whole and it was inconceivable that, in this context, the Committee should refuse such an appeal not to use poison gases. His group had made an appeal at the 1st sitting of the Committee for a positive spirit of solidarity to be adopted towards the work of the Committee, but this had not been heeded. The Arab members had consulted with the other groups, but there was resistance by some members to adopting any resolution concerning the situation of workers in the occupied Arab territories. If the members of the Committee wished to adopt a positive attitude they should be ready to adopt three resolutions, and not confine themselves to one.

166. The Government member of Argentina praised the good will shown by the IMEC countries in withdrawing amendments and supported the proposal put forward by the Government member of Tunisia that the amendments submitted by members from developing countries who had not co-sponsored the resolution should be accepted without discussion, so that the present highly important resolution could be adopted. Indeed, the resolution referred specifically to regions in countries whose amendments had to be taken into account, such as the countries of the Amazon basin.

167. The Workers' Vice-Chairman assured the Committee that the members of his group had proposed its amendments in all seriousness. He added that the Workers' group had held 12 meetings which had been open to all the members of the Workers' group. The decisions both to submit and to withdraw their amendments had been taken by the group as a whole without dissent. While supporting the draft resolution in its present form, the Workers' group had felt that it could be improved in a number of ways, and for that reason had submitted a small number of amendments. He considered that the evidence of the lack of the spirit of compromise within the Committee had been shown by those who had called for a record vote on the three-word title of the resolution. Such problems had been evident throughout the Committee. He said that the proposal made by the Government member of Tunisia that a whole block of amendments should be accepted by the Committee without discussion was unreasonable. Amendments, in order to be adopted, needed to be considered. He asked the Committee whether the workers in developing countries would really be better served by the adoption of no resolution at all rather than the resolution in its present form. At this time in the work of the Committee it was still possible for a resolution to be adopted. It might not suit everybody perfectly, but it would be of much greater benefit than the adoption of no resolution at all.

168. The Government member of Egypt, in response to the comments made by the previous speaker concerning the record vote taken on the title of the

resolution, expressed his surprise at the position of a group of countries that sought to adopt a resolution concerning the environment within the framework of the International Labour Organisation, yet objected to a title that reflected the need to protect and improve the environment, which was undoubtedly the major purpose of any resolution on the subject. Furthermore, he recalled that the same group of countries objected to another amendment proposing to add the words "working environment", which would have established a link between the problems of the environment as a whole and those particularly related to the ILO. He pointed out that the proper place for a resolution that was concerned only with environment was in the UNEP. Finally, he asked, through the Chairman, to know the position and intention of the Employers' group concerning the amendments presented by them on the resolution.

169. The Government member of Kuwait supported the proposal of the Government member of Tunisia to adopt the amendments put forward by members from the developing countries without discussion and proposed that a working group be set up to examine the five priority draft resolutions so that they could all be adopted.

170. The Employers' member of Jordan raised the point that the sub-amendments to amendment D.8 could not be withdrawn without their authors' consent. Last year no progress had been made in the work of the Committee as a result of the obstinacy of some of its members. The resolution before the Committee was of great importance and should refer to the problem of the use of the toxic gases by occupying authorities.

171. The Government member of India informed the Committee that his delegation, together with the delegation from Sri Lanka, had submitted their amendments because the draft resolution in its present form was too lengthy, in some cases imprecisely worded and not properly balanced, since it did not adequately take into account the views and interests of developing countries. In addition, some of its demands went beyond the competence of the ILO. He and the Government member of Sri Lanka had therefore submitted constructive, serious and legitimate amendments. Other amendments submitted by other sponsors, especially some of those from the Employers' group and the one from the Government member of Malta, also had considerable merit and deserved careful consideration. He therefore encouraged the Committee to proceed with the discussion of the remaining amendments.

172. The Workers' member of Iraq said that it was his understanding that a compromise could be reached to adopt all five resolutions before the Committee if all amendments were withdrawn but some groups had made such a compromise impossible. He therefore supported the proposals made by the Government members of India, Tunisia and Egypt.

173. The Employers' Vice-Chairman said that his group was concerned that the Committee should adopt a resolution that was meaningful, worth while, well-constructed and of use to the world at large. His group had worked hard to try to improve the resolution through their amendments. While it was easy for the sponsors of the resolution to withdraw their

amendments, those who had not had a part in drafting the text currently before the Committee understandably had greater difficulties. If there were to be a general consensus to withdraw all amendments, it might be that his group could give positive consideration to the adoption of the resolution. However, his group could not envisage withdrawing their own amendments while being required to support those put forward by other members of the Committee unconditionally.

174. The Workers' Vice-Chairman pointed out that the resolution in its current form did in fact reflect the problems of developing countries. Indeed, its sponsors included Workers' members from developing countries, including a Workers' member from India. He re-emphasised that the choice before the Committee was basically to accept the resolution in its present form or no resolution at all. This second alternative could not be in the interests of the developing countries.

175. The Government member of the Libyan Arab Jamahiriya wondered whether the withdrawal of the amendments submitted by the co-sponsors of the resolution was a political tactic. His own amendments to the resolution promoted the interests of workers and were designed to improve the resolution. He called on the Committee to adopt some of them. The Arab group assigned great importance to the resolution on the environment, but also considered the adoption of the resolution on the conditions of workers in the occupied Arab territories to be essential. Although the Workers' Vice-Chairman had said that the alternatives before the Committee were the adoption of no resolutions or of the present resolution in its current form, that solution had not been adopted in the Committee in 1988. Indeed, no resolution had been adopted in that year. The procedures used in the present year had, however, been very different from those of 1988 and the rules of procedure had been followed closely. He called upon the Committee to follow the suggestion made by the Government members of Tunisia and Egypt and to adopt the draft resolution on the situation of workers in the occupied Arab territories.

176. The Government member of Tunisia specified that his suggestion had been that the Committee should adopt some of the amendments he had put forward. He was prepared to withdraw amendments D.73, D.74, D.76, D.77, D.80, D.82, D.83 and D.84. He then repeated his request to the representative of the IMEC group to indicate whether that group would be willing to accept without discussion a certain number of draft amendments submitted by the developing countries.

177. The Government member of France pointed out that many of the Government members of the IMEC countries who had submitted amendments had not been co-sponsors of the resolution. Their authors had attached great importance to their amendments and had only withdrawn them at this late stage in order to advance the work of the Committee. In reply to the previous speaker, he noted that certain of the amendments still before the Committee might well be acceptable to the IMEC group, but that that group could not agree to adopting them without discussion.

178. The Government member of the Syrian Arab Republic thought that those who had withdrawn their amendments had not properly examined the changes they proposed to make. His delegation did not want to hinder the adoption of any resolution that could be of benefit to workers. The resolution on the environment was of interest to all the members of the Committee, but was not complete. It could be improved by the adoption of the amendments put forward by members from developing countries. He emphasised the importance of the resolution concerning the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories, which concerned dangers in those territories resulting from the activities of the occupying authorities.

179. The Government member of Norway noted that the draft resolution had a clear North-South perspective and included measures to alleviate poverty and generate income. The Government members of India and Sri Lanka had put forward many constructive amendments. Although the Government members of the Nordic group did not fully agree with all of them, in the spirit of compromise at this stage they were prepared to accept them.

180. The Workers' member of the Sudan noted that not all the Workers had agreed to the withdrawal of all the proposed amendments. If the Committee wished to change its method of work it would have to adopt all the first five resolutions.

181. The Chairman, noting that many amendments had not been withdrawn, suspended the sitting to enable consultations to take place concerning how the Committee might proceed with its work in the short time remaining. After consulting the officers, it was determined that the substantive work of the Committee should be deemed to have been concluded. At this point, although the Committee had adopted paragraphs 1 to 7 of the preamble of the first draft resolution, it had not completed its consideration of the first draft resolution. Consequently, with regret, the Committee had no resolution to propose for adoption by the Conference.

182. At an earlier stage in its discussions, while waiting for amendments to the above-mentioned draft resolution, the Committee had started and completed its general discussion on the second-ranked draft resolution. The following paragraphs reflect that discussion.

RESOLUTION CONCERNING DEVELOPMENT, FOREIGN DEBT AND THE SOCIAL OBJECTIVES OF THE INTERNATIONAL LABOUR ORGANISATION

Presentation of the resolution

183. The Government member of Venezuela noted that he was presenting the draft resolution on behalf of the Governments of Argentina, Bolivia, Chile, Guatemala, Honduras, Mexico, Nicaragua and Venezuela as well as Costa Rica, Cuba and Suriname, which endorsed the draft resolution. He added that on 24 June 1986, the Conference had adopted a resolution concerning foreign debt at the initiative of several Latin American governments. Indeed, under the terms of the ILO Constitution and the Declaration of

Philadelphia, debt constituted a danger to prosperity everywhere. Economic and financial policies were only acceptable if they were oriented towards the economic and social development of the populations concerned. Since 1986, the economic situation of developing countries had deteriorated and foreign debt had played a fundamental role in that deterioration. The servicing of debt and the structural adjustment measures that had been imposed had resulted in a tightening of public expenditure, and particularly social expenditure, and had endangered the fundamental rights of the population and, as a consequence, social peace. The balance-of-payments situation and servicing the debt had made developing countries into net exporters of capital and had led to difficulties in the implementation of the Conventions that had been ratified on trade union rights. This assessment had been confirmed by the events in Caracas in February 1989. The principal Venezuelan trade union organisation had recently organised, without any significant incidents, a demonstration which drew attention to the critical situation as regards incomes. The draft resolution that was being presented reaffirmed the premises and principles of the 1986 resolution. It invited the Conference to reconsider the payment capacity of developing countries. It also appealed to economic and financial institutions to give priority to dealing with all the problems associated with debt. The Director-General was invited to keep the Governing Body and the Conference informed of the cost of structural adjustment policies in terms of unemployment and poverty. He was also invited to intensify the necessary measures to strengthen the role and influence of the ILO in international discussions on the problems arising in that field and to continue to ensure that international financial bodies took fully into account the situation of debtor countries. The expansion of employment and the protection of incomes should continue to form the basis of any strategy to promote stable economic and social development. Finally, the Governing Body was requested to invite the Director-General to convene another high-level meeting on the theme.

General discussion

184. The Workers' Vice-Chairman emphasised the unity and deep concern of his group regarding this issue. All workers were concerned by the problems of debt, and particularly those in developing countries. It was for this reason that the Workers had given the draft resolution their second priority. The preamble made particular reference to the ILO Constitution and the Declaration of Philadelphia; indeed, the subject lay clearly within the mandate of the ILO. An examination should be made of the effects of debt for the activities of the Organisation, as had been done in the November 1987 High-Level Meeting on Employment and Structural Adjustment, in the Programme and Budget for the next biennium, and in this year's Report by the Director-General to the Conference. Reference should also be made to the World Employment Programme. ILO activities in this context should be intensified since the financial situation and the situation as regards freedoms had deteriorated. The debt burden was becoming heavier while the efforts made in many countries were negated by the deterioration in their trade balance. Those most affected by this situation and least

responsible for it were the workers. The problem was particularly serious for the developing countries, although in an increasingly inter-dependent world, it also affected the industrialised countries. Indeed, responsibility was shared. It would be desirable to cancel part of the debt and to redesign its servicing, which was clearly too burdensome, by linking interest payments to the price of raw materials. Parallel efforts should be made to promote employment. The Workers had always believed that the social dimension of this problem needed to be taken into account. This was also the approach in the Director-General's Report to the Conference and the documents of the High-Level Meeting. This was the approach adopted in the draft resolution. In order to combat the negative human and social consequences of this problem such as, for example, constraints on social expenditure, it was necessary to ensure the participation of the social partners in the search for solutions and in the stimulation of international co-operation. The Workers' Vice-Chairman also referred to a number of reservations entertained by his group regarding certain passages in the draft resolution. He referred, for example, to paragraph 7 of the preamble and emphasised that the wording of the end of this paragraph should be revised in order to avoid giving the impression that failure to implement International Labour Conventions was condoned. Reference was also made in both the preamble and paragraph 3 of the operative part to the so-called "Guatemala" agreement. It would be desirable to find a wording which gave greater emphasis to the universal nature of debt problems. Furthermore, the above agreement contained principles which were not supported by the Workers. Operative paragraph 5 (d) called for the convening of another high-level meeting. The impact and success of such a meeting would depend, as in the case of the November 1987 Meeting, on the quality of the preparatory work. The 1987 Meeting had been valuable in particular because it had made international financial institutions aware of the concerns of the social partners. It was now necessary to give practical application to the conclusions of that Meeting in countries where structural adjustment policies were being applied, concerning which the financial institutions should consult the social partners. It was therefore important to hold another meeting at the appropriate time and, in the meantime, to take any measures that might be necessary.

185. The Government member of Venezuela indicated that her country was one of the authors of the resolution. She said, in particular, that examination of the issue of debt by the specialised agencies showed the complexity and importance of the problems involved. These problems persisted and were even deteriorating, despite the measures taken to improve the situation. The consequences were serious, particularly for working conditions and even for economic sovereignty and democracy in the countries concerned in Latin America and other regions. The ILO had understood the need to take action regarding these situations, particularly through the adoption of a resolution on this subject in 1986 and through the convening in the following year of the High-Level Meeting. Certain follow-up measures to the Meeting had already been adopted and the draft resolution was directed along these lines. The draft resolution was motivated precisely by a fervent desire

to contribute to the improvement of the structures, machinery and procedures at the disposal of the Organisation in its efforts to ensure that national economic adjustment and restructuring policies were not pursued to the detriment of employment, income and economic development levels and did not add to the difficulties of implementing international labour Conventions. The resolution was supported by other States, including Costa Rica, Cuba and Suriname, in addition to its original sponsors. The authors had agreed to make a number of changes to the text of the resolution, such as the deletion of paragraph 5 of the preamble and part of operative paragraph 3.

186. The Government member of Zaire emphasised the interest felt by all developing countries, and particularly the African countries, in the resolution. As indicated in the Director-General's Report, the debt burden had become crushing and structural adjustment measures, such as the reduction in social expenditure, were particularly difficult to apply. Drought, the world economic recession and the economic factors behind the crisis added to these difficulties. All resources should be mobilised, including international aid. The action taken by President Mitterrand in cancelling the debts of a number of countries had been particularly appreciated. It was the duty of the ILO to attend to the social aspects of structural adjustment policies. Zaire had agreed to such policies and was attempting to align them with social progress. Among other measures, it had set up a consultative council for development in which efforts were made to harmonise the interests of the State and the social partners in this context.

187. The Government member of Nicaragua emphasised the burden of debt and its serious social and economic consequences for developing countries. In Latin America, Africa and South-East Asia 950 million people lived in a state of absolute poverty. The 1980s had been a decade lost to development and all the toil of the workers had been in vain. Their income had been swallowed up in debt-servicing. All their efforts had, in the end, served to increase the wealth of the richest countries and that situation had clearly had negative consequences on the living and working conditions of workers in the poorest countries (the reduction in public, and particularly social, expenditure, in wages, food subsidies, currency devaluations, etc.). The ILO, whose role consisted of ensuring the implementation of social policy, should take action to combat the deterioration in the situation of workers in the Third World.

188. The Government member of France also emphasised the economic consequences (the risk of a world economic recession had not disappeared) and the financial and social effects (the appearance of explosive social situations) of the external debt problem. They could only be solved by the combined efforts of all countries. The creditor countries needed to do more. France had come to this decision several years ago; President Mitterrand had announced a Bill to cancel the French public assistance debts of the 35 poorest and most indebted countries. France would also soon be taking measures for the so-called "middle-income" countries. The debtor countries should create new development through sound economic management. For those reasons, his country supported the resolution, although he had some res-

ervations on a number of points which he felt were outside the scope of the ILO.

189. The Workers' member of Cuba noted that he supported the statements made by the spokesman for this group, but wished to lay additional emphasis on a number of points. The adoption of the draft resolution was a signal of the heightened awareness of the dramatic problem. The draft resolution recalled the 1986 resolution. Since then, the situation, particularly as regards workers, had deteriorated. There had been a dangerous escalation of the problems involved and of social tension. The risk of a social explosion was evident. All efforts towards development had been nullified, wages had decreased by 20 to 30 per cent in the developing countries and the situation had been worsened by structural adjustment measures and high bank interest rates. In Latin America the economic and social deterioration had led to popular uprisings, particularly in Venezuela and Argentina. The future was compromised. This situation was a manifestation of the crisis in the capitalist system and a policy of strangulation was being applied to developing countries, which had become net exporters of capital, since their outgoing financial resources now exceeded their income. The attempts made up to now to resolve this situation, such as the Baker Plan, had been failures. In order to obtain further credits, the countries concerned had to surrender their enterprises. It was the ILO's role to encourage concertation between governments, the social partners and other interested parties in the search for a solution, which should result in the elimination of unequal conditions in the terms of trade and in the removal of protectionist measures. In essence, this involved the establishment of a new international economic order. The ILO had much to say and do to this effect.

190. The Government member of the United Kingdom noted that the submission of the draft resolution clearly showed the concerns of the international community regarding the serious problem under discussion. External debt had both social and economic consequences and major efforts had been made by the international institutions to find a solution to the problem. Progress had been made, but the situation remained serious. Initiatives had been taken to lighten the servicing of the debt or, in any event, to prevent it from becoming heavier. The speaker referred to the proposals put forward by the Chancellor of the Exchequer and the international agreement that he had obtained at the Toronto Summit. The novelty lay in the distinction that was made between middle-income countries and poor countries. In effect, Mr. Lawson had proposed a series of measures to restructure the debts of the poorest and most indebted countries which were trying to pursue positive policies. The British Government had decided to convert a number of aid loans into grants and had made other proposals concerning countries with large arrears to the IMF. He had proposed that if these countries adopted solid adjustment programmes they should be given the possibility of drawing on the ESAF (Emergency Standby Adjustment Fund). A global solution to the problem was not the best approach, and he favoured a case-by-case and country-by-country approach. The United Kingdom had adopted this approach. The role of debt reduction in the next stage of debt strategy was a matter primarily for the banks. The IMF and the World Bank were encouraging

compensatory measures to protect vulnerable groups during adjustment. The real situation must not be lost sight of, particularly as regards the impact of the foreign debt problem on individuals. The ILO should not duplicate the work of international financial institutions, but it was right and proper for it to consider whether it could do anything more within its field of competence to attenuate the effects of the debt burden on individual workers.

191. The Government member of Israel also emphasised the seriousness of the problems facing debtor countries and the complexity of their relations with international financial and other institutions. Urgent action was needed to prevent the problems becoming more serious over future decades. Financial arrangements needed to be found and in order to do so, an examination had to be made of what had not worked in the past. In short, self-criticism was needed. The speaker made the following points. In the first place, the cancellation of a large part of the debt was inevitable, as was its rescheduling, taking into account the specific situation of certain countries. The internal policies pursued by debtor countries should ensure that certain situations were not repeated and should therefore result in internal reforms that were painful, but inevitable; they would clearly take time. Emphasis had been laid on the fact that the debt burden should be shared and should not weigh particularly heavily on the most vulnerable. The problem lay within the competence of the ILO. Solutions should not, however, be imposed. A programme should be formulated by the debtor countries themselves and they should take the appropriate measures. If the programme was able to convince the international community, assistance could be given for the development of the country in question. Such assistance was also in the interests of the creditors since, without recovery, they would not be repaid. Solutions should be equitable and should be aimed at social stability. Creditors and debtors should take initiatives and enter into dialogue. The ILO was clearly concerned in this process.

192. The Government member of the German Democratic Republic considered that external debt was one of the principal problems affecting international relations. The subject had been dealt with in the Director-General's Report and in the Conference, particularly in plenary session. The draft resolution had been given second priority by the Committee, thereby illustrating the wish of its members to encourage other efforts to find just solutions to this problem. The speaker referred to the 1986 resolution and to the High-Level Meeting and emphasised that follow-up measures should be taken along these lines. The draft resolution set out a framework for such measures. The debt of developing countries had increased considerably from 1986 to 1988 (1,320,000,000 dollars as against 1,152,000,000). Indeed, the preamble to the resolution noted this deterioration. Net movements of capital showed that debtor countries had become exporters of capital. Paragraph 7 of the preamble of the draft resolution noted that this transfer of wealth abroad was detrimental to employment, social services and economic development. The resolution referred to the ILO Constitution and the Declaration of Philadelphia and called for just and equitable solutions to be found; the speaker referred in this connection to operative

paragraphs 4 and 5. He gave particular support to the convening of a second high-level meeting so that debt problems could be resolved in accordance with the social objectives of the ILO. He hoped that the resolution would be adopted by consensus since it was in the interests of all countries.

193. The Government member of Tunisia welcomed the presentation of the resolution. He emphasised that the African countries as a whole attached particular importance to the debt problem, which was jeopardising their development. The problem was central to the concerns of Africa, as had been illustrated at the ILO Regional Conference held in Harare. A resolution had been adopted on that occasion on the economic situation in Africa. The Conference had noted that economic insecurity was a major problem for workers, employers and governments and had emphasised the way in which it paralysed development and employment on that continent. The export of capital to service the debt had made the countries in the region into net exporters of capital. The Conference had welcomed a number of positive measures taken recently and had noted the report of the High-Level Meeting. It had welcomed, in particular, ILO initiatives to encourage financial institutions to take new measures which took into account the social dimension of the problem. Finally, the Harare Conference had called for the implementation of the 1986 resolution. For all these reasons, and in view of the economic difficulties at the world level referred to in the Director-General's Report, Tunisia firmly supported the draft resolution. The ILO was fully able to examine each of its provisions and the speaker hoped that the resolution would be adopted by consensus, as amended by its authors.

194. The Government member of the United States considered that it was entirely appropriate for the ILO Conference to discuss international economic problems where they affected employers and workers. The world had evolved and the growth process involved many hardships, but also gave the possibility of economic and social progress. A growing number of countries were realising that, in order to pursue the economic well-being of their citizens, they had to accept the global market with all its political, social and economic implications. The United States had engaged in a revolutionary structural adaptation process when that had been necessary. The speaker referred in particular to the automobile sector. Workers and employers had co-operated to help this sector out of its crisis. Problems persisted, but confidence had returned. This was an example that could serve as inspiration to workers throughout the world. However, there was no ready-made solution or single remedy to the problems which arose. Commitments needed to be made at all levels in order to make enterprises efficient and dynamic, which presupposed good worker-management relations. In the United States deregulation had been undertaken while maintaining protection for workers and consumers. Decision-makers had agreed to give up certain of their prerogatives and to consult the workers, who had been ready, in exchange and in the spirit of co-operation, to adopt greater flexibility. The Government had encouraged this development without imposing any solutions. In fact, there had been no miracle formula, but everyone had learnt from each other. Much depended on the decisions taken by employ-

ers, workers and individual trade unions and their combined wisdom, and on government co-operation. In the ILO, the workers, employers and governments were well aware of these problems. There was a need to take into account the impact of the measures that were adopted on the production units themselves. Consideration should not be confined to one aspect, namely debt, but should be extended to all the factors giving rise to economic difficulties. In brief, it was necessary to consider how the fundamental economic malaise should be treated and to reflect upon the way in which employers, workers and governments could deal in an overall manner with the employment and development aspects of economic problems. International financing was only one of these aspects.

195. The Government member of the Syrian Arab Republic stated that the debt problem needed a rapid solution. It was necessary to analyse problems and find a solution to them in accordance with the ILO Constitution. The various draft resolutions presented to the Conference, and particularly the one that had been placed in third position, confirmed these problems. He made reference to the sufferings of the Palestinians and the attitude of the Israeli Government to them. He added that the search for solutions should take into account this special situation. Man, who was the objective of the initiatives which were to be taken, should be the focus of any solution. The ILO should contribute to these efforts. The solutions found to the debt problem should be in line with the ILO Constitution and the Declaration of Philadelphia, which encouraged the Organisation to co-operate in economic and social development. External debt shackled development. All of the resolutions that had been presented had very important objectives. He referred again to the situation of Arab workers in the occupied Arab territories and to the necessity to plan for their economic and social development. The violations of rights which were being perpetrated in these territories were having dramatic consequences for their development. He stressed again the necessity to obtain support for the developing countries so that their heavy debt burden could be relieved.

196. The Government member of Israel raised a point of order stressing that the previous speaker had exceeded the limits of the resolution under discussion.

197. The Employers' Vice-Chairman indicated that the Employers' group shared the concerns which had been expressed on the debt problem. He added that there could not be social progress without economic growth and that it was therefore necessary for there to be a favourable climate for the development of human resources. Individual initiative was particularly important, especially in the creation of enterprises, which should be encouraged. He remarked that growth in employment was particularly high in small and medium-sized enterprises, which provided one way of solving the problems of underemployment and unemployment. As many previous speakers had pointed out, heavy debt and high interest rates were obstacles to economic growth. He added that his group supported the resolution, but would propose amendments to encourage the ILO to act within its own field of competence.

198. The Government member of the USSR also stressed the importance of the debt problem in many countries and the fact that it was becoming worse. Servicing of the debt had become such a heavy burden that developing countries were now net exporters of capital. Fluctuations in exchange rates, the fall in the price of raw materials and protectionist measures reducing the capacity of debtor countries to pay. The solution of the debt problem was now more political than economic and required radical restructuring of international economic relations on a just and democratic basis. He shared the concerns of the developing countries which had had to reduce their social expenditure and the standard of living of their people which had subsequently given rise to difficult social situations. The objective of structural adjustment programmes should be not only to increase the capacity to service the debt but to create conditions leading to economic growth and the improvement of conditions of the populations in developing countries. The USSR was ready to give a moratorium of up to 100 years to the least developed countries and, indeed, to cancel the debt in some cases. With regard to other developing countries, his Government was ready to find a solution to these problems in co-operation with other countries and with the active participation of the United Nations. The ILO had an active role to play in regard to the social consequences of external debt. His delegation was in favour of the resolution.

199. The Government member of Czechoslovakia expressed the full support of his Government for the proposed resolution. He believed that debt currently appeared to be an instrument for the transfer of capital and that aid had become exploitation. Economic dependence of the affected countries had become worse and risked becoming permanent. Capital transfers jeopardised the future, hampered the development of humanity and threatened stability and world peace. In conformity with the provisions of the ILO Constitution and the Declaration of Philadelphia, the ILO had the duty and the competence to examine international financial policies from the point of view of their social consequences. The Czechoslovak Minister had emphasised the fact in the plenary sitting of the Conference, as had Mr. Blanchard, during the ceremony held in his honour. An approach based on individual cases was insufficient. A global solution was necessary, and the ILO should contribute to this. The future, and the lives of millions of people, should not be sacrificed. External debt was in many cases a consequence of relations imposed by richer and more powerful countries and a permanent solution would require the realignment of these relations.

200. The Workers' member of the Syrian Arab Republic referred to the report of the Governing Body and the Report of the Director-General. The latter had examined objectively the importance of the social aspects of this issue as well as its direct effect on structural adjustment policies. The ILO should participate in the strategy of the United Nations Fourth Development Decade, and should, in this forum, emphasise these aspects. Serious problems hung over the developing countries. They lacked resources, and both their populations and their debts were increasing. These problems were acute. Insufficient financial resources and very high interest rates had led to a growth in unemployment, a decline in productive ac-

tivities and a decrease in the availability of products. He supported the resolution and called on the other delegates to do likewise.

201. The Government member of China also emphasised the importance of the resolution and stressed the support which his Government gave to it. The problems of development and external debt weighed heavily on many developing countries. If no solution was found, then they would pose serious constraints for development and stability. His Government was convinced that the course of action should be based on equity. International consultation was necessary for this purpose, and the ILO, which was fully competent to do so in its field, should take part. Indeed, the outcome of the High-Level Meeting had produced good results. A new page had been turned in the development of the Organisation's activities and the way had been opened up to find solutions. The operative part of the resolution contained many acceptable requests, and this applied in particular to the call for a second high-level meeting to be convened. The adoption and implementation of this draft resolution should further enrich the Organisation.

202. The Workers' member of Jordan supported the spokesman of the Workers' group and expressed his gratitude to the authors of the resolution which would be useful to both developing and developed countries. Due to bad management of the loans from international institutions, the expected results had not been achieved, while high interest rates had endangered the ability of debtor countries to make repayments. This situation had been to the advantage of the industrialised countries and the financial institutions, which had held out false promises to the unemployed in the Third World. He also expressed his reservations with regard to the costs of expert missions which had made visits to appraise the problem. These very unfavourable conditions had led not only to an increase in unemployment, but also threatened social stability and therefore, international security. Renegotiation of the debts was an absolute priority and more capital must be directed towards the Third World. The ILO should adopt the present draft resolution as the Organisation had particular credibility because of its tripartite composition and because it embraced all of the forces of production. It was necessary to encourage the movement of capital towards the Third World which was only possible within a climate of democracy, peace and free expression.

203. The Employers' member of Argentina stated that the problems under discussion were common to a large number of countries. It was a matter of answering such questions as how resources should be transferred from debtor countries to creditor countries without compromising policies for growth; what the time limits should be; and what the consequences for employment policies would be. The development of the situation had been dramatic. Countries had not been prepared for this. Recently, however, awareness had been shown by the World Bank and by a certain number of people and countries (for example, the Baker Plan, the Brady Plan, the plans of France, Japan, Spain, etc.). It was incumbent on the ILO to emphasise the social effects of these developments. It could also encourage such developments as enterprise creation and the promotion of small and me-

dium-sized enterprises. It was now the time for long-term strategies rather than short-term ones. Governments, which had to deal with huge debts, must call on the foreign currency amassed by the private sector which was limiting investments. As well, many governments had not supported the initiatives of the private sector. Consideration should be given to such questions as the respective roles of the State and the private sector and the manner in which interest rates were fixed (banking conditions or calculations based on realistic possibilities). The ILO had obviously a role to play in this debate that should not be a demagogic one but had an intelligent policy.

204. The Workers' member of Nigeria stated that he was pleased with the high priority given to this very serious question. Debt was not only a threat to developing countries but also to the world economic system. He supported the statements made by the Vice-Chairman of the Workers' group but wished to reply to statements which had been made subsequently. The solution did not lie in aggressive policies for debt repayment and in the social costs that such policies would imply. There was no economic policy, however reasonable, which did not have social impact. Even those countries which had sought to resolve the problem of external debt by devoting 50 per cent of their export earnings to its repayment had not found the correct solution. The distinction made between the public debt and the trade deficit was certainly important, but the practical effects were not clear. Many countries, including Nigeria, had sought to re-schedule their debt. The economic cost to do so was enormous and the problem was not really resolved. While the history of the debt crisis in developing countries as well as their relations with the industrialised countries should be analysed, it was also necessary to analyse the consequences of debt. It was doubtful that the debtor countries had to become more reasonable. Those countries which had embarked upon a policy of deregulation and which had favoured private initiatives and market forces, were no less in debt than other countries. It was, in fact, the simplistic formulas which had been applied to the Third World which had aggravated the situation. He also referred to the development of multinational enterprises as a contributory factor to the export of capital. There was no doubt that the ILO should discuss those questions in order to ensure that social factors were not forgotten. The ILO held a unique position in this issue and the contribution which it could make to a solution was reflected in the resolution.

205. The Employers' member of the United States recalled that he had been present at the adoption of the 1986 resolution and the controversy that it had aroused. Progress had been accomplished. The High-Level Meeting, held in November 1987, had resulted in conclusions which would serve as the basis for ILO programmes in this field; through the Committee on Employment the ILO was in the forefront of the debate on structural adjustment; and Mr. Blanchard had established an interdepartmental working group at the International Labour Office which would examine this question. A resolution could have a positive effect if it referred to methods, such as the encouragement of private initiative and deregulation policies, which could realistically improve the situation.

206. The Workers' member of Senegal expressed his support for the authors of the resolution and for the spokesman of the Workers' group. Developing countries found it difficult to bear the burden of external debt. The harmful consequences for Africa and for developing countries in general need not be recalled. He thanked President Mitterrand, as others had done, for his generous gesture towards the poorest countries, and he appealed to the industrialised countries to provide aid now that developing countries had to deal with drought and an invasion of crickets. Piecemeal aid was no longer sufficient to resolve the problem.

207. The Workers' member of the German Democratic Republic expressed his agreement with the spokesman of the Workers' group. He added that he fully supported the resolution, which was a logical follow-up to the 1986 resolution. All countries were affected by the increase in external debt. As the Report of the Director-General had pointed out, the 1980s had been a lost decade for Africa and Latin America in particular. The flight of capital was indeed a plague for entire regions. The figures were alarming and the international financial institutions had contributed to the problem. The interest paid by debtor countries amounted to more than had been lent, and, as the Report of the Director-General had pointed out, developing countries had become net exporters of capital. He shared their concern. Disarmament measures taken by the socialist countries and related agreements should release more resources for development. He supported the idea of a second high-level meeting. The problem under discussion concerned all of humanity and the ILO should concentrate its attention on it. He hoped that the Conference would adopt this resolution.

208. The Government member of the Federal Republic of Germany pointed out that placing this resolution second was significant. The problem of debt was considered to be one of the most important problems. He pointed out the competence of the economic and financial organisations such as the World Bank and the International Monetary Fund. The ILO had expressed its opinion during the High-Level meeting. As for his own country, the Federal Republic of Germany believed that it had an important role to play in this issue and had consequently taken measures in regard to the least developed countries, and to sub-Saharan Africa in particular, by either cancelling debts or giving grants. He added that a global approach towards indebtedness should not be adopted. Instead the situation prevailing in each country, as well as the manner in which each country could improve its situation, should be taken into account. An exchange in experiences was in the interest of these countries given the world's interdependence. Structural adjustment measures should help to regulate the problems either as a whole or in part, and facilitate the improvement of the living conditions of the poorest. International organisations such as the ILO could not work miracles in the issue of indebtedness. It was necessary to be realistic and not ask too much of them. Although these institutions were an essential factor in international co-operation, they had not created the problem and could not resolve it on their own. The ILO should make proposals within the context of its role. To this extent the Government

of the Federal Republic of Germany supported the resolution.

209. The Government member of Nigeria stressed that the debt problem touched millions of people and that it had taken on alarming proportions which was a threat to economic, political and social stability, as well as being a factor in unemployment. Many developing countries had to pay more than 30 per cent of their income in debt-servicing. This was to the detriment of social services and economic development and was putting at risk peoples' lives and the security of property, while the harm caused by structural adjustment programmes was becoming unbearable. A way out of the crisis must be found. The ILO, because of its tripartite structure, and, furthermore, because the Declaration of Philadelphia stressed that poverty endangered the prosperity of everyone, could and should contribute to finding such a way. Agreement on this had been apparent during the discussion on the draft resolution. Nations were more and more interdependent. Total repayment of the debt was not possible and the situation was creating tension in international relations. The time had arrived to hold a real conference on the question of debt cancellation.

210. The Government member of Algeria considered the problem to be one of the most crucial for both debtor and creditor countries. It had taken on particularly serious proportions because it jeopardised the security of the world economy, and indeed, international stability. This very particular economic situation compromised the future. Terms of trade were deteriorating and the debtor countries were receiving insufficient foreign currency from the sale of their raw materials. They had to deal with protectionist policies and the refusal to transfer technologies, which was retarding industrial development. At the same time they were suffering from cyclical economic crises, while demographic problems and numerous natural disasters had added to these difficulties. The burden of debt was unbearable. Developing countries had become net exporters of capital and the economic and social repercussions of this were numerous and serious. The shortage of foreign currency had contributed to negative economic growth, and to a drastic reduction in social expenditure and the purchase of foreign goods. Initiatives such as those taken by France and by President Mitterrand should be hailed. However, the middle-income countries should not be forgotten. It was urgent to establish a general framework and fix the criteria for debt repayments which would not destroy national economies and would maintain their internal stability. The ILO, because of its tripartite structure, was an appropriate forum for such negotiation. Radical approaches must be envisaged since one could not demand debtor countries to do more than what was possible. Many speakers had pointed this out with disarmament in particular being mentioned. This action would be a factor in national stabilisation.

211. The Workers' member of Somalia recalled that the foreign debt problem was a complex issue affecting developing countries at a time of severe economic difficulties resulting from the world economic recession. The last decade had in effect been lost for development. The general deficit in the balance of payments of developing countries had result-

ed in lower real incomes, low productivity, food shortages, unemployment and an increase in the cost of living. Structural adjustment policies were far from proving their worth as remedial measures, while the fall in commodity prices from developing countries was compounded by the increased cost of imported capital goods from industrialised countries. In order to resolve the problem of unjust terms of trade a new international system of economic relations was needed. The adoption of this important draft resolution by consensus would therefore enable the ILO to contribute to the solution of this critical problem and prevent the development process in the indebted countries from being further undermined. Another high-level meeting would be instrumental in promoting consultations and dialogue to that effect. International co-operation needed to be strengthened in the interdependent world economy for the mutual benefit of both industrialised and developing countries.

212. The Government member of Venezuela thanked previous speakers for their support for the draft resolution. He repeated that the text was a follow up to the 1986 resolution and to the High-Level Meeting. It was necessary for an update because the situation had not improved. The role of the ILO, as far as the social effects of the situation were concerned, was very important and conformed fully to the Constitution of the Organisation and to the Declaration of Philadelphia.

CONSIDERATION AND ADOPTION OF THE REPORT

Consideration of the report

213. The Committee considered the draft report at its 12th sitting. Corrections to specific paragraphs were submitted by various members for incorporation into the report. A certain number of general remarks were also made about the proceedings of the Committee.

214. The Government member of Qatar expressed his regret that because members had not shown sufficient goodwill not one resolution had been adopted by the Committee. He expressed the hope that a solution could be found next year to the impasse and that all the parties concerned would co-operate to achieve positive results.

215. The Workers' Vice-Chairman also regretted the lack of results to the Committee's work and said it was necessary for all to reflect upon their responsibilities in this situation so that it could be improved in the future.

216. The Government member of Tunisia, speaking on behalf of Government members of the non-aligned countries, regretted that for the second time in two years it had not been possible to adopt a resolution. He further regretted that fact because the draft resolutions given priority in the present year dealt with subjects which were of prime importance to the developing countries. The Governments of the developing countries had been anxious to make an active contribution to the work of the Committee by presenting resolutions on themes of common interest and by submitting amendments aimed at making the draft texts balanced, acceptable to all and formulated in a manner which could be easily adopted by the

Conference. He added that unfortunately these governments had been forced to admit that not all the Committee had shown this spirit. Certain members had proposed that the draft resolutions be adopted by consensus, but they had not been heeded. The countries for which he was the spokesman also regretted that the decision to withdraw amendments to the first resolution had not been announced sooner. Indeed, if that had been the case, an agreement on the resolution, vital for all humanity, would doubtless have been achieved. The manner of the withdrawal had been aimed at creating an effect of surprise rather than efficacy, whereas informal consultations and negotiations would certainly have been successful. He noted that the amendments of the developing countries had never obtained the agreement of the other groups. He deeply regretted that situation and was planning to voice these and other reservations again, if appropriate, during the plenary sitting of the Conference.

217. The Employers' member of Jordan also expressed his regret that for the second time a resolution presented by the Arab countries had met with obstacles at the Committee because of the submission and discussion of a large number of amendments. He expressed his concern in regard to that, because the situation in the territories in question was particularly worrying. He hoped that a draft resolution on the issue would be adopted next year. He also referred to the visit made by the Secretary-General of Histadrut to the Secretary of Labor of the United States, during which it appeared she had made certain commitments concerning the Arab resolution.

218. The Government member of Israel, on a point of order, stated that the preceding statement was, in his view, an attempt to open a debate on a subject which was not on the agenda.

219. The Government member of Canada said that it was not his intention in this sitting to return to the difficult issues which had confronted the Committee. Consequently he would not respond to the remarks of the Government member of Tunisia on behalf of the non-aligned group. He could speak on behalf of the IMEC Governments in expressing the hope that the principles of good will and good faith involved in that statement would in fact be lived up to next year so that the Resolutions Committee could again contribute in a constructive way to the important work of the ILO.

220. The Workers' Vice-Chairman wished also to express his reservations on the statements which had just been made by the Government member of Tunisia. If the latter wished to formally raise the question

he also would wish to comment on different aspects of the situation raised, and the reasons which had led to it. He rejected the accusations and the reservations which the Government member of Tunisia had raised. He could not accept, in particular, the implications in certain statements that the Workers' group had not helped the debate by submitting amendments to the first resolution. He pointed out that no other initiative than that of the IMEC Government members had been made and that the resolution had been sponsored by Workers' members from developing countries. He believed that for some members of the Committee certain amendments had greater priority than the resolution itself. He repeated that in his view a resolution without any amendments would have been preferable to no resolution at all.

221. The Government member of the United States categorically rejected as unfounded insinuations made about the United States Secretary of Labor. These had no basis and were totally inappropriate.

222. The Chairman of the Committee noted that certain speakers had expressed their feelings concerning the work of the Committee. They had expressed their bitterness and had made a number of clarifications. These statements were important because they indicated directions for the future. Lessons should be drawn from them. The Committee was unique of its kind. It had just adopted a report which informed the Conference and the workers of the world of its work and of its disagreements on draft resolutions concerning the environment, debt, occupied Arab territories, etc. Five of these texts had been considered as priorities and, in spite of everyone's efforts, no result had been achieved because the procedure could be used to thwart the progress of the work. That situation, which had also occurred the previous year, should be reflected upon and efforts should be made to find a solution. The continuation of that state of affairs was dangerous. Good will should prevail and be translated into deeds.

Adoption of the report

223. At its 12th sitting the Committee adopted its report. Many members, including the Employers' and Workers' Vice-Chairmen, expressed their warm congratulations to the Chairman for the manner in which he had conducted the discussions in the Committee. Together with the Chairman, they also thanked the Secretariat for its work.

Geneva, 24 June 1989.

*(Signed) S. GLAIET,
Chairman and Reporter*

CONTENTS

	Page
<i>Resolutions:</i>	
Report of the Resolutions Committee	1



Provisional Record

Seventy-sixth Session, Geneva, 1989

Thirty-third sitting

Saturday, 24 June 1989, 10.15 a.m.

President: Mrs. Molkova

THIRTEENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The PRESIDENT (Mrs. MOLKOVA) – The first item on our agenda is the thirteenth report of the Selection Committee. I give the floor to Mr. Hammond, Government adviser, Canada, Chairman of the Selection Committee, to submit the report.

Mr. HAMMOND (*Government adviser, Canada; Chairman of the Selection Committee*) – I have the honour to submit to the Conference the thirteenth report of the Selection Committee, which is to be found in *Provisional Record* No. 4L. The report deals solely with changes in the composition of committees.

I commend the report to the Conference for adoption.

The PRESIDENT (Mrs. MOLKOVA) – The discussion of the report is now open. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION (*concl.*)

The PRESIDENT (Mrs. MOLKOVA) – We will now continue the discussion on the Reports of the Governing Body and the Director-General.

Original – Arabic: Mr. ABU KHORMAH (*Workers' delegate, Jordan*) – In the Name of Allah, the Merciful, the Compassionate! I have the privilege of joining previous speakers in congratulating the President of the 76th Session of the Conference for the confidence that has been placed in him by this assembly. This confidence, which is well-deserved, is also placed in his country, which is a friendly nation, and in the African continent, which continues to fight for independence, for national sovereignty and against all forms of racial discrimination.

In taking the floor as we are about to conclude the work of this session of the Conference, I should like to pay tribute to the President, to his wisdom, his experience and his efforts, which have now been crowned with success. I am also happy, in my own personal capacity and on behalf of the trade unions of Jordan, to address myself to Mr. Michel Hansenne, the new Director-General of the ILO, to congratulate him and wish every success in his work. We are confident that he will meet our expectations and do

as well as his predecessor, Mr. Francis Blanchard, who put his stamp on the life of this Organisation and did a great deal to help us achieve the noble goals of our institution.

The Director-General has chosen for his Report this year a subject which is particularly interesting and highly topical, namely, *Recovery and employment*. In the face of the threat of destabilisation of the world economy, this choice of subject is particularly welcome, especially within the tripartite framework of our Organisation, which was described by Mr. Francis Blanchard, the former Director-General, as the parliament of the world, since the ILO groups government, employers' and workers' representatives. This Conference will therefore have a considerable impact and tremendous influence on life in our societies if, through our discussions, we can reach a consensus on the ways and means of solving international problems, especially in the social sector.

I am particularly happy to note the progress made by trade unions towards achieving prosperity for workers and towards obtaining observance of fundamental human rights and trade union rights and freedoms. In my country, we firmly believe that these rights and freedoms make a considerable contribution to democracy and to economic recovery particularly in the developing countries – and that it will also help us achieve our objective of progress.

My country is a developing country; that is why we feel that economic recovery can be achieved only in an environment of peace, disarmament and intergrated development. Poverty, wherever it exists, is a threat to all, even the rich countries.

The peace we are striving for is peace based on justice and law. But peace and freedom in the world can only be achieved by reducing zones of tension, by respecting the rights, freedom and sovereignty of all peoples and by eliminating the instinct of domination and expansion, so as to ensure that no country is any longer treated as a power in the game of international relations, because all conflicts – even regional and limited ones – can only hinder economic recovery.

Statistics show that arms spending constitutes the lion's share of the budgets of all countries in the world, in particular those of the developing countries. In addition, hundreds of billions of dollars are spent every year on arms tests – in particular on nuclear weapons and on the space arms race. There is no doubt that if these considerable amounts were devoted to development, poverty and illiteracy could be eradicated and there would be a chance of achieving true economic recovery.

How is it possible to believe that economic recovery can be achieved in the face of demographic explo-

sion and dwindling food and agricultural production not to mention the increase in the number of poor people, the deterioration in basic and health services – especially in developing countries – the problems of unemployment and social tension, and the violence they engender, the deterioration of the environment, the increased desertification of our planet and the harmful effect of the use and depositing of toxic substances which threaten nature and possibly our very existence.

These problems can only be solved and overcome through a well-structured international effort, in the framework of the United Nations, and through the efforts of the specialised agencies. This further highlights the role which should be played by the ILO and by dialogue with a view to ensuring democracy and respect for the rights of all peoples and eradicating selfish goals of supremacy.

At the time when democracy is gaining ground, there are still people who cling to an egoistical and nationalistic approach, even here in this body.

There is yet another obstacle in the way of economic recovery – one which threatens international stability – that is the debt crisis. This is a truly disastrous problem confronting the Third World countries, a crisis which is at the very heart of the conflict between the creditor countries and the indebted countries. It is no longer merely a financial problem, but is now an international political problem which has created economic and social tensions.

This problem calls for a rapid solution and the re-consideration and re-examination of the economic system. The debt burden should be reduced, in particular for the least developed countries. The draconian measures imposed by the IMF and the World Bank should be lightened or even eliminated, so that these two institutions could become veritable assistance-centres and not institutions that curb economic development.

The Report of the Director-General furthermore describes the lot of the workers in Palestine in the occupied Arab territories, and I would like to thank the Director-General for this efforts in this area to follow up the resolutions of the International Labour Organisation, adopted in 1974 and 1980. I wish also to thank the members of the mission sent by the Director-General for their well-founded conclusions.

I would like to point out that our unions have worked together with this mission of inquiry and, as the Report says, we should emphasise the persistence with which the occupying territories have violated trade union rights and freedom, its discriminatory policies, exceeding the crimes of Nazism and those of South Africa. The imposition on Arab workers of the wearing of badges and the ban on their freedom of movement is proof of discrimination. This is glaring evidence that the Tel Aviv authorities continue these practices regardless of their international obligations and the ILO resolutions which Israel continues to ignore.

I will not go into the policies of annexation, the creation of settlements, the expulsion of trade union leaders, the detention of hundreds of workers, not to mention the hundreds of innocent victims, the continuation of the forced occupation policy, the rejection of the peace initiative, the production of nuclear arms without any international control, the refusal of the right of the Palestinians to self-determination on their territory, Palestine in accordance with United

Nations resolutions passed from 1947 to the present and to their historic and legitimate rights at a time when Israel no longer has any moral or legal justification for pursuing such practices.

Does this not imply that the international conscience should clearly assert itself and denounce these violations and urge Israel to accept peace initiatives before it is too late? Not to mention the need to reconsider Israel's membership in our institutions if this country does not hold to its commitment.

At a time when we are denouncing these human rights violations, we should also denounce the practices of the South African Government, and we would like to reaffirm the legitimate rights of the Black majority in South Africa.

The climate of détente now firmly rooted today calls for more dialogue to enable us to solve our international problems and crises. The only fora in which this objective can be achieved are those of the United Nations and its specialised institutions.

We should therefore strive in unison for the good of mankind and for the attainment of international peace, so that future generations may prosper in peace and tranquility and that prosperity may be guaranteed to all those who for so long have suffered from war and tension.

A calm dialogue is our only option.

Original – Arabic: Mr. TIZMAAGHZ (*Government delegate, Islamic Republic of Iran*) – In the name of God, the Merciful, the Compassionate! “O soul at peace, return unto thy Lord, well pleased, well pleasing! Enter thou among My servants! Enter thou My Paradise! (The Koran, Sura of the Dawn). We offer our condolences to the Islamic world, to the weak and all those fighting for a cause, on the loss and death of the leader of the Islamic nation, and the leader of the Islamic Republic, our Master Imam Khomeini – may the mercy of God be with him. We hope that Almighty God has taken him into paradise, along with all true martyrs.

The world has lost a leader, whose equal has not been seen during the past decades. No one has been able to render sufficient praise, either by word of mouth, or in writing, to this great leader who has uprooted colonialism, imperialism and Zionism and torn down all the Pharaonic idols of our age, in the same way that the Prophet (May the prayers and peace of God be upon him) tore down the idols of the Qaaba. The Iman was a source of inspiration and his light will guide future generations.

We should like to take this opportunity to thank the member States, their Excellencies the Ministers of Labour, workers' and employers' organisation, who have offered us their condolences and proclaimed mourning – and we hope that they will all be patient.

“Peace be upon him, the day he was born, and the day he dies, and the day he is raised up alive!” We belong to God and we shall return to Him. The Islamic revolution will spread in the same way that Islam spread after the Prophet Mohammed (May the prayers and peace of God be upon him).

Mr. President, I should like to congratulate you upon your election to the Presidency of the 76th Session of the International Labour Conference and wish you every success.

The Director-General, in his Report and Annexes, refers, after 70 years since the creation of the ILO, to

many problems. They bear witness to the fact that the world situation has not improved and that the ILO has not succeeded in attaining its hopes and its objectives.

The ILO's achievements, whatever they are, are few and hardly commensurate with the scope of its aspirations. It is for this reason that we feel bound to speak of the obstacles and restrictions that have thwarted the attainment of these objectives.

We note that the world economy is deteriorating and that the prices of raw materials and natural resources from the Third World have dropped, while the prices of production of the industrialised countries have increased. The countries of the North have conquered the countries of the South and they are continuing to exploit the weak and to suck their blood. Security and peace have been trodden underfoot as a result of the inhuman ambitions of world imperialism. The Third World countries, Africa and Latin America have to face up to major economic difficulties. All this means that the basic rights of the disinherited are violated without the international organisations doing anything at all to prevent this.

In his Report, the Director-General speaks about poverty, hunger and the widening gap between the poor and the rich. We are concerned about this widening gap because millions of people are dying of hunger while the world is overflowing with food. More than one thousand children die every minute while millions of tons of wheat are thrown into the sea to maintain high price levels. This tragic situation obliges us to speak up on all matters, whereas world imperialism takes no notice of this tragedy and continues its policy of exploitation. We must wage war against this chronic disease and institute actions that will establish economic links between the Third World countries who hold the major share of natural resources and all countries who do not have imperialist ambitions.

While congratulating the new Director-General, our brother Mr. Michel Hansenne, I hope that his term of office will auger well for the attainment of the noble objectives that reunite us within this Organisation. We hope that, through the Director-General, we shall witness significant changes in the activities of the ILO so that it becomes the right arm of peace-loving nations and applies international labour standards in order to guarantee social justice and to respect the principles of mutual co-operation.

In addition to adopting new Standing Orders which would facilitate his task and enable him to take the necessary action against the obstacles that have hampered the progress of the international community, we should turn our attention to the expenditure of the Organisation, the length of its meetings, its structure and its relations with member States.

We hope that the Organisation will free itself from the grip of imperialist and colonialist States, especially the Great Satan and the Zionist enemy. By means of their financial contributions, the imperialist forces succeed in buying the conscience of this Organisation. It is the duty of the Governing Body to adopt a serious approach to guaranteeing the independence of the Organisation, by relying on governments who do not impose financial conditions or by taking special measures to enrich the Organisation from a budgetary and financial standpoint. We are entirely prepared to co-operate in this vital field.

We insist on the necessity of technical co-operation, vocational training, the funding of projects and the adoption of international standards that do not serve imperialism and do not pose moral obligations.

We are sorry to have to point out that there is a basic error in the assessment contained in the Report of the Director-General of the suffering of Palestinian workers and employers in the occupied territories of Palestine.

Amongst the odious practices and violations of basic rights, it is relevant to note: the application of collective sanctions, the martyrdom of scores of young heroes and the repression by the Zionist occupation authorities of the heroic Islamic uprising in Palestine. Although the Director-General acknowledges these facts, not only does he fail to advocate any practical measures but he even covers up these odious practices. Has man therefore been created without a position so that the Director-General does not have to take a position on occupation? Has not the time come when we should no longer allow the Zionist enemy to be in the midst of the United Nations family and the International Labour Organisation?

We are also sorry to say that many governments, who do not govern according to God's law in their political, economic, social and legislative life, also have similar practices to those of the Zionists. We believe that our support of the "intifadah" of the heroic Palestinian people and of those combating racial discrimination in South Africa constitutes the cornerstone of our foreign policy. We shall continue to give our support to all those striving for liberty; we condemn any violation of human rights; we call for the elimination of apartheid; we strongly abhor the policy of State terrorism and ask that everyone should respect the Universal Declaration of Human Rights and adopt a clear attitude towards State terrorism.

This year, our honourable Conference was marked by a serious event – a terrorist sect, which has nothing to do with labour problems and the principles of the Organisation, was invited to attend. This constituted an extremely dangerous plot and had clear imperialist intentions. This plot was thought up with the assistance of various officials from the Office and Western governments who want to impose their will on the Organisation. While thanking the majority of governments and workers' and employers' organisations for the excellent attitude they adopted, we hope that this will be the first step in our efforts to unite against world imperialism. Free democracy held its head high. The majority of member States at the Conference proved that they were capable of braving these wicked plots and they respected the principles of the Organisation in accordance with its Constitution. We thank the President of the Conference, Mr. Nkomo for the excellent way in which he conducted the discussions on this matter: his attitude will remain a symbol of honour and dignity for the Conference in the future and movements of this kind will no longer be able to interfere with its proceedings. May God confer victory upon you and light up your way. Victory only comes from Almighty God.

In concluding, on my own behalf and on behalf of the delegation accompanying me and the Muslim Aranian people, I wish the Conference every success and hope that it will live up to the expectations

placed in it and that it will assume its full responsibilities at this vital turning point in history.

I thank you for your attention, May the peace, mercy and grace of God be with you.

Mrs. FOULKES (*Workers' delegate, New Zealand*) – I would like to congratulate the officers of the Conference on their election and extend my best wishes to them for the success of the remaining days of the Conference.

I would also like to wish the Director-General well in his new tasks and responsibilities. Those tasks will be particularly stressful in this period of readjustment for all international institutions. The New Zealand Minister of Labour in his speech to the Conference challenged the Director-General to review the mechanism of the ILO. I join myself to that challenge, as the Organisation is too vital to the lives of workers internationally to allow inefficiencies or tradition to hold back its progress.

May I also commend retiring Director-General Blanchard for adopting as the major theme of his final Report the issue of how growth and social progress can be restored in the coming decade. This is precisely the theme that the workers' movement in New Zealand is focusing on at this time in its history.

In his Report, the Director-General drew attention to some of the imbalances that have existed in the process of growth in the past year. In particular, the growth in the OECD countries has not eased the burden of Third World debt, nor has it improved the conditions of life of all the communities and sectors within the OECD. In short, growth is not a sufficient condition for social progress, nationally or internationally.

New Zealand has not been spared many of the global problems that the Director-General drew to the attention of the Conference, and I would like to share with you the response of the workers' movement in New Zealand to these problems.

New Zealand has not shared in the growth phase of the last year; indeed its economy has contracted. Although levels of public debt and foreign debt are not of conventional debt crisis proportions, they are uncomfortably high and require appropriate fiscal and structural responses. The reactions of the Government to the problems of the economy – involving as they do the traditional IMF restructuring initiatives of deregulation, public sector cuts, tight monetary problems, liberalisation of the finance, privatisation, etc. – have traumatised many sectors of the workforce and have been extremely uneven in their impact.

The New Zealand Council of Trade Unions do not deny the necessity for change. Further, even when changes that it opposed because of their pace or impact or inequality, have been made, the CTU has not simply sought to reverse what has been done. It has been prepared to face the new reality of the prevailing economic order and to move on to face the future.

In New Zealand, as in many of the industrialised countries, the political debate is trying to give the impression that communities have a choice between only two solutions. They may return to negative forms of interventionism or embrace a brave new world of market forces.

We believe that a reliance on market mechanisms is not consistent with the attainment of full employ-

ment, equity or personal security. At the same time we recognise that mechanisms have to be found to deal with the globalisation of economic activity, the rapid pace of technological change and the demands of consumers for both public and private sector outputs, for more diversity and for a greater control over the forces that shape their lives.

The CTU has advocated a third choice that lies between the anarchy of an unregulated market economy and the stifling impacts of management by negative forms of intervention.

The essence of the third way is a more participatory style of management of change, operating on the macro-economic level in the design, implementation and review of social policies, on the path to adjustment in different sectors and industries and in the review of methods of work at the level of the workplace.

The problem that we, and I suspect most other countries, have is that we have not developed the institutions or methods of work to allow for a more equitable and participatory style of social and economic development to emerge. We are operating labour market systems that were designed for the productive conditions of the last century and not for the conditions that we are likely to face as we start off to the next one.

We will have our problems as we try to break out of the reactive, conflict-driven approaches of the past, not the least of which will be the lack of vision of the employers' organisations within our country. Their calls for a withdrawal of all state influence and central co-ordination overlook the fact that many of New Zealand's most profitable enterprises built their success on primary resources and marketing co-ordinated by the State. For our part, the workers' movement is prepared to look back at its past in order to face the challenges of the future.

The trade union movement in New Zealand is approaching the end of its first 100 years of struggle. Much has been won. Yet as the union movement looks towards 1990, the vision of a confident and more secure future for working people is starting to fade.

Across all sectors and industries the conditions of work are unravelling. In the meat industry, freezing works' closures continue. The forests grow, but there is no investment for new processing facilities and new wood-based industries to take advantage of emerging opportunities.

In manufacturing, cheap imports are forcing local producers out of business, and a funding crisis in the health sector threatens ward and even whole hospital closures. Tens of thousands of state workers have been laid off, or lost their union protection or been forced into casual or contract work as commercialisation, cutbacks and privatisation have hit nearly every branch of the public service.

In the face of all this, New Zealand unions have to think very carefully about how they look at the next century of struggle. The New Zealand economy, and New Zealand society along with it, are changing massively. Some of the change is simply a consequence of New Zealand being caught up in the momentum of world forces – such as the types of technology that are leading to an increasingly international economy. Some of the changes are a reaction to economic circumstances or political decisions of the past – such as the need to manage an accumulated public and pri-

vate sector debt. Some of the changes flow in the wake of deliberate government decision – for example, to deregulate the finance sector and float the dollar. Some of the changes are driven by ideological agendas – like the desire of the Business Roundtable to deregulate the labour market and de-unionise workers.

Whatever the source of change, there are two common points to make.

Firstly, the way change impacts on workers is not predetermined or inevitable – the management of change is crucial in determining who it affects, how it affects them, and how it affects their future prospects.

Secondly, by and large, the unions have been excluded from the management of change, be it at the level of government policy or at industry of workplace level.

Despite the gains of 100 years of struggle, the fact is that they have been won by a union movement that has been forced into a narrow, reactive role.

Unions have been kept away from the “big levers” of government and management. They have had to respond to the economic and social conditions that governments and management policies have created.

During periods of full employment and sustained economic growth, this was less critical as there was a role for unions in making sure that working people got a fair share of the fruits of progress. It is in bad economic times that the limits of a negative role are exposed. Unemployment and fear for the future have combined to shatter hope and confidence among workers.

These conditions have been worsened by the conditions of a new age. Like it or not, the economy is now more open and more international. Technological change is gaining momentum. The skill requirements of a modern economy are constantly rising. It is no longer sufficient to tinker with the system in New Zealand. Workers must play a more assertive role in shaping the system to avoid being crushed by it.

In New Zealand trade unions have condemned and resisted progress as change rolled over the rights and jobs of workers. But change has rolled on anyway, shaped by others for others.

If trade unions are to be influential, a new approach to organisation is required. I believe there is a tremendous untapped reservoir of experience, knowledge and commitment in the ranks of organised labour. It can be mobilised to tackle the problems of unemployment, inequality and insecurity.

A new role for New Zealand unions, specifically a more active and continuous involvement in negotiating key government and management policy initiative, will require unions to change, to face hard decisions and to be party to dishing out the deficits and not just the surpluses.

Unions have to believe that the economy can be managed in a way that is less harmful to workers, even in bad economic times.

We are confident that the union movement can meet the challenges of this new age. The alternative is to leave to other parties and interests the design of the future and the place of workers in it. And that is not an acceptable option. Our third way recognises that the world is constantly changing. The change brings challenges but it responds to the future through a process of consultation, participation by

those who are affected and the working out of the best way to progress.

Planning and the constant review of the changing world have to take place at four levels. They are general government economic policy, government social policy, adaptation of individual sectors and industries, and at the workplace. And the aim of the consultations must be: to create jobs; to improve security; to reduce inequalities; and to engender mutual respect within the community.

But when we try and do this, it soon becomes clear that we do not have any mechanisms through which consultations and negotiations on large issues can take place. The task is to get an agreement to set up such institutions. It does not really matter what name is given to an agreement to set up a network of new structures to allow a third way to be followed. The Prime Minister of New Zealand has called it a “compact” and we are currently working to negotiate this compact with the New Zealand Government. But the name does not really matter.

At each level of participation in decision-making – government policy, industry adjustments, workplace levels – there are three basic strategic choices for change. The first is voluntary. With this approach, new methods of work develop by mutual and voluntary agreement between the affected parties. In short, a voluntary strategy is the status quo. Not much has happened in New Zealand with that regime. Will it change if it is left as it is?

The second option is a facilitative approach by Government. Here the Government encourages and assists new participatory methods at all levels of decision-making but does not force them.

The final option is for structured change, with legislation setting up new bodies and defining new rights and obligations in the various parties to work through the system.

Obviously, different strategies can be applied at different levels. The different mixes of strategies and levels lead to a range of options for compact processes at different areas. The union movement is currently deciding which part it wishes to select as it starts on the next century of struggle. Before finalising policy, however, some basic questions have to be tackled. What is our preferred option for work? What is the minimum combination of structures within an economy? Do we have the knowledge, time and people to take a wider role in managing change? What changes do we have to make to union structures and methods of work to allow unions to fill that role effectively? How do we blend industrial activity into the new methods of union work? Are ready to take the responsibility for the consequences of our own decisions?

The workers' movement in New Zealand has identified the options for new methods of work towards promotion growth and social progress. It is prepared to examine its own limitations in a search for a new role for unions and a new method of managing change. We have serious differences with the Government about how it is reacting to current short-term issues of economic management. Indeed, our own Government would be well advised to note the warning of the Director-General that too rapid a process of deflation is counterproductive, particularly because of its effects on investment.

We have engaged, and will continue to engage, in the contemporary issues of economic policy. But we

will also look at the future and try to forge a constructive approach to the world of work from where it is today. I congratulate the compassion and vision of the approach of the ILO to the challenges of the future, and I associate the workers' movement of New Zealand with all progressive forces attempting to convert that vision into a real experience and into the daily life of the working people of this world.

Mr. NAIGOW (*Minister of Labour, Liberia*) – Please allow me, on behalf of my delegation, to associate myself with those speakers who have preceded me in congratulating Mr. Nkomo on his election to the presidency of the 76th Session of the International Labour Conference. May I convey my warmest congratulations to the other officers of the Conference. I wish to further congratulate the new Director-General of the ILO, Mr. Hansenne, on his well-deserved election to the high office of the Director-General of the ILO. I would also like to pay tribute to Mr. Francis Blanchard, the retired Director-General of the ILO, for the good services he rendered the ILO member States.

The President has brought to this high position of the Conference a wealth of experience and we are convinced that this is not only an achievement for him but also for his country and the continent of Africa. In this connection, I am confident that, under his able leadership and his wise guidance, the deliberations of this 76th Session of the International Labour Conference will further the Organisation's contribution to social development. We are particularly happy that a son of Africa is the chairman of this Conference at a time when problems of external debt have forced poor countries in Africa to export capital desperately needed to revive development.

The Director-General has included in his Report to the Conference this year the topic "Recovery and employment", which is of great interest to Africa, especially to the sub-Saharan region.

My delegation share the view of the Director-General that economic growth alone will not provide solutions to our problems; it must be accompanied by some social progress since human beings are both the means and the end of economic development. We agree with him that there is need for economic growth which would generate employment and also fight poverty.

It is saddening to note that at this time when the ILO is celebrating its 70th anniversary and is taking stock of its achievements, the continent of Africa is going through its eighth year of economic recession without any sign of recovery from such recession or depression. Regrettably, the average per capita income in the region in 1987 was lower as compared to that of 1980. Besides that, real wages have dropped sharply in most countries, and others have experienced a dramatic fall in real income since 1980. The productivity of labour also declined on the average during the 1980s. The combination of such unfavourable trends has led to a growing poverty in the region to the extent that it is now believed that half of the population now lives below the poverty line; and the situation is worsened in the areas of education, nutrition, health and housing. The fact that the unemployment situation in the region has reached crisis proportion, cannot be overemphasised, because, at present Africa's urban unemployment rate stands at 10 per cent, almost double the rates of unemploy-

ment in Latin America and Asia and, as such, is the highest in the world.

Regrettably, at the time such an alarming unemployment situation is prevailing in the region, JASPA has revealed in its studies, that as many as seven million modern sector jobs have been lost since 1980. The consequence is that the deprived African labour force has reached the limit of its endurance, as evidenced by the numerous civil eruption leading to loss of lives in a number of African countries.

Besides that, it is crystal clear that the social fabric and the much needed political stability of the African society is threatened. How can one expect any prospect of economic recovery of social progress in such circumstances?

And so I venture to say that there is an urgent need for the development and effective utilisation of Africa's vast reservoir of human resources. In this regard the developed and the developing countries have their parts to play. They could in the first instance establish employment exchanges to allow the flow of workers across national and international borders. Additionally I would like to call upon the developed countries and international and financial institutions to implement the recommendations of the High-Level Meeting on Employment and Structural Adjustment which, among other things, call for the writting off of foreign debts. My delegation would like to stress also the need for adjustment in national policies and international economic relations with the aim of creating employment opportunities to narrow the gap between the haves and the have-nots in the human family.

My country, Liberia, like other developing countries in the African region, is also faced with the problems of economic recovery and mass unemployment the consequence of which is being borne by the State, the employers and the workers alike. However, we are striving to overcome this sad situation with a sober sense of concern for our people by encouraging the creation of a good union climate. For example, we are encouraging workers to play a strong leadership role enabling workers, employers and Government to be one, thus strengthening the tripartite approach to unemployment and problems of recovery. To combat unemployment, the Government has taken several steps. First and foremost it has enshrined in the Liberian Constitution the right of every citizen to work and the right to equal opportunity, the prohibition of discrimination and forced labour. It has initiated labour-intensive agricultural programmes to generate employment. It has divided Liberia into 13 political subdivisions known as counties, and in each county is constituted a local council vested with powers to make decisions in local matters affecting them directly. It has launched the Green Revolution which requires all Liberians to invest in any of the three sectors of the Liberian economy, namely rural, urban and informal sectors. For the success of the Green Revolution, the Government is in the process of relocating the University of Liberia outside Monrovia to increase the capacity for manpower development. It has also engaged in the development of economic infrastructures such as the construction of farm-to-market roads, highways between Liberia and the neighbouring sister States, reforestation, construction of ports, radio stations, power plants as well as social infrastructures like low-cost houses for police, army and the workers, pipe-borne

water, hospitals and seafarers' school. It has encouraged the establishment of co-operative societies and medium-sized enterprises. For their purpose the Government has introduced a land reform Bill in the national legislature to allow nationals as well as non-nationals to own land in fee simple to enable them to obtain loans from the commercial banks when necessary by pledging such conveyance. The Government is also in the process of restructuring the Ministry of Labour to enable it to take the additional responsibility of employment creation and promotion.

I wish further to state that, as an indication of my Government's interest and concern for the welfare of the workers in Liberia, the National Social Security and Welfare Corporation was established with the mandate to implement three schemes, namely, the Employment Injury Scheme, the National Pension Scheme and the Welfare Scheme. Thus far, the Employment Injury Scheme which was launched in 1980 has been extended to cover all employees in private, public and governmental sectors, with the assistance of the ILO.

I wish to mention, however, that despite all these corrective measures introduced by the Government, an upsurge of unemployment and underemployment still remain our major problem due to the rapid growth of the population and the limited employment opportunities. We therefore need the assistance of the ILO in implementing the projects already in the pipeline, amongst which are: food-processing technology, employment promotion in urban and informal sectors, improvement and development of employment services, labour statistics, employment market information system and the strengthening of the training department of the national port authority.

I wish to acknowledge with thanks the ILO technical assistance extended to the Government of Liberia already in the area of planning, social security and other related projects which were designed to bring about economic recovery and social progress. We appeal to the ILO to consider assistance in the areas mentioned above and the expansion of the ongoing projects.

We are particularly grateful to the Director-General for the Director Contacts Mission which visited Liberia in early May this year. This mission has led to the debate on the proposed Labour Code in the National Legislature, and its adoption in law is imminent.

Finally, my delegation believes strongly that only with the political will and moral obligation can there be lasting peace and prosperity for workers the world over. Liberia unequivocally supports the fundamental principles of the ILO and will continue to do everything to live up to its requirements.

Original - Spanish: Mr. AMADOR ZAMORA (*Employers' delegate, Costa Rica*) - On behalf of the Costa Rican Union of Chambers and Associations of Private Enterprise I should like to congratulate the President on his election and Mr. Francis Blanchard on the success of his work.

I think it would be appropriate to clarify certain points that have been made about alleged violations of trade union rights by Costa Rica, alluding in particular to the employers. I consider it both necessary and opportune to make these clarification so as to place on record before this Conference and the dele-

gates, the necessary elements for judgment in order for an objective assessment of the democratic realities of our country to be made.

It has been said that the solidarity organisations enjoy privileges denied to the trade unions and that the right to work has become null and void because they have been turned into dismissal offices. In order to understand better our solidarity associations and what is meant by the word solidarity, I would like to quote sections 1 and 2 of the Solidarity Associations Act:

"Section 1. Solidarity associations are humanistic social organisations through which man is identified with the needs and aspirations of his fellow men, and thus uses his resources and his efforts to satisfy these needs and aspirations in a just and peaceful manner. Their management and administration is exclusively in the hands of the affiliated workers.

"Section 2. The main purposes of these solidarity associations are to afford justice and social peace, worker-employer harmony and the full development of their members."

Solidarity is a manifestation of two principles: freedom of action and freedom of association laid down in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and in the political Constitutions of the democratic countries, as is the case of Costa Rica.

The Costa Rican employers, as firm defenders of both principles, consider with respect any initiative by the workers aimed at their own well-being. We consider furthermore that the solidarity movement, as stipulated in section 8 of the Act, paragraph CH, is not a movement which discriminates against trade union organisations and co-operatives, because it is forbidden to carry out any kind of activity tending to combat or hamper in some way, the setting up of these two types of organisation.

We, the employers, consider that the solidarity movement defends freedom of action and programmes connected with it, in all sectors of our social activity. We, the employers, do not dictate the course of action of the organised groups of workers but, on the contrary, we are happy to see them looking for ways of organising themselves in order to achieve their own well-being, thus promoting suitable worker-employer harmony.

It has been said that the solidarity movement has been used by the employers to encourage unemployment, but it is worth while looking at the statistics of our country, which show that open employment in 1982 was 9.4 per cent and in July 1987 it had decreased to 5.5 per cent. It should be pointed out that among the promises made by the President of the Republic, Dr. Oscar Arias Sanchez, there was one to create 25,000 new jobs each year during his term of office. We are happy to accept this challenge and we have contributed to a large percentage of these new jobs being created in the private sectors, thus promoting untraditional exports which this year will exceed a total of 400 million dollars.

It has also been said that the implementation of structural adjustment programmes is putting an end to the remains of the social reforms which our country promulgated at the beginning of 1940, under the Government of Dr. Rafael Angel Calderón Guardia, including social guarantees and a Labour Code which enabled our country to achieve social justice without

facing the problems which now affect the neighbouring countries.

It has further been claimed that the recently drafted regulations on trade union freedom have drawn violent opposition from the most conservative employers and the solidarity organisations. I should like to make it perfectly clear before this Organisation that Costa Rican employers welcome an ongoing dialogue with a view to social consultation within the tripartite framework established by our Organisation, the ILO.

Costa Rican employers are aware of the benefits afforded by harmonious worker-employer relations and that is why we reiterate our openness to ongoing dialogue with workers and with the Government of the Republic in order to lay down the foundations of proper economic recovery and to achieve sustained development leading to continued generation of employment and the achievement of a \$2,000 million level of exports in 1992 and – why not – enabling us to aspire to be one of the first developed countries in Latin America.

We are aware of the seriousness of the external debt affecting our national economy. That is why we believe in the necessity of sound public finances and clear-cut rules enabling private enterprise to contribute to the offsetting of our heavy external debt, while social programmes for the benefit of the poorest continue to be carried out.

To say that in Costa Rica we have sacrificed social programmes to the implementation of structural adjustment programmes is simply not true, because proper negotiations and implementation of those programmes have led to benefits for all Costa Ricans. For example, this has made it possible to contain inflation, which is unquestionably the highest price any people can pay.

The present administration is developing a programme to build 80,000 housing units. This is a goal which, without any doubt, benefit the most impoverished citizens and foster realistic solutions to the problem of housing, which affects the majority of the developing countries.

I would like to conclude by pointing out that Costa Rica is a small rural democracy which, in a few days, will be celebrating 100 years of democratic life. Over the years, it has passed legislation ensuring a series of rights and social guarantees which play a prominent part within Chapter V of our political Constitution, of which all Costa Ricans are proud and which, we are also fully aware, have brought great benefits in terms of social peace, which we all enjoy, and which we are ready to preserve and to strengthen day by day.

Original – Arabic: Mr. HOWAYDI (Workers' delegate, Libyan Arab Jamahiriya) – In the name of God, the Merciful and the Compassionate! First of all, I should like to join the previous speakers in congratulating the President on his election to the Presidency of this session of the International Labour Conference. This testifies to the confidence which this Conference has placed in him. We are all the more pleased to see that the choice fell on a citizen of a fraternal African country, to which we are linked by our common struggle, objectives and destiny. We are convinced that his wisdom and ability and that of the other officers will enable the work of this session of the Conference to be crowned with success.

I should also like to congratulate Mr. Hansenne, the new Director-General of the International Labour Office, on his election to his new important office. We hope that under his leadership, the activities of the International Labour Organisation will be stepped up and progress will be achieved in every area, especially in the defence of human rights and trade union freedoms, in order to achieve our noble and humanitarian objectives and to put an end to injustice, oppression, exploitation, racial discrimination and all of the crimes committed against human beings in our time – crimes which endanger security and peace throughout the world and which are most clearly and tragically illustrated by the racist and inhuman practices of the occupation authorities in Palestine and the other occupied Arab territories and by the yoke and domination imposed on the peoples of South Africa and Namibia by the White racist minority.

In pursuance of the Constitution of our Organisation, the ILO has a crucial role to play in the struggle against all forms of colonisation, exploitation and injustice, and to combat all of the iniquitous rules which encroach upon the rights, freedom and dignity of mankind.

In Annex III of his Report, the Director-General gives an account of the report of the fact-finding mission of the ILO to Palestine and the other occupied Arab territories. It shows us that the heroic popular revolution, led by a generation of angry Palestinians through their popular committees, has highlighted some truths which are now so flagrant that the occupation authorities can no longer conceal them from international public opinion. These realities are essentially caused by the suffering, injustice and tragedy to which the Palestinian people has been subjected by the occupation of its land by a racist entity. Yes indeed, the popular Palestinian revolution has lifted the veil from the shameless exploitation perpetrated by the racist occupation authorities in an attempt to crush the Arab identity of the Palestinians and to devastate the Palestinian economic structure.

The report of this year's mission of the ILO contains a number of conclusions which imply a denunciation and condemnation of the racist practices of the occupying entity, which violates the most elementary rights and freedoms. The occupying authorities murder dozens of innocent women and children daily, using the most abhorrent methods of physical annihilation, since they resort to plastic bullets, burn citizens to death and bury them alive. To this should be added arbitrary arrest, banishment, prohibition from travelling, restrictions on religious freedom, violation of the right to education and social protection, the policy of confiscation of land and water resources, the establishment of settlements, the pursuit of a policy of discrimination against, and exploitation of Palestinian workers, the denial of trade union freedoms, arrest of trade unionists and closure of trade union premises in occupied Palestine.

From this rostrum, we salute the struggle of the Palestinian Arab people and especially the popular Palestinian revolution. We proclaim our firm and unshakeable position of support to this revolution until the total liberation of Palestine and the other occupied Arab territories.

The Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia pre-

sents an analysis of the dramatic situation in which the people of South Africa and Namibia live under the yoke of inhuman racist repressive practices. The results which cannot be achieved using the information and figures contained in this report confirm the inherent link between the racist Pretoria regime and the racist policy of the Zionist entity which seized Palestine and the other occupied Arab territories. We should like to confirm here our support for the legitimate struggle in which the people of South Africa and Namibia will be engaged until their liberation and confirm our denunciation and condemnation of the colonialist and racist policy of the Pretoria regime and anyone who supports it.

The Report of the Director-General, deals with a vital subject – *Recovery and employment*, structural adjustment and its social cost – and reviews the major objectives of labour legislation. We, within the General Congress of Producers of the glorious Socialist People's Libyan Arab Jamahiriya, have discovered for ourselves, through the socialist Jamahiriyian doctrine, the error and vanity of traditional solutions which are used to pull the wool over the eyes of the workers of world; indeed, many workers have suffered in societies based on injustice which have tried to exploit workers, through their sweat and toil, and use them as a docile means to serve their objectives.

We believe that it is very important that the questions discussed by the International Labour Conference should be on a higher level and go beyond the mere discussion of secondary matters such as wage increase, improved working conditions, or other stop-gap measures; according to our experience, the radical solution lies in suppressing wages and encouraging workers to free themselves and become partners in production. We are convinced that the role of the ILO could be enlarged if it geared its activities to studying the experiences of peoples so that it could gain from these. This would constitute a creative contribution to the solution of problems that workers have to confront throughout the world. From this rostrum, we invite the ILO, through its bodies and structures, to study the experience of the Libyan Arab Jamahiriya. It would then see how we have succeeded in advancing beyond our previous stage – when we were merely concerned in defending workers' secondary rights – to attain the noblest objective, i.e. that workers should gain the fruits of their efforts in the production process. We sincerely hope that the conscience of workers throughout the world will understand the nature of the relationship between the three factors of production – which are the basic elements in the production process; "the worker" is the most vital element in this process. The initiative must be given to workers because they are producers of what the world consumes. The income from this profit should not line the pockets of those who exploit workers – it should go to the workers because it is the result of their toil and sweat. Workers should no longer continue to claim part of the production; they should raise their voices to gain what they deserve: their share in the production.

We believe that the main task of this Organisation is to devote all its capabilities and all the work of its regular conferences to the cause of this noble objective and to attain the ideals contained in its Constitution.

If we study seriously the nature of the rights of the working class in the production process and if we an-

alyse all the factors of production – or what is called in traditional economic systems the "components of production" – we reach the conclusion that the traditional system of salaried employment is unfair because the compensation given to the worker is not commensurate with his efforts in the production process and the hours he devotes to work. If we compare the outcome of these efforts and this approach, we are aware of the injustice involved – whether it is on the part of the employer, either individual of the government.

The relationship between the factors of production in national law gives each of these factors a share in production which is commensurate with the effort involved; whereas the bonuses granted to workers under a wage system only compensate for part of their efforts. The surplus goes to line the pockets of the employers, whose wealth increases, while workers continue to be deprived and suffer ignorance, sickness and poverty. The exploiters and the capitalists, for their part, profit from the good things in life.

The unfair social struggle is therefore still continuing between the rich and the poor, the powerful and the weak and it is still the law of the strongest which prevails.

Original – Russian: Mrs. TODOROVIC (*Workers' delegate, Yugoslavia*) – I should like to congratulate Comrade Molkova and Mr. Nkomo on their election as officers of this 76th Session of the General Conference of the International Labour Organisation. At the same time, I should like to take this opportunity to convey the sincere gratitude and greetings of the Council of the Yugoslav Trade Union Confederation to Mr. Francis Blanchard for his contribution to solving major issues of considerable importance for the work and life of workers, and our sincere congratulations and best wishes to Mr. Michel Hansenne, who has assumed the functions of Director-General.

The proposals and the report submitted to us at this session of the Conference demonstrate that many issues are common to all the workers of the world and that the problems of development must be resolved in such a way as to enable the needs and objectives of development to be more speedily met, through co-operation and mutual understanding between developed and developing countries. This need is not only felt by the developing countries, but also derives from the economic relations and interdependency which now exist among countries, so that the population of the whole world shares the same fate.

Based on the realisations, achievements and results attained by the International Labour Organisation, which this year is celebrating its 70th anniversary of successful work, we in our country are also constantly working to improve conditions of work and the occupational and legal protection of workers. The economic reform and the market orientation of enterprises, equitable treatment of public, mixed and private enterprises, the opening up of considerable possibilities for the investment of foreign capital, the establishment of share-holding and joint-stock companies – all of these are efforts aimed at enabling us to keep in pace with the opportunities and requirements for our country to become an equal partner in the international division of labour and to establish the economic conditions necessary to forge more solid links between our economy and that the devel-

oped countries. As a result of the high debt and the negative trends in the economy during the past few years, inflation is growing at a faster rate and this adversely affects the material and social situation of workers. Last year, real wages continued to decline (last year by 8 per cent and in the first three months of this year, by an additional 12.5 per cent). This makes it increasingly difficult to secure essential living conditions for the families of workers, especially those employed in traditionally low-paid branches, such as the textile and footwear industries, forestry, wood processing, stone and sand, construction, and others, which employ approximately one-third of all jobholders.

Reduced capital investment and the slowdown in the introduction of modern equipment and machinery exacerbate working conditions, resulting in an increase in the occupational disability rate and a decline in productivity. On the other hand, the introduction of new technologies, where this has been possible, has created what is known as technological labour surpluses in a situation where employment is already declining, while the number of unemployed, especially among women and young persons is increasing.

In view of these facts, it is incumbent upon us here at the Conference to propose that full support be given to further efforts within the framework of the ILO towards the solution of the so-called debt crisis, as a prerequisite for putting a stop to the impoverishment of the economy and of the workers of countries which are doomed to drown in debt as a result of currency exchange and interest rates. The results achieved so far are obviously not sufficient. May I mention, by way of example, that last year the amount paid out to cover interest in our country exceeded the amount allocated to wages; obviously, no amount of productivity can compensate for this. This problem is particularly acute in the underdeveloped regions of our country, such as Kosovo, Montenegro and Macedonia, which urgently need regional development. In view of all this, we fully support the approach taken in the Director-General's Report as regards the urgent need to resolve economic and social problems which loom over the next decade as well.

The reforms aimed at releasing enterprises from their social costs mean that it is not clear where social welfare payments will come from, and this threatens the already low standard of living of families dependent upon such payments. We are aware that the Director-General's Report states that economic growth in itself will not solve these problems without the active participation of the developed regions and all social groups; we agree with the evaluation to the effect that only a global approach, in which includes social policy as a component part, can yield satisfactory results.

The Council of the Yugoslav Trade Union Confederation emphasises the need for structural changes in the economy taking into account the conservation of a healthy human environment (water, air and soil), but our own material resources are inadequate. This is why it is necessary to seek the assistance of the ILO in the solution of this problem which is still before us. The threat from contamination of water, air and soil knows no boundaries.

The economic and social reform now under way in our country presupposes an internal trade union reform, a reform of the workers' mass organisation it-

self. The basic positions which are under discussion among our members, provide some indication of the changes to be undertaken. Obviously, under market conditions in our country too, the trade union cannot participate in determining social development by assuming entire responsibility for everything, even for the actions and decisions made by the Government and the management of enterprises. In the trade unions, members are becoming increasingly aware of the fact that the union must mature into a partner which has the right to conduct negotiations with the Government and the management of enterprises and to use every means in defending its proposals and to do everything necessary to ensure that the worker's interests and needs are respected as those of the irreplaceable factor of production.

A worker's motivation does not, as it is known, depend only upon how much he earns. On the other hand, subsistence wages are an inadequate stimulus for any worker, whether he is a machine-tool operator, a teacher, a doctor or an engineer. That is why the Yugoslav Trade Union Confederation has established its position regarding the issues on which it is insisting. This renewed trade union, in anticipation of its Congress, asserted its autonomy and independence, from its position on wages, social policy and employment, to personnel policy and the rights and obligations of workers. This attitude taken by the trade union has yielded results on many issues. For the first time, its members, represented on a mass scale, are dealing with issues of collective agreements, clearly defining the relations, rights and duties of employers and trade unions. Of course, all of this involves difficulties and uncertainties, for instance in regard to relations in mixed enterprises and other similar entities, but we are convinced that for all of these uncertainties, there will be solutions which are appropriate to our conditions. The constitutional amendments adopted last year have affirmed the workers' right to strike. Not all stoppages in our country have been designated as strikes. This is why the unions have drawn up their own rules governing the use of strikes as a means of struggling. However, there is also a need to introduce certain provisions in the new Act respecting labour relations in order to guarantee certain rights of workers (as regards health care, disability, benefits and pensions) and to prevent possible abuses.

The Act respecting labour relations, which is in the course of being adopted, brings major changes. The position taken by the Yugoslav Trade Union Confederation is as follows: There can be no threat to the level of occupational safety already achieved and to the position of the workers; greater freedom and responsibility must be given to the collective in taking internal decisions, while the standards laid down in ILO Conventions and our previous legislation must be adhered to. This also applies to the revision of the Night Work (Women) Convention (Revised), 1948 (No. 89). In our country the Yugoslav Trade Union Confederation took the initiative ten years ago to propose that a solution be found to the problems arising in the application of this Convention. In the name of "protection of women", in practice this Convention became an obstacle to the employment of women, especially if one considers that our labour legislation views assistance, understanding and care for children as the responsibility of both parents, and not only that of the mother. In other words, exemption

from night work can be applied to either of the parents, and not only to the mother, as well as to a single parent. As for the protection of health and the psychological well-being of workers employed on night shifts from the effects of prolonged night work, this must be guaranteed on an equal footing for both women and men, except, of course, during pregnancy, when women are treated separately; if the women breastfeed, protection is extended for six months after the birth of her child. Statutory paid maternity leave runs from 180 to 360 days (depending upon the policy regarding population growth and the birth rate). We support the proposal to embark upon the elaboration of a new Convention on night work for women because the prohibition of night work for women has frequently been used as a ground for discriminating against women in regard to employment.

I am convinced that this 76th Session of the International Labour Conference will make a major contribution in the development of labour relations and for the workers, and I wish to thank you for this in advance.

Original - Spanish: Mr. ARAGON MARIN (Employers' delegate, Nicaragua) - May I first of all express my congratulations to the President on his election. These last days have given us evidence of his skill in chairing our work, the success of which is thereby assured.

I would like also to welcome Mr. Michel Hansenne, the new Director-General of the ILO, whose qualifications and experience will provide effective guidance in the activities and tasks of our Organisation.

In addition I wish to pay tribute to the years of unceasing effort and dedication Mr. Francis Blanchard has given our Organisation. During his term as Director-General he has made a major contribution to the good functioning and consolidation of the ILO, for which we are all grateful.

The Report of the Director-General before us gives a general economic picture which fills us with fear and concern. Workers, employers and governments of developing countries are suffering the effects of an economic system which merely disadvantages the national economies of these regions.

Employers are not spared the effects of the crisis. On the contrary, we are at the very heart of them and daily bear the pressure of the consequences.

Our companies in the Third World are suffering from the lack of proper conditions necessary to face the unfair competition of the international market. In general, the situation in our productive infrastructure represents a level of costs drastically reducing our moderate profits. Thus, we are in an extremely serious economic position.

The consequences of the unfair international economic situation are that employers are faced with a two-fold tension. On the one hand, workers are developing a dynamic struggle for their rights which, without questioning its justice, is at times, beyond both our possibilities and our control. On the other hand, the aggressive fiscal policies of governments designed to reduce their fiscal deficits and increase financial input through taxes also place our enterprises in an extremely difficult situation. It should be frankly admitted that private initiative at times compounds the errors of leadership and the strategies of the governments.

In order to face the present economic crisis, it is not enough to change the international terms of trade. It is not enough to give our products equitable price treatment. We must add to this a set of national policies which truly encourages employers and creates a viable economy.

No solution to the crisis is feasible, unless due account is taken of the specific realities of the productive units.

Thus, in implementing measures for structural adjustment, effort should be made to incorporate social factors into the necessary objectives for economic recovery, with the sacrifices this implies.

The external debt and its implications is another matter which should be borne in mind. Not only is it harmful to governments and workers but also it seriously hampers economic growth and improved productivity of Third World enterprises.

These thoughts lead us to the conclusion that, indeed, without true tripartism, it will be difficult to achieve specific objectives while progressively overcoming the crisis.

In order to attain these objectives, the social partners must be ready to make the necessary concessions and agreements required by each enterprise. The workers must be ready to moderate their claims according to objective indicators and the possibilities of the enterprises. The employers must fully assume all social responsibilities incumbent upon them as guarantors of employment, and the governments must fully understand that, from the State's point of view, there can be no substitute for the dynamics of the social partners.

These tripartite efforts should not take place only within a national context but should also have an influence on world economic decision-making bodies and in the industrial development sectors.

In Nicaragua, we employers are truly committed to putting forward our legitimate interests and claims as a group, we therefore advocate daily the strengthening of a tripartite system which would recognise and involve all forms of property without any exclusion. In this system, account should be taken of the large, medium and small sized enterprises in the various branches of activity.

At this point, recalling the words of many Nicaraguan producers at the national tripartite meeting in the agricultural sector held in April this year, we would like to point out that the possibilities of economic recovery are greatly disturbed and hampered by the economic embargo to which Nicaragua is at present subjected.

The economic embargo has limited our possibilities of re-equipping our machinery and procuring spare parts. It has led to severe shortage of raw materials and inputs, and has hampered the profitability and growth of private enterprise.

In this context, peace is a national aspiration and not only a slogan of the Government. The employers need peace in the country in order to recover the productive zones which were abandoned during the armed conflict.

We need peace in order to offer workers stable employment and to put an end to recurrent mobilisation for military duty and its effects on production and the emotional well-being of workers' families.

We need peace to prevent the national economy from collapsing, and to obviate the need for restrictions and limitations on trade unions and employers'

organisations. Although undesirable from an economic standpoint, such restrictions and limitations could prove necessary to ensure the country's survival.

We appeal to all countries and governments of the world, without exception, to contribute to efforts towards peace in the Central American region, to enable Nicaraguans to solve their own differences without any intervention or interference.

We have a right to a better future. And for this reason we have confidence in our final destiny.

Mr. GATTEGNO (*Employers' delegate Israel*) – I would like to congratulate the President of the Conference on his election.

Permit me to commend the Director-General on his Report, *Recovery and employment*. This is, in my humble opinion, a highly sophisticated analysis of the complex problems related to growth and social progress. He explores the question of whether growth is always associated with job creation or whether growth may be the result of increasing productivity, or abolishing employment rigidities, etc.

I fully agree with the Director-General that economic growth and social progress must advance together, since they are inextricably intertwined. Social legislation is never economically neutral; unless wisely and carefully introduced, it will slow down development or even cause economic reversal.

One of the factors that has contributed notably to the presently high unemployment rates throughout much of the world is labour market rigidity. This rigidity has interfered with the necessary adjustments required to cope with a changing marked and technological conditions. Therefore, present arrangements embodied in collective agreements and government regulations need to be re-examined in order to permit more appropriate responses to a changing world.

Thanks to measures based, to a great extent, on a tripartite socio-economic charter, and to economic measures taken by a broad coalition Government, Israel has managed to reduce inflation from almost 400 per cent in 1986 to 19 per cent in 1987.

The rate of unemployment was not seriously affected in 1987 by the anti-inflationary measures; it hovered around 6 per cent. In 1988 it began to rise steadily and in recent months reached 8.5 per cent.

One of the severe difficulties from which our economy has suffered, has been the exorbitant interest rate of 19.7 per cent per annum (overdraft). Only recent has it been reduced by 3 per cent per annum. Export growth has fallen from 8 per cent in 1987 to 4 per cent in 1988; there has been a serious drop in new investments.

One of the difficulties that our economy faces is the rigidity of wages and fringe benefits. The recently passed Minimum Wage Law is particularly harmful, not only because of its escalatory effects on wages in general, but also for the unprecedented interference of the State in the autonomy of social partners to negotiate freely on wages.

Another "self-inflicted" difficulty results from certain regulations and benefits prescribed by our Unemployment Insurance Law, namely, the great leniency in qualifying refusal to take available employment as justified. This results in the absurd situation of a high unemployment rate and a considerable number of vacancies.

Night work by women was forbidden up till 1986, where legislation was enacted to permit night work by women subject to certain provisions, such as providing transport to and from work, appropriate rest periods, etc.

I would like to comment on the respect of the ILO mission on the situation of Arab workers from the administered territories, contained in Appendix III.

The mission defines riots and acts of terror committed in these territories against Jewish and Arab populations as "uprising" or "intifadah" (in Arabic), thus following the introductory remarks to last year's mission report by the Director-General. At the same time, the mission assumes a critical attitude towards the definition of state security used by the Israeli authorities as being very broad. They consider that the refusal to give certain jobs to Arab workers constitutes a discriminatory practice. It seems to be presumptuous on the part of the mission to act on matters that involve state security considerations of Israel, for such an area surely is outside the scope of the ILO mission to the region.

This year's mission presumably did not have the benefit of pursuing and analysing the Experts' report on ecology, water supply and health services submitted to the recent Nairobi Conference with regard to the administered areas. This report bases its findings on comparison and progress made since before 1967 till now, thus presenting a true and objective picture.

On several occasions in recent years, in their remarks in the general discussion of the Director-General's Reports to the ILO Conference, the Israeli Employers' delegates have requested that a comparison and progress report be included in the mission's findings – in vain.

This failure disqualified the report, in my opinion, both from the academic as well as the moral point of view.

Another weakness of the report of the mission is the incomparability of the sources of information so far as their reliability is concerned.

While all the facts and figures submitted by the State of Israel and its various organs, such as the Central Bureau of Statistics, are of proven and internationally recognised reliability, the information contained in Annex 2 (Communications received from Arab countries and organisations), is unchecked, of questionable reliability, based often on hearsay evidence, newspaper information or gossip.

May I point out that a not generally known aspect of the administered areas is that in certain sub-branches of manufacturing the tax burden on enterprises in those areas is less than that borne by Israeli enterprises, an arrangement that creates difficulties for Israeli producers.

The mission's report draws attention to the distinction in Israeli practice between condition of employment on a monthly versus a daily basis. Monthly workers in Israel enjoy better conditions. The accusation is that since most of the workers coming from the territories are employed on a daily basis they are discriminated against. The above distinctions was enacted in the 1950s, long before the territories came under Israeli administration, and it is prevalent in a number of branches. In those branches both Israelis and Arab workers are employed under daily conditions.

The mission has also misunderstood Israeli law and practice regarding paid annual leave. Two weeks'

paid annual leave comprises 12 working days and two days of rest. Therefore, a worker entitled to two weeks' leave, whether Israeli or Arab from the territories, is paid for 12 working days. The worker's entitlement to paid leave increases with seniority and therefore an Arab worker whose seniority entitles him to more than 12 days' leave can claim the additional leave from his employer.

Many speakers here have abused their right to participate in this discussion by making false and unrestrained accusations attacking my country. Far be it from me to enter into discussion or to retaliate.

May I point out, however, in my closing remarks that too much suffering and material waste have been the result of terror, riots, acts of self-defence and measures to re-establish public order.

Time and again Israel has called for the Arab nations to abolish their fundamentalist enmity and hatred of Israel and sit down to negotiate peace with no preconditions attached.

With this view, the Government of Israel has recently elaborated a peace programme which deserves the support of all nations. We hope that the better atmosphere and understanding displayed recently in international forums and the eventual resolution of some outstanding regional conflicts will have a beneficial influence on the conflict-ridden Middle East.

Original – Portuguese: Mr. DA SILVA (Workers' delegate, Brazil) – In the name of Jesus Christ, the Saviour of mankind, I would like to congratulate all those who were elected to preside over this distinguished assembly.

First of all, I should like to express, on my own behalf and on behalf of the National Confederation of Workers and Educational and Cultural Institutions, our great satisfaction in being represented here and speaking on behalf of all Brazilian workers.

Our satisfaction is even greater because of the fact that the 76th Session of the International Labour Conference is the first to be held after the promulgation, on 5 October 1989, of the new Constitution of Brazil, which, as well as having a great effect on the whole of Brazilian society also represents significant headway in the field of fundamental rights and guarantees, particularly in the field of social rights and workers' rights.

From this point of view, based on sovereignty, citizenship, social values of work and free initiative, multipartism and human dignity, the Brazilian Constitution has as its principal aims the building of a free, fair and united society, the eradication of poverty and marginalisation, the reduction of inequalities in the social and regional fields and the promotion of common well-being, without any form of prejudice.

In the field of principles, guarantees and fundamental rights, we have drawn up modern democratic provisions, which are in keeping with the most advanced legal systems in the world.

I should like to mention some of these provisions. Against any form of discrimination: the aim is to promote the well-being of all without prejudice based on race, sex, colour, creed, age or any other form of discrimination.

Against the discrimination of women: men and women shall be equal in their rights and their obligations.

Against terrorism and racism: we reject racism and terrorism. Racism is a crime which cannot be justified

or accepted and is punishable by imprisonment, according to the terms of the law. We also consider as an unjustifiable crime the practice of terrorism.

Against salary discrimination: any difference in salaries, in duties, and in the conditions of admission to employment, based on sex, age, colour or civil status, is prohibited, likewise any discrimination in salaries and in the conditions of admission to employment of handicapped workers.

Social rights: the Constitution recognises the following as social rights – education, health, work, leisure, security, social security, the protection of motherhood and assistance to the homeless.

Workers' rights: much progress has been made in the field of workers' rights – protection against dismissal without reason, unemployment benefits, payment of holidays, maternity leave with the guarantee of employment and of wage for 120 days, minimum paternity leave of five days.

Particular mention should be made of the extension of the time-limit set to lodge complaints about employment relations, a six-hour working day for workers with uninterrupted shifts and the reduction of the working week to 44 hours from 48 hours.

Trade union freedom and autonomy: Brazilian trade unions have finally obtained total freedom and autonomy; they are completely free from the government trusteeship. Trade union leaders now enjoy the right to organise. The principle of trade union unity by professional category has been maintained. The new provisions have brought about the creation of thousands of new trade union organisations, which means, in practice, the adoption of trade union pluralism as set out in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

The right to strike: this is guaranteed by section 9. It is up to the workers to decide whether or not to strike. The law defines which services and activities are essential and provides for the urgent needs of the community.

Justice at work: the representation of all categories is maintained at each level of the judiciary system, whose normative powers have been re-established.

We cannot fail to mention three very important points within the framework of social order. Old age pensions have been raised to grant them an appropriate level of purchasing power, which has been reduced over the years. This provision has been applied since April of this year. The protection of the environment, which is a topical question on the international level, is appearing for the first time in our Constitution; in fact a whole chapter has been dedicated to it. Finally, the protection of the Indians is included in the Constitution, with the recognition and respect of their customs, their language, their beliefs, their traditions and their rights to the territories they occupy. The Indians, their communities and their organisations, have the legal capacity to defend their rights and their interest.

The Brazilian nation has finally been endowed with a modern and complete legal system which, if correctly applied, will represent considerable social headway for all sectors of our society.

Unfortunately, none of the conquests, none of the progress achieved in the legal system will be able to profit the huge mass of workers, or the Brazilian people in general, whilst we go on being crushed by

the burden of the foreign debt which forces us to spend some \$12 billion each year simply on interest payments, without paying off the capital at all.

It is not right that a developing economy struggling with serious problems of population growth, with problems of protection the environment enabling a rational exploitation of its resources, with policies and high protectionist barriers established by the industrialised countries, and with high inflation, should have to spend a portion of the few resources produced by its activities and to hand over the equivalent of 4 per cent of its GDP on the service of debt, the burden of which varies according to factors and interest which are completely foreign to the will and the legitimate interests of our nation.

While the creation of at least a million new jobs per year is absolutely necessary, the economy has been practically at a standstill since the beginning of the 1980s. We are continuing to use all our export earnings and the small profits from our production to meet the obligations imposed by the servicing of a debt which urgently needs to be revalued.

If, after having contracted debts with low maintenance charges, we are obliged to pay fluctuating interest rates, why not take into consideration the real value of the debts?

Why sacrifice a people which is fighting, which is suffering, which is desperately trying to get back on to its feet and is faced with a completely opposite international situation.

The time has come for the creditor countries, to reflect seriously on this fundamentally financial and economic problem, but which is rapidly shifting to the political and social fields, and causing concern about conflicts no one could predict the end of.

Thus, while announcing the good news of the promulgation of our new Constitution, we feel compelled to warn this assembly about the problem of foreign debt, the solution of which we think is of fundamental importance if we are to achieve the objectives promoted and advocated by the International Labour Organisation; namely, universal and lasting peace based on social justice.

Mr. PUTHIRASIGAMONEY (*Workers' adviser, Sri Lanka*) – I would like to read the following statement on behalf of Mr. Perera, Workers' delegate of Sri Lanka.

It is a pleasure and a privilege to address this august assembly. At the outset, I wish to convey the best wishes of my delegation and of myself to the President for the successful conclusion of the activities of this session.

We offer our congratulations to the Director-General on his appointment and for the presentation of a very comprehensive Report.

We note that his Report subtly underscores the necessity for canvassing public opinion the world over to meet the immense problems the United Nations system is confronted with.

It has to be borne in mind that failure of member States to comply with, and conform to, their constitutional obligations will endanger and perhaps even impose restrictions on the urgent and important activities of the ILO.

In Sri Lanka, under the leadership of His Excellency Renasinghe Premadasa, a new era has dawned – an era to alleviate poverty, reduce wastage, stamp out corruption and usher in peace and prosperity.

The priorities of the Government had necessarily to change in the recent past a consequence of terrorism in the north-east as well as in the south and elsewhere. Though this did retard the development in certain fields and certain areas, yet on gigantic schemes such as the Mahaweli Scheme and the Million Houses Scheme work valiantly carried on and the Poverty Alleviation Scheme is now getting into swing. A unique feature is that even the opposition parties are supporting the Government in this laudable scheme which will ultimately benefit about 50 per cent of the 16 million population of Sri Lanka.

Trade, commerce, industry, shops, offices and factories continue to function even under the difficult circumstances.

This is an era of structural adjustment in most Asian economies. Most of the SAARC region countries trail far behind the ASEAN countries in economic growth rates.

On the other hand, the newly industrialising countries such as the Republic of Korea, the Republic of Taiwan, etc. have made rapid growth.

Capital-intensive industrialisation has seen increase in exports. Labour-intensive projects have resulted in employment opportunities increasing with better wages. Sri Lanka too is adjusting accordingly and is presently tackling unemployment. Action is being initiated to recruit immediately 25,000 trainee teachers, 10,000 policemen, 5,000 nurses and about 10,000 technical, clerical and other allied grades.

A significant event this year in the labour sphere is the Government's very generous and unprecedented gesture in offering relief to a wide spectrum of workers who lost their jobs as the result of failure to return to work when certain services were declared essential services.

On the initiative of His Excellency, Ranasinghe Premadasa, the Government has now decided to review the cases of those who lost their jobs in 1980, on compassionate grounds, and to grant much relief to those who refused to respond and had been left in the lurch by their trade unions. Our union, which spotlighted the plight of the dependants of these workers from the very outset, applauds this magnanimous gesture on the part of the Government.

Another significant matter is the providing of a glass of milk and a substantial snack to about 4 million schoolchildren in every government school in Sri Lanka.

Unemployment continues to be the major issue in the country, especially amongst educated school-leavers. On the other hand, the unrest in certain parts of the country dissuades local and foreign entrepreneurs from venturing out and investing in new projects that could generate employment.

Unfavourable climatic conditions will result in decimated crops – which will create further problems. If tourism does not improve fast and meaningfully, our hotels will continue to have a large number of vacant rooms with possibilities of lay-off and even retrenchment of employees in this trade.

I am happy to state that employees in ministries, government departments, state corporations and statutory boards have been benefited by substantial increases in salaries and wages during the past year. It is believed that employees in the mercantile sector have also received similar benefits.

Valiant efforts are being made in the plantations sector to bring down the cost of production of tea and

other traditional exports such as rubber and coconut, because at present the cost of production is more than the sale prices – thereby making it virtually unviable.

A major change is in the offing with regard to the conversion of the joint contributory employees provident fund, for employees who have more than 12 years to remain in the service of such statutory institutions and the mercantile sector.

We are thankful to the Government for introducing a pension scheme for farmers and for fisherfolk.

My union, which represents over 60 per cent of the unionised white-collar and blue-collar workers of Sri

Lanka, very much appreciates the Government exploring the feasibility of introducing a national health insurance scheme for the workers and the people of Sri Lanka.

The PRESIDENT (Mrs. MOLKOVA) – This concludes the discussion of the reports of the Governing Body and of the Director-General.

I would like to take this opportunity to thank all those who have participated in the general discussion.

(The Conference adjourned at 12.30 p.m.)

CONTENTS

	Page
<i>Thirty-third sitting:</i>	
Thirteenth report of the Selection Committee: Submission and adoption	1
<i>Speaker:</i> Mr. Hammond (<i>Chairman</i>).	
Reports of the Governing Body and of the Director-General: Discussion (<i>concl.</i>) . .	1
<i>Speakers:</i> Mr. Abu Khormah, Mr. Tizmaaghz, Mrs. Foulkes, Mr. Naigow, Mr. Amador Zamora, Mr. Howaydi, Mrs. Todorovic, Mr. Aragón Marín, Mr. Gattegno, Mr. Da Silva, Mr. Puthirasigamoney.	



Provisional Record

Seventy-sixth Session, Geneva, 1989

Credentials

Fourth Report of the Credentials Committee

Objections concerning the nomination of the Workers' delegation of Chile

1. The Credentials Committee examined objections to the credentials of the Workers' delegation of Chile lodged by the International Confederation of Free Trade Unions (ICFTU) and by a group of Chilean Workers' organisations, members of the "Central Unitaria de Trabajadores" (CUT).

2. The ICFTU claimed that the Chilean Workers' delegation had not been nominated in accordance with the provisions of the ILO Constitution. The objection was essentially based on the continued violation of workers' rights in Chile – recent examples of which had been treated in Case No. 1309 in the 265th Report of the Governing Body Committee on Freedom of Association, in particular as regards the sentence of internal "banishment" (relegación) being served by the leaders of the CUT, Mr. Manuel Bustos and Mr. Arturo Martínez – and on the Government's failure to consult with the CUT and the "Confederación Democrática de Trabajadores" (CDT), the most representative Chilean Workers' organisations. The member organisations of the CUT stated that the most important organisations had proposed to the Government the candidatures of Mr. Manuel Bustos, Vice-President of the "Confederación Textil" (CONTEVECH) and Mr. Arturo Martínez, President of the "Confederación Gráfica" (CONAGRA), as Workers' representatives at the Conference, and that the Government had not taken these candidatures into consideration. For this reason the CUT objected to the credentials of the Workers' delegation nominated by the Chilean Government.

3. In a written reply to the Committee, Mr. Lazo Rodríguez, Under-Secretary of Labour and Government delegate of Chile at the Conference, stated that the objection by the ICFTU was based on the same arguments as those made in 1986, 1987 and 1988, and that in June 1988 the Committee had recalled the 1985 decision of the Conference not to invalidate the Credentials as justification for the fact that none of its members had suggested invalidation. In the absence of new elements, it would be inconsistent for the Committee now to deviate from its previous position. Although the Government repeated its position that the Committee was not competent in questions of freedom of association, it wished it to be recorded that clear progress had been made in Chile on this question in the context of the process of transition to full democracy undertaken by the Government with

the participation of many sectors of the opposition. In this respect, the Government was examining the question of ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). As was shown in the documentation accompanying the reply, the Government has nominated the Workers' delegation in strict compliance with the terms of the ILO Constitution, after having consulted the most representative Workers' representatives, including the "Confederación de Trabajadores del Cober" (CTC), the "Confederación de Empleados Particulares" (CEPCH), the "Confederación de Trabajadores Bancarios", and the "Confederación Marítima de Chile" (COMACH), organisations whose leaders were at the same time also leaders of the CUT or the CDT. The CTC, CEPCH and the "Confederación de Trabajadores Bancarios" had declined the invitation to make a nomination.

4. Attached to the reply was a list of the most representative workers' organisations with legal personality as at May 1988, a Notarial Certificate authenticating the consultations which took place with these organisations and a copy of the correspondence carried out with the said organisations on the nomination of the Chilean Workers' delegation to the Conference.

5. At the invitation of the Committee, Mr. Lazo Rodríguez, Under-Secretary of Labour and Government delegate of Chile to the Conference, attended a meeting of the Committee. In reply to questions from the Workers' member of the Committee, Mr. Lazo Rodríguez stated that the appointment of the Workers' titular delegate had been made by the group selected to participate in the Workers' delegation of Chile through the consultation procedure described in the Government's reply, and was based on the support for Mr. Medina Gálvez by numerous trade union organisations as well as that of his own union. As could be seen from the documentation provided by the Government, it was true that several important confederations did not support the candidature of Mr. Medina Gálvez but these organisations had not offered any alternative proposals. The Government has confined itself to consulting the most representative organisations which had selected candidates through their own procedures. Union leaders Bustos and Martínez were currently serving sentences of internal "banishment" (relegación). While such a measure rendered rather difficult participation in any activity, including union activity, these leaders had not been disqualified from exercising their union functions.

6. Replying to the Chairman of the Committee, Mr. Lazo Rodríguez added that the invitation to the consultation procedure had been addressed to all the most representative organisations with legal status, including those whose leaders were opposed to government policy. The Government could not thus be reproached for the fact that three important organisations had refused to participate in the consultation process.

7. In reply to questions from the Employers' member of the Committee, Mr. Lazo Rodríguez stated that several of the organisations which had subscribed to the document sent by the CUT had made proposals or had simply declined their invitation to join the consultative process, as was stated in the report provided by the Government. The proposals made in the CUT document had been made for the Credentials Committee's benefit and had not been made on the occasion of the consultation process in Chile. On the other hand, while the Government was aware that the nomination of the same person as Workers' delegate at past sessions of the Conference had been criticised in the Committee, this nomination was the responsibility of the organisations involved and not of the Government.

8. Mr. Lazo Rodríguez concluded by reaffirming that in the context of the transition process towards full democracy, referred to in the Government's written reply, and besides examining possible ratification of Convention No. 87, a Bill had been presented to the legislature aimed at formally permitting the establishment and registration of union organisations at the umbrella level ("centrales"). As soon as this Bill was passed, the Government would consult the large umbrella organisations, such as CUT and CDT, and any others at this level which might later come into existence, on the nomination of the Chilean Workers' delegation to the International Labour Conference.

9. The Committee believed that, in view of the unsatisfactory situation on freedom of association in Chile, reflected in the 265th Report of the Committee on Freedom of Association of the Governing Body, Case No. 1309, it was extremely difficult for consultations to take place in an atmosphere of freedom which would ensure respect for the spirit as well as the letter of the Constitution.

10. The Committee noted that this year again, while the Government had consulted the most representative of those organisations which had legal status, the nomination finally made had not taken place in agreement with the most representative organisations, who were at the same time leaders of the large "de facto" umbrella organisations, such as CUT or CDT, had again declined the invitation to nominate representatives because of the Government's refusal to involve these two organisations in the consultation process. The Committee also noted that four of the organisations consulted – "Confederación Textil" (CONTEVECH), "Confederación Gráfica" (CONAGRA), "Federación Nacional de Sindicatos de Trabajadores del Petróleo" and "Federación Nacional de Trabajadores Ferroviarios" – had proposed Mr. Manuel Bustos and Mr. Arturo Martínez.

11. The Committee again expressed concern at the seriousness of the trade union situation in Chile which, according to the 265th Report of the Committee on Freedom of Association (Case No. 1309), had not recently improved. The Committee believed that progress achieved in Chile, in the context of the process of transition towards democracy, had not as yet been reflected in the consultation process for the nomination of the Chilean Workers' delegation to the Conference. Although the Committee was of the opinion that the Chilean Workers' delegation was not representative, it decided not to propose invalidation and trusted that, once the Bill referred to by the Government delegate of Chile in his statement was adopted, all the most representative workers' organisations would be consulted in compliance with the provisions of article 3, paragraph 5, of the Constitution.

12. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 25 June 1989.

(Signed) A. CALIFICE
Chairman

E. HOFF

J. SVENNINGSSEN

CONTENTS

	Page
<i>Credentials:</i>	
Fourth report of the Credentials Committee	1

**Provisional Record**

Seventy-sixth Session, Geneva, 1989

Fifth item on the agenda: Night work**Report of the Committee on Night Work**

1. The Committee on Night Work was set up by the International Labour Conference at its fourth sitting on 8 June. It was originally composed of 181 members (77 Government members, 54 Employers' members and 50 Workers' members). To achieve equality of voting strength, each Government member was allotted 1,350 votes, each Employers' member 1,925 votes and each Workers' member 2,079 votes. The composition of the Committee was modified 11 times during the session and the number of votes attributed to each member was adjusted accordingly.¹

2. The Committee elected its Officers as follows:

Chairman: Mr. P. K. Suma'mur (Government member, Indonesia).

Vice-Chairpersons: Mr. B. Noakes (Employers' member, Australia); and Ms. R. Dreifuss (Workers' member, Switzerland).

Reporter: Ms. J. Walgrave (Government member, Belgium).

3. At its eighth sitting the Committee appointed a Drafting Committee composed of the following members: Mr. A. Callimachos (Government member, Cyprus); Mr. P. A. Leech (Employers' mem-

ber, United Kingdom); Ms. R. Dreifuss (Workers' member, Switzerland); and the Reporter of the Committee.

4. The Committee held 19 sittings. It had before it Reports V (1) and V (2), prepared by the Office on the fifth item of the agenda of the Conference: "Night Work".

Introduction

5. Mr. Morozov, Assistant Secretary-General of the Conference, welcomed the delegates and referred to the importance of their work, which would affect the conditions of work and life of millions of workers throughout the world. The Committee was established to adopt Conclusions concerning new and revised standards on night work. Its mandate was to consider a Protocol revising the Night Work (Women) Convention (Revised), 1948 (No. 89) as well as new standards on night work for both men and women workers in all branches of activity.

6. The Representative of the Secretary-General presented Reports V (1) and V (2) which had been prepared by the Office to serve as a basis for the Committee's discussions, in particular the Proposed Conclusions at the end of Report V (2). These envisaged the revision of the Night Work (Women) Convention (Revised), 1948 (No. 89), through a Protocol to provide more flexibility in the Convention, and the adoption of new standards, in the form of a Convention supplemented by a Recommendation, on night work in general. This conformed to the mandate given by the Governing Body when it placed the issue of night work on the agenda of this Conference.

7. The Representative of the Secretary-General also reported on actions leading up to the Governing Body's decision and summarised the rationale for the Proposed Conclusions in Report V (2). The idea of revising Convention No. 89 had developed over many years. While profoundly divided opinions had been expressed in the Governing Body and elsewhere on many occasions, the working party on international labour standards established in 1984 by the Governing Body had classified Convention No. 89 among those to be revised. Furthermore, in its 1985 Resolution on equality of opportunity and treatment between men and women in employment, the International Labour Conference had called for regular examination of ILO instruments containing special protective measures for women, including in particular Convention No. 89, to determine their continuing appropriateness.

¹ The modifications were as follows:

- (a) 9 June: 188 members (78 Government members with 252 votes each, 54 Employers' members with 364 votes each and 56 Workers' members with 351 votes each);
- (b) 12 June: 182 members (78 Government members with 225 votes each, 54 Employers' members with 325 votes each and 50 Workers' members with 351 votes each);
- (c) 13 June: 180 members (78 Government members with 50 votes each, 52 Employers' members with 75 votes each and 50 Workers' members with 78 votes each);
- (d) 14 June: 178 (78 Government members with 833 votes each, 51 Employers' members with 1,274 votes each and 49 Workers' members with 1,326 votes each);
- (e) 16 June: 178 (77 Government members with 2,550 votes each, 51 Employers' members with 3,850 votes each and 50 Workers' members with 3,927 votes each);
- (f) 17 June: 170 (77 Government members with 2,150 votes each, 50 Employers' members with 3,311 votes each and 43 Workers' members with 3,850 votes each);
- (g) 20 June: 162 (77 Government members with 1,776 votes each, 48 Employers' members with 2,849 votes each, and 37 Workers' members with 3,696 votes each);
- (h) 21 June: 161 members (77 Government members with 1,739 votes each, 47 Employers' members with 2,849 votes each, and 37 Workers' members with 3,619 votes each);
- (i) 22 June: 144 members (77 Government members with 1,110 votes each, 30 Employers' members with 2,849 votes each, 37 Workers' members with 2,310 votes each);
- (j) 23 June: 142 members (77 Government members with 1,054 votes each, 31 Employers' members with 2,618 votes each, 34 Workers' members with 2,387 votes each);
- (k) 24 June: 138 members (77 Government members with 930 votes each, 30 Employers' members with 2,387 votes each, and 31 Workers' members with 2,310 votes each).

8. The fundamental question posed by the revision of Convention No. 89 concerned how far it was possible to go to make the restrictions on the night work of women in industry more flexible. Points one to three of the Proposed Conclusions suggested a possible answer. They were based on several considerations. There were only 20 countries with no legislative restrictions on the night work of women. In many countries, the restrictions had not created problems and their modification or repeal was not a priority. In others the restrictions were increasingly controversial due to concerns for economic efficiency or the principle of equality of treatment between men and women in employment. This controversy was illustrated by denunciations of Convention No. 89 and further denunciations announced for 1991. Finally, there had also been strong trade union resistance in certain countries to the repeal or modification of the restrictions on night work for women. The Proposed Conclusions took these considerations into account. The Protocol would allow exemptions from the prohibition on night work and variations in the duration of the night period to be introduced by agreements between employers and workers. These agreements could only be reached within a framework established by national legislation after consultations with the most representative organisations of employers and workers. This approach would allow States which had ratified Convention No. 89 to continue to adhere to it and new ratifications to occur. The Protocol would, it was hoped, provide the necessary flexibility for those countries seeking derogations from its provisions. The Representative of the Secretary-General noted that four-fifths of the governments that replied to the Office's questionnaire had supported a Protocol to revise Convention No. 89 and that three-quarters of these had accepted the approach found in the Proposed Conclusions.

9. The premises on which the proposed new standards on night work in general were based were quite different, but were also confirmed by a substantial majority of responses to the Office's questionnaire. First, it was recognised that in some cases night work is indispensable for social or technical reasons, and that in other cases it allows for more intensive use of equipment and installations, thus helping to raise the productivity of undertakings and to create employment. Second, night work exposed workers to particular drawbacks and hazards that should be reduced and compensated. The approach found in the Proposed Conclusions did not restrict access to night work, but was aimed at improving the working conditions of night workers. This would include not only extra pay, but also measures concerning working time, surveillance of health, provision of social services and other matters. A Convention would contain broad principles on the subject and allow for progressive implementation. It would be supplemented by a more detailed Recommendation. More than 90 per cent of the government replies had supported new standards. A large majority had preferred the adoption of a Convention and a Recommendation.

10. In conclusion, the Representative of the Secretary-General noted that numerous responses had been received to the questionnaire contained in Report V (1). A total of 90 governments had responded, nearly a record for a standard-setting activity. Numerous employers' and workers' organisations

also submitted comments. Because many of the responses were very detailed, it had been necessary to summarise them briefly to stay within the length limitations for Report V (2). The responses had aided the Office's attempts to weigh the diverse implications of night work and the controversies surrounding the subject in order to find formulations which might be acceptable to the Committee and Conference, taking into account the wide diversity of economic and social conditions in the member States of the ILO. Finally, since the responses to the questionnaire showed that the terms used often led to a variety of interpretations, the Proposed Conclusions were more explicit on certain points, such as the definitions of "night", "night work" and "night worker".

11. Before proceeding with the general discussion, the Workers' Vice-Chairperson noted that the Proposed Conclusions contained both a Protocol to revise Convention No. 89 and a new Convention and Recommendation. She proposed that the new instruments be discussed first and the Protocol last. Because knowledge of the proposed new instruments was not as advanced as on revision of Convention No. 89, early consideration of the new standards was needed. Moreover, the discussion could bog down if the most contentious matter, revision of Convention No. 89, were discussed first. She added that the order of the Office's presentation was historical and administrative and need not be taken as a proposal for the most appropriate order of discussion. Most countries were more interested in the new than the old standards.

12. The Employers' Vice-Chairperson strongly opposed the proposed change. He argued that Convention No. 89 was the fundamental problem. It was discriminatory, out of date and would become irrelevant unless it were changed. New standards were secondary and more controversial. Further, a better foundation for new standards would emerge from discussing the Protocol to Convention No. 89 first.

13. Several Government members endorsed the proposal of the Workers' Members to consider the new standards first. Others disagreed. The proposal was adopted by a vote of 131,355 in favour, 16,200 against, with 100,325 abstentions.

General discussion

14. The Employers' Vice-Chairperson stated the fundamental position of the Employers' members on the question of night work: Convention No. 89 should be repealed or otherwise disposed of since it could not be justified on any grounds. The prohibition on night work of women in the Convention was an impediment to economic and social progress. It was contrary to the interests of women because it was inherently discriminatory in nature and denied them equal opportunities in employment, thus treating them as second class citizens. He argued further that Convention No. 89 was contrary to Convention No. 111 concerning discrimination in respect of employment and occupation. The prohibition of night work could only be justified in terms of Convention No. 111 if it were protective in nature. Employers did not view it as protective. Another discriminatory aspect of Convention No. 89 was its applicability only to

certain sectors of activity. This created discrimination between groups of women. Additionally, governments found it increasingly difficult to ratify the Convention. A number of them had denounced it and further denunciations were likely. For these reasons Convention No. 89 should be repealed or otherwise disposed of.

15. The Employers' Vice-Chairperson also opposed the adoption of new instruments on night work. New and detailed standards for all workers were unnecessary and undesirable because they would limit the flexibility necessary for the operation of economies and enterprises. To deny access to night work or put obstacles in its way would be detrimental to economic growth and development and reduce opportunities for job creation. For example, the services sector could not operate without night work and it was the fastest growing sector in many countries. The allegedly harmful effects of night work had not been proved and remained a matter of contention even among experts. The Employers' members considered that Report V (1) overemphasised the negative aspects of night work and gave insufficient attention to the positive aspects. General conclusions on the effects of night work on social life were inappropriate since individuals differed in their responses. Standards on night work should be developed through collective bargaining so that local circumstances could be taken into account. If, nevertheless, a Recommendation were to be proposed, the Employers' position would depend upon the content of the instrument.

16. The Workers' Vice-Chairperson stated the workers' firm conviction that night work is unnatural, that it must be reduced to the minimum extent possible and that the situation of night workers must be improved. On the first point, she stated that a new branch of science, chronobiology, had confirmed the unnaturalness of night work. It interferes with the natural resting and waking periods of the human organism. Further, while no specific illness had been attributed to night work, night workers suffered from early ageing, from depression and from sleep and digestive disorders. Night work also inhibited social and family life. It reduced possibilities for promotion and career development due to lack of access to training programmes and other avenues of advancement. Workers often resorted to night work only to supplement low wages with night bonuses or to resolve family problems such as lack of child care during the day. This often resulted in high levels of stress. Research had shown that women working at night average four hours less sleep during a 24-hour period than other workers. The voluntary nature of night work was thus an illusion. Acceptance of night work was therefore in most cases the result of economic, family and social constraints.

17. The Workers' Vice-Chairperson also argued that recourse to night work should be reduced to the minimum possible level and that it could not be justified purely for economic reasons. Further, employment that had been generated from night work often meant unemployment elsewhere. While night work was sometimes required for technological reasons, technology could also be used to reduce night work. Convention No. 89 provided one obstacle to the spread of night work which should be built upon.

Protection should be extended to men and to women in the service sector and in industry. International rules were now needed to improve the situation of all night workers and compensate them as far as possible for the drawbacks of night work. Before concluding her remarks, the Workers' Vice-Chairperson welcomed the Employers' calls for equality of opportunity and treatment and hoped they would be heard again. Finally the Workers' members were ready to enter into a dialogue on night work and to take up the work of the Committee by reviewing in detail the Proposed Conclusions in Report V (2).

18. The Assistant Legal Adviser responded to several questions put forward by the Employers' members. The first question was whether Convention No. 89 could be repealed or otherwise disposed of and if so, in what manner. The answer was that once an International Labour Convention was ratified and entered into force, it became a treaty subject to international law. Such a treaty could only cease to exist in accordance with the provisions of the treaty itself. ILO Conventions contained no provisions for abolition or repeal other than provisions for denunciation by ratifying States. The second question posed by the Employers' members concerned the possibilities for changing the provisions of Convention No. 89. The Assistant Legal Adviser responded that the normal means of revising a Convention was to adopt a revised Convention which incorporated the new or amended provisions into the terms of the original Convention. However, a simpler procedure, by means of a Protocol, could be envisaged when the proposed revision left the provisions of the existing Convention largely intact and simply replaced one or more articles by a revised text or inserted additional provisions as in the present case. It was for this reason that the Office had proposed the revision of Convention No. 89 by a Protocol as the simplest method. The third question was, if Convention No. 89 were revised by a Protocol, what options were there for member States that (a) have ratified Convention No. 89, (b) have not ratified Convention No. 89, (c) have denounced Convention No. 89? The Assistant Legal Adviser explained that States that had ratified Convention No. 89 could ratify the Protocol. Their existing obligations under the Convention would thus be modified by the provisions of the Protocol. States that had not ratified Convention No. 89 would have the option of ratifying the Convention with or without the Protocol. It would be open to States which had denounced Convention No. 89 to ratify the Convention with the Protocol if the flexibility which it introduced enabled them to reassume the obligations of the Convention as revised by the Protocol. Lastly, protocols are not complete instruments in themselves but are supplementary acts to treaties, thus States could not ratify the Protocol without ratifying the Convention.

19. Many Government members expressed the view that Convention No. 89 was contrary to the principle of equality between men and women. The prohibition of night work for women could hamper the professional and career prospects of women. One Government member pointed out that in his country women had begun to work increasingly in places previously dominated by men, and they had come to view the ban on night work as discriminatory. Other Government members believed that women who

wished to work at night should have that choice. Several emphasised their belief in the fundamental equality of all workers. They therefore considered that a specific prohibition of night work for women was unjust. However, where restrictions and protection were required, they should be provided for both men and women as the harmful effects concerned both sexes. Several Government members also mentioned that in their view the prohibition or restriction of night work of women violated Convention No. 111 concerning discrimination in respect of employment and occupation. However, provisions aimed at maternity protection should be retained.

20. Some Government members indicated that though they were bound by Convention No. 89, the economic and social conditions in their countries had changed since ratification. One such Government member noted that even though his Government had been trying to reduce the number of night workers there had been an increase in the number of women working at night under temporary exceptions permitted by Article 5 of Convention No. 89. Another Government member added that in his country industrial growth and low levels of unemployment had led to the need for more night workers, including women.

21. Several Government members made specific reference to revising Convention No. 89 by a Protocol. One member stated that it was appropriate to partially revise the Convention to make the definition of "night" and the scope of the prohibition flexible enough to take into account the circumstances in individual countries. Another member expressed support for a Protocol in view of the longstanding controversy surrounding the Convention. One Government member, who still saw the need for some protection for women, would support a Protocol in order to accommodate the wishes of those who felt that the prohibition was discriminatory and restricted the employment opportunities of women. The relationship between equal opportunity and protection was different in different countries. Furthermore, there were differences in stages of development, geography and climate. The Protocol would provide the necessary flexibility to take these differences into account. It could also solve the practical difficulties of application and ensure wider acceptance and future ratifications.

22. According to many Government members, night work could not be abolished. Most saw the necessity of some night work in order to provide essential services such as health care and police and fire protection. Additionally, some Government members stated that there were technological and economic reasons justifying night work, such as to operate continuous processes, to maximise returns on investments for equipment and machinery and to aid the development of the economy. Nevertheless, most Government members who spoke stated that night work should be kept to a minimum, that conditions should be improved for those who did work at night and that special protection should be ensured for certain categories of workers. Regarding the conditions under which night work is performed, several Government members considered that adequate compensation should be provided for the drawbacks of night work. This could take the form of financial compensation, surveillance of health care, reduced working

time, additional annual leave, provision of welfare services such as food and drink, special arrangements for housing and transport.

23. A few Government members referred to the special position of women in society, in particular their reproductive function. This required special protective measures regarding night work. Others referred to specific categories of workers that needed protection, such as young workers, pregnant women, nursing mothers, mothers of young children and disabled persons. One Government member stated that Convention No. 89 still had relevance in her country and that if the provisions of the Convention were relaxed, adequate safeguards were needed to protect the interests of women other than pregnant women and nursing mothers, particularly with regard to the personal security of women workers.

24. Several Government members addressed the effects of night work. One Government member considered that the effects of night work on health were controversial even among experts. It would not be appropriate for the ILO to state the effects of night work in the proposed instruments. However, a Government member saw the need to indicate specific hazards and drawbacks for both men and women. Another Government member emphasised that a general ban on night work could be supported by research that had shown the harmful effects of night work. She referred to the discussion that had been held at the ILO in November 1988 at the Chemical Industries Committee and recommended the report and Conclusions on night work that had been adopted. In addition, she recalled the 1977 ILO publication, *Night work*, which had demonstrated the negative effects of night work on the circadian rhythms of workers and on their family and social life. Night work should be minimised for both men and women. When night work was performed, working hours should be limited. One Government member agreed with the Workers' Vice-Chairperson regarding the negative effects of night work. A Convention should aim at reducing or minimising night work, not just providing compensatory measures. Finally, a Government member felt that while some workers could cope with night work and saw advantages for themselves in it, there were others for whom night work presented health and social drawbacks. Several Government members considered that these drawbacks were as harmful to men as to women.

25. Many Government members expressed their support for new instruments either separately or in conjunction with the adoption of a protocol to Convention No. 89. Several Government members stated that the focus of the work of the Committee should be the adoption of a new Convention supplemented by a Recommendation. These should be aimed at achieving favourable conditions for night workers, both men and women, and compensating them for the drawbacks and inconveniences of night work, including health problems and the negative effects on family and social life. One Government member argued that new instruments should be adopted to improve the working conditions of all night workers and to provide equal opportunities for all men and women, but that only basic principles should be included. The member States should be allowed to choose

measures that were the most suitable for their own circumstances. In her general statement of support for the approach of a Convention and a Recommendation, one Government member stated that night work of women should not be unrestricted. Furthermore, regulation by collective agreement would allow for the specific interests of employers and employees to be taken into account.

26. Several Government members emphasised the importance of flexibility in the approach to be taken so that the instruments could be applied in all countries in the light of the needs of each country and employment possibilities for women. With specific reference to the needs of developing countries, one Government member believed it was doubtful that a Convention of the type proposed would be easy to implement in the foreseeable future considering the diversity in existing law and practice in various countries. Thus international standards in the form of a Recommendation were preferred. The difficulties of application had to be seen in the context of different stages of development. A flexible approach would enable developing countries to adopt standards at their own convenience without interfering with their economic development. A Recommendation would have considerable value as a guide-line for the development of national policies, legislation and practice on the subject.

27. The Workers' Vice-Chairperson expressed her satisfaction that the dangers and drawbacks of night work had been recognised by several Government members of the Committee.

28. After hearing views expressed by Government members of the Committee, the Employers' Vice-Chairperson saw some common ground, but also some widespread differences. He was heartened by statements of several Government members that prohibitions on night work were discriminatory and should be removed and that night work was essential to their economies. He was also pleased that there was support for a flexible approach. Concerning the remarks that had been made on the alleged harmfulness of night work, he reiterated that there were different points adopted by different experts. He further believed that many studies had not been soundly based and had not given sufficient attention to contrary points of view. Night work might be different but it was not necessarily dangerous. It could require different approaches, but employers were already taking these. Workers also might need to make adjustments, which they already were doing. Regarding the impact on family and social life, he stated that not all workers were married or had family responsibilities and many of them preferred to work at night. Freedom of choice should be possible.

Consideration of the Proposed Conclusions contained in Report V (2)

PROPOSED INSTRUMENTS ON NIGHT WORK

A. FORM OF THE INSTRUMENTS

Point 4

29. The Employers' members submitted an amendment to delete Point 4. The Employers sought

deletion of the point because new standards were unnecessary and undesirable, as explained in the general discussion. Night work could be regulated sufficiently by national laws and collective agreements. This would be the most flexible and realistic approach. The Workers' members as well as numerous Government members opposed the amendment on the grounds that developing new standards was the most important part of the Committee's work. Since recourse to night work was growing, it was especially important to provide protection to night workers. New standards could be discussed without prejudicing flexibility. The Employers' members withdrew the amendment.

30. Point 4 was adopted without change.

Point 5

31. The Committee rejected a motion by the member States of the European Community to postpone consideration of Point 5 until after the discussion of Points 6 to 21. The vote was 20,250 in favour, 22,725 against, with 6,300 abstentions.

32. Having regard to the adoption of Point 4, the Employers' members withdrew an amendment to delete Point 5.

33. The Employers' members also withdrew an amendment to insert a reference to revision of Convention No. 89 after confirmation that the subject would be considered after completion of the discussion of Points 4 to 57.

34. The Government members of Canada and Japan and the Employers' members submitted identical amendments to delete "Convention supplemented by a" so that new standards would take the form of a Recommendation only. The Employers' members considered that a Convention which entailed binding obligations on those States which ratified it would reduce needed flexibility. They referred again to the importance of night work to industry and service and to national economies. The Government member of Japan added that night work should be dealt with by individual countries. The Government members of Canada and Japan considered that if a Convention were to be adopted, it should contain only general principles and should provide a maximum of flexibility. The Workers' members, as well as several Government members, opposed the amendment. The Convention was not directly applicable within member States, thus during the ratification process they could consider the best approach in the light of their own laws, regulations and national situation. It was crucial to provide a minimum of protection to workers in the form of a Convention which carried legal obligations, supplemented by a Recommendation which would provide further guidance. A text which would be sufficiently flexible and acceptable to most members could be worked out. The Government members of Canada and Japan withdrew their amendments.

35. The amendment of the Employers' members was rejected by a vote of 19,125 in favour, 26,550 against, with 2,250 abstentions.

36. Point 5 was adopted without change.

Point 6

37. Point 6 was adopted without change.

Point 7

38. A proposal by a majority of the member States of the European Community to postpone discussion of Point 7 was withdrawn after it was agreed that the Drafting Committee would deal with the appropriate references in the Preamble after the Committee's decision on the proposed Protocol.

39. The Government member of Canada and the Employers' members offered identical amendments to delete Point 7. Point 7 contained references to several ILO Conventions and Recommendations on night work of women. Mention of the instruments could be viewed as support for the measures which in their view were discriminatory and incompatible with ensuring equality for women. The Government member of Canada considered that the references could create practical and political problems for ratification, especially in the light of Canada's Charter of Rights and Freedoms. The Workers' members opposed the amendment. They pointed out that the Preamble to a Convention had no legal effect. Mentioning other instruments merely indicated the existence of previous normative action of the ILO and recognised that many member States were still bound by relevant standards. The Conventions and Recommendations that were cited also reflected the history of the ILO's struggle to protect workers. The Representative of the Secretary-General explained that the Office had included the references to point out that for some categories of workers there was a prohibition on night work in ILO instruments. Persons subject to exemptions and derogations under these instruments would be covered by a new Convention. Several Government members supported the view of the Workers' members in opposing the amendments.

40. The amendments were rejected by a vote of 19,125 in favour, 27,675 against, with 1,125 abstentions.

41. In the light of this vote, the Government member of Uruguay withdrew an amendment to delete references in the Preamble to certain ILO instruments on night work of women. After discussion, the Workers' members withdrew an amendment to add references to the Conventions on night work of women which preceded Convention No. 89, since the current practice was to list only the most recent instruments.

42. Point 7 was adopted without change on the understanding that the references to a Protocol to Convention No. 89 would stand only if the Committee decided to adopt such a Protocol.

New Point

43. The Workers' members submitted an amendment to add a new Point to the Preamble including a reference to other relevant international labour standards. The reference to maternity protection in the Preamble needed to be expanded by including the Maternity Protection Convention (Revised), 1952. Often women were employed at night because they

were paid less, thus it was appropriate to refer to the Equal Remuneration Convention, 1951. Reference to the Discrimination (Employment and Occupation) Convention, 1958 was important because it provided that instruments on maternity protection were not considered discriminatory. In addition, migrant workers often performed night work rejected by nationals and there should be a reminder that discrimination based on nationality was prohibited. Reference to the Convention on Occupational Health Services, 1985, reflected concern about the effects of night work on the health of workers.

44. The Employers' members opposed the amendment. The Preamble should not be a historical narrative of ILO activities. It should include only standards directly relevant to the subject at hand. The Maternity Protection Convention (Revised), 1952 was the only one which met this test, and so the Employers' members submitted a subamendment to delete all references except those to the Maternity Protection (Revised) Convention, 1952. The Workers' members opposed the subamendment. The subamendment was adopted by a vote of 3,900 in favour, 800 against, with 5,300 abstentions. The amendment as subamended was adopted.

45. A new Point was adopted.

Point 8

46. In view of decisions taken by the Committee on previous points, the Employers' members withdrew an amendment to delete Point 8.

47. The Government member of Argentina submitted an amendment stating that night work had been determined by studies to be fatiguing and prejudicial to workers' health, and thus that a general prohibition of night work was justified from a medical point of view. The Workers' members supported the amendment. The Employers' members opposed the amendment and argued that there was no evidence to justify a general prohibition of night work. The amendment was rejected by a vote of 4,150 in favour, 5,350 against, with 1,150 abstentions.

48. The Workers' members submitted an amendment that would delete the statement that night work "allows for more intensive use of equipment and installations, thus helping to raise the productivity of undertakings and to create employment". They recognised that night work in some cases was indispensable for social and technical reasons, but they could not accept its introduction for economic reasons. It was not the role of the ILO to support the argument that night work raised productivity and created employment. In fact, night work in one enterprise or country often meant unemployment elsewhere, in particular if the only motivation to use night work was to compete in international markets. In addition, faulty production often resulted. Instead of encouraging night work, new technology should be used to reduce its extent.

49. The Employers' members opposed the amendment. The Office's text was factual and unchallengeable as it was obvious that when enterprises used night work and there was more intensive use of equipment and installations there would be an overall increase in productivity and employment. They knew of no study which concluded that night work

resulted in low productivity. The Committee had no mandate to make a decision about restricting night work. The amendment was rejected by a vote of 4,400 in favour, 4,750 against with 1,250 abstentions.

50. After considerable discussion, the Employers' members withdrew amendments to delete "in some cases" from the first line and "in other cases" from the second line. They felt the text would have been improved by an unambiguous statement that night work was essential.

51. Point 8 was adopted without change.

Point 9

52. After considering the views expressed by the Committee and in view of the fact that they had submitted a further amendment, the Employers' members withdrew an amendment to delete Point 9. They had argued that the Point was too broad and therefore unjustified. "Hazards" implied risks and dangers to health that did not exist for all workers as implied by the text. "Compensated" carried connotations of financial reward for hazards, which they opposed and felt the Workers' members should oppose as well. According to the Workers' members, Point 9 was an excellent basis for the Committee's work. It justified the need for a Convention to protect workers from the harmful effects of night work. This view was supported by several Government members.

53. The Workers' members and Employers' members offered amendments which would have opposing effects on the Office text. The Workers' members sought a strong statement on the effects of night work, while the Employers' members sought a less categorical statement. The Employers' amendment would have replaced the statement that "night work nevertheless exposes workers to particular drawbacks and hazards that should be reduced and compensated" by "in some circumstances night work may give rise to inconveniences which should be recognised and appropriately dealt with, where practicable". The Employers' members maintained that it could not be demonstrated that night work was harmful in all cases. It was more appropriate to refer to inconveniences than hazards and drawbacks. Measures could be taken depending upon the nature of the inconveniences, but only when practicable, since some inconveniences, such as those of a personal nature, could only be dealt with by the person concerned. The Workers' members opposed the amendment. Inconveniences was a weak word which called into question the need for international standard-setting activities. The existence of hazards clearly required standards. Additionally, the amendment did not impose compensation for "inconveniences". The Workers' members evoked the costs to night workers who needed, for example, to obtain transportation during odd hours. Compensation was required in many such cases.

54. The amendment submitted by the Workers' members sought to replace the phrase "nevertheless exposes workers to particular drawbacks and hazards that" by a statement that night work "is detrimental to the health and social life of workers. The drawbacks and hazards to which workers are exposed" should be reduced and compensated. They repeated

their conviction that night work is detrimental in the great majority of cases. A few exceptions could not be the basis for standards.

55. The Committee voted to examine the amendment of the Workers' members, and not the amendment of the Employers' members, by a vote of 5,100 in favour of examining the Workers' members' amendment and 3,950 in favour of examining the Employers' members' amendment.

56. The Government member of Malta submitted a subamendment to the effect that night work "could be" detrimental instead of "is" detrimental. The Employers' members supported the subamendment. The Workers' members opposed it because it was contradictory to their efforts to strengthen the Office text. The subamendment was rejected by a vote of 4,200 in favour, 5,300 against, with 750 abstentions.

57. The Employers' members submitted a subamendment seeking to delete the words "and hazards" and to replace the word "are" by the words "may be". The Workers' members opposed the subamendment as weakening their text. Put to the vote, the subamendment was rejected by a vote of 4,050 in favour, 5,850 against, with 300 abstentions.

58. A subamendment was submitted by the Government member of the USSR according to which the first part of the Workers' amendment would read "is detrimental to the health and perturbs the social and family life of workers". The Workers' members agreed to the subamendment as it enriched their text. The subamendment was adopted by a vote of 5,450 in favour, 3,950 against, with 1,000 abstentions.

59. The amendment, as subamended, was adopted by a vote of 5,600 in favour, 4,250 against, with 500 abstentions.

60. The Government member of Canada submitted an amendment seeking to insert "and in particular changes in circadian rhythms," to emphasise that it was the physiological consequences of night work, not the work itself, which embodied risks. The effect of night work on circadian rhythms was well known. The Workers' members supported the amendment as it brought out an important way in which night work was harmful. The Employers' members opposed the amendment on the ground that it introduced a further note of contention. Changes in circadian rhythms did not apply to all night workers in all circumstances and was out of place in the text. A Government member opposed the mention of one specific hazard of night work. Put to the vote, the amendment was rejected by a vote of 69,972 in favour, 78,302 against, with 23,324 abstentions.

61. The Government member of the United States submitted an amendment that would insert "under certain circumstances" in the description of the effects of night work. While he agreed that night work could have negative effects, it had not been shown that there were negative effects in all circumstances. The Workers' members opposed the amendment. They contended that night work was harmful even under the best of circumstances and reiterated their previous statements that in a few cases there might be only minor consequences of night work, but that in most cases there were serious disturbances. The amendment, however, did not even recognise varia-

tions in individual reactions to night work. It referred only to "circumstances" which were external factors.

62. The Employers' members supported the amendment. The text of Point 9 as amended was absolute and categorical in its assertion that night work in all circumstances is detrimental to health and disturbs the social and family life of all workers. "Under certain circumstances" encompassed individual differences and was not limited to external circumstances. The amendment was put to a vote and rejected by 72,471 votes in favour, 79,968 against, with 13,328 abstentions. A record vote was requested, with the result that the amendment was rejected by 76,636 votes in favour, 84,133 against, with 16,660 abstentions.

63. The Government member of the United States submitted an amendment to replace "compensated" by "night work compensation should reflect national law and practice". The amendment would take account of those existing legal requirements and provisions of collective agreements which regulated the compensation of night work. The Workers' members opposed the amendment. It was inappropriate in the Preamble which should indicate the general intention to ensure that better protection of night workers would be provided. Of course, national law and practice would be taken into account, but it should adapt to the international standard and not vice versa. The Employers' members supported the amendment as it provided more flexibility by encompassing the varied circumstances and arrangements for compensating night work. The amendment was put to the vote and rejected by 78,302 votes in favour, 82,467 against, with 12,495 abstentions.

64. Point 9 as amended was adopted by a vote of 105,791 in favour, 64,974 against, with 4,998 abstentions.

65. The Workers' members submitted an amendment proposing to reverse the order of Points 8 and 9. It would be more logical to state first the reasons workers needed to be protected by the Convention. The Employers' members opposed the amendment and maintained that the fundamental issue was night work itself and the economic imperatives attached to it. A Government member supported the amendment. Attention needed to be drawn first to the drawbacks and hazards of night work and then to the fact that night work might nevertheless be required in some circumstances. The amendment was adopted by a vote of 74,970 in favour, 4,165 against, with 89,964 abstentions.

66. The Employers' Vice-Chairperson made a general statement on the Employers' Group position in the light of the decisions taken so far by the Committee. The Committee had taken a decision to propose the adoption of a Convention and Recommendation. If there were to be instruments, they should be realistic. There was no point in adopting instruments that could not be ratified or implemented. Many of the proposed provisions would prevent ratifications. The Employers' members were not indifferent to night workers but they were also concerned about unrealistic attitudes towards the positive impacts of night work. A one-sided approach ignored the issues of economic growth and employment. Modern economies were 24-hour economies and a prohibition or

restriction of night work would therefore lead to serious disadvantages. He urged the Committee to understand the issue in this light and thus to work towards realistic and appropriate provisions.

New Point

67. The Workers' members submitted an amendment proposing a new Point with the following text: "The Preamble should also state that, wherever possible, advantage should be taken of scientific and technical progress and of innovations relating to work organisation in order to limit recourse to night work. Research to this end should be promoted." Though the Committee was not seeking to prohibit night work, the Workers insisted that it should be limited and that research to this end should be promoted. The Employers' members opposed the amendment since it implicitly suggested that night work should be limited, which was unacceptable and furthermore did not belong in a Preamble. Limits on night work would have serious economic effects and undoubtedly would create unemployment. Furthermore, governments would have difficulty taking action consistent with the amendment. The Employers' members submitted a subamendment to delete "limit recourse to" and to insert "secure improvements in the approaches taken towards." This was more consistent with the preceding text and with the normal role of a Preamble. The Workers' members opposed the subamendment as it was inconsistent with the intent of their text. The subamendment was rejected by a vote of 64,533 in favour, 89,131 against, with 17,934 abstentions.

68. The Government member of New Zealand submitted a subamendment to delete the final sentence of the amendment. She considered that it would be difficult for governments to apply. The Employers' and Workers' members supported the subamendment and the subamendment was adopted.

69. The amendment as subamended was adopted by a vote of 97,461 in favour, 62,818 against, with 6,272 abstentions.

70. A new Point was adopted.

Point 10

71. The Representative of the Secretary-General explained the implications of the definitions considered in Point 10 of the Office text. The substance of the subsequent Points would be significantly affected by the definitions that might be adopted of "night", "night work" and "night worker". Various Points included the term "night work" and others "night workers". For example, Point 17 referred to prohibition of "night work" for women workers during periods before and after childbirth. This meant that the prohibition would apply to any woman worker from the moment she worked at least three hours during the night, even if it only happened once. However, the use of the term "night workers" in Point 18 implied that the provisions on reduced working time or extra pay would apply only to workers who worked at least three hours during the night on a permanent basis, or within the framework of a shift work system, or on at least 25 days in any calendar year. In other words, the use of the terms "night worker" as opposed to "night work" in a Point limited the number

of workers affected by that Point. In addition there was a close relationship among the three definitions. The term "night" was used to define "night work" and the term "night work" was then used to define "night worker".

Clause (a)

72. The Government member of Japan submitted an amendment suggesting deletion of "which should comprise not less than eight consecutive hours," so that the definition of "night" would be left to national authorities. He maintained that the definition should take into account geographical and social conditions as well as seasons. The Workers' members opposed the amendment. An international consensus was needed on a definition in order to know how to protect night workers. Several Government members also argued against the amendment on the basis that the Office text accurately reflected the replies of governments to the Office questionnaire. A definition of "night" was essential as a basis for standards in this field and for their application. The Employers' members supported the amendment. They noted that greater flexibility in the Convention was necessary in view of the diversity of national approaches and conditions. One Government member considered that there would be fewer problems in applying standards on night work on the basis of a national definition of "night". The amendment was rejected by a vote of 69,139 in favour, 99,127 against, with 1,666 abstentions.

73. The Workers' members submitted an amendment to define "night" as a period "of at least 11 consecutive hours, including the interval between 10 o'clock in the evening and 7 o'clock in the morning.". The Employers' members opposed this as far too restrictive. The language was taken from the definition of night found in Convention No. 89 but without the possibilities for variation in the night period that were allowed in that Convention. Although a longer period for the definition of "night" had been used in Convention No. 89 because the Convention sought to protect women by prohibiting night work, the new standards concerned both men and women and did not prohibit night work. A definition more appropriate to the practicalities of night work and the diversity of circumstances was needed. Several Government members also opposed the amendment. Having heard the support for the Office text, the Workers' members withdrew the amendment.

74. The Employers' members introduced an amendment such that the night period could be no more, rather than no less, than eight hours. This would be in accordance with the common understanding of night. The Workers' members objected to limiting the possibility for a longer period. The amendment also failed to take account of legislation which already had longer periods. Some Government members voiced their preference for the Office text as it would allow for a longer period. Having considered the views expressed, the Employers' members withdrew the amendment.

75. The Government members of Belgium, Greece, France, Ireland, Italy, the Netherlands, Portugal and the United Kingdom submitted an amendment proposing to change the length of the period defined as night from not less than eight hours to not

less than seven hours. This would take account of the different definitions of night in various countries. The text still provided "not less than", thus those countries with more than seven hours would be unaffected. Those with lower periods would find it easier to adjust to seven than to eight. The Employers' members supported the amendment for the same reasons and were of the opinion that since the definition was so basic to the rest of the text, it should be flexible. In opposing the amendment, the Workers' members reminded the Committee of the wide support for the Office text during the discussion and in the responses to the Office questionnaire. In fact, the majority of the countries proposing this amendment had supported a period of eight hours. In view of the existing legislation in these countries, eight hours should not present a problem for most of them. Two Government members opposed the amendment and referred to the Office text as a balanced compromise, while one other Government member supported it because it was more flexible. Put to the vote, the amendment was adopted by a vote of 81,144 in favour, 80,801 against, with 7,938 abstentions. A record vote was requested, with the result that the amendment was adopted by 86,632 votes in favour, 80,801 against, with 7,497 abstentions.

76. The Employers' members submitted an amendment which would insert "by agreement or" in order to allow the period of night to be determined by agreement in appropriate circumstances between employers and workers, as an alternative to determination by the competent authority. This would reflect the practical situation where collective agreements dealt with such matters. The Workers' members and several Government members opposed the amendment on the ground that to ensure adequate protection for workers, the definition must be in national legislation. Two Government members supported the amendment since it was consistent with the practice in their countries. Put to the vote, the amendment was rejected by 69,090 in favour, 93,296 against, with 3,332 abstentions.

Clause (b)

77. The Workers' members submitted an amendment to change the definition of "night work" from "a period of work of which at least three hours are performed at night" to "work of any duration carried out during the night". They wished to strengthen the Office text by providing that any work performed during the night was considered night work. Need for transportation, for example, often existed when working time extended very briefly into the night. Two Government members supported the amendment because they viewed the three-hour period in the Office text as too long. The Employers' members, and some Government members, opposed the amendment as it would mean that the benefits of the Convention would apply to a person who worked only a few minutes during the period defined as "night". The Convention could thus reach those who were not genuinely in need of special protection. The Workers' members withdrew the amendment.

78. An amendment was submitted by the Employers' members such that "night work" would "relate to work in which the majority of working hours" are performed at night. This would avoid extending

coverage of the Convention to workers with short periods of work which happened to overlap with the period defined as "night". It was also within the spirit of an earlier proposal from the Office referring to work performed "mainly" at night. The Workers' members and several Government members opposed the amendment as it departed too far from the Office text. If the amendment were adopted, it could lead to a situation where people who worked a significant number of hours during the night or until 1.00 or 2.00 a.m. would not be covered. This could have serious consequences, for example regarding pregnant women. In view of the discussion, the Employers withdrew the amendment and announced that they would support a subsequent amendment to allow the competent authority to determine the period.

79. The Government member of Switzerland submitted an amendment to provide that "night work" would be a period of work of which at least three hours of work was performed "between midnight and 4.00 o'clock in the morning" rather than performed at "night", as provided in the Office text. There should be a core period and this was the period which covered disturbances in circadian rhythms. After several statements that the amendment was too restrictive, it was withdrawn.

80. The member States of the European Community submitted an amendment to define night work as the period of work "which includes a portion of the night to be determined by the competent authority in consultation with the most representative organisations of employers and workers". This replaced "of which at least three hours are performed at night". It provided flexibility which could meet the concerns raised in the discussion thus far. The amendment was adopted by consensus.

Clause (c)

81. In response to a request from the Committee, the representative of the Secretary-General of the Conference explained why the Office had included night work for 25 days in the definition of "night worker". The definition covered workers who performed night work on a permanent basis and those who worked at night as part of a shift system. However, there was a third category who worked at night relatively frequently, perhaps on work of a seasonal nature. The benefits of the Convention should extend to them, too, when they performed night work on a considerable number of nights in a year. The number 25 was chosen.

82. The Workers' members submitted an amendment to define "night worker" as an employed person who "works mainly at night or who works within a system which necessarily implies night work". They further proposed a subamendment replacing "mainly at night" with "works most of the time during the night". The Employers' members opposed the proposal since it was vague and carried with it the implication that a person who worked a small amount of time on night work would be considered a night worker. The Workers' members withdrew the amendment and hoped that by the second discussion a better formulation could be developed to cover those workers who must occasionally work at night.

83. The Employers' members submitted an amendment to replace "is engaged in night work on a permanent basis", by "performs work in which the majority of working hours are performed at night on a permanent basis, or in the course of a calendar year". They explained that they wished more clarity in the text. Night workers should be those who performed a majority of their working hours at night. In view of the previous discussion on Points 10 (a) and (b), they proposed a subamendment to replace the words after "performs" with "night work on a permanent basis as determined by the competent authority, after consulting the most representative organisations of employers and workers". They also indicated that they would make a similar proposal regarding shiftworkers and support an amendment proposed by the member States of the European Community concerning occasional night workers. The Workers' members opposed both the amendment and the proposed subamendment. The Office text referred to three categories of night workers: persons performing night work on a permanent basis, or as part of a shift system, or on a casual basis. It was only in the last case that a revised definition might be needed. The first two categories were clear and did not require definition by the competent authority. Some Government members supported the idea of having the competent authority define all three categories of night workers, while others thought it was unnecessary or inappropriate. The amendment as subamended was put to the vote. It was rejected by a vote of 61,397 in favour, 83,147 against, with 3,332 abstentions.

84. The Employers' members then submitted an amendment to replace "within the framework of a shift work system, or on at least 25 days in any calendar year", by "in the case of a shiftworker, a worker who regularly performs at least one-third of his working hours at night". This would exclude shift systems in which only a short part of the shift occurred at night. They also submitted a subamendment to add "to the extent determined by the competent authority after consulting the most representative organisations of employers and workers". The Workers' members urged the members of the Committee to reject the amendment and subamendment. A majority of shiftworkers would be excluded, especially in view of the definition of night – at least seven hours – which had been adopted earlier. Shiftworkers could spend less than one-third of their working hours at night, but nevertheless be significantly affected by night work. Shift work was the most traditional form of night work, and needed no further definition by the competent authority. The Employers' members said that their intent was not to exclude genuine night workers, but to provide more flexibility to Governments in defining them. The amendment, as subamended, was rejected with 61,789 votes in favour, 84,133 votes against and 4,998 abstentions.

85. The Government member of Switzerland withdrew an amendment to replace "25" with "90". The member States of the European Community submitted an amendment to replace "at least 25 days in any calendar year" by "a certain number of days determined by the competent authority after consultation with the most representative organisations of employers and workers". Both the Workers' and Em-

ployers' members supported the amendment, which was adopted by consensus.

86. Point 10, as amended, was adopted.

Point 11

87. After it was confirmed by the representative of the Secretary-General of the Conference that "all employed persons" included full-time and part-time workers, the Workers' members withdrew an amendment that would have explicitly included the latter category.

88. The Government members of Austria and Canada submitted identical amendments to delete the exemption from the Convention of "those employed in agriculture, stock-raising, fishing, maritime transport and inland navigation." Because the dangers to health and other consequences of night work were applicable in all branches of activity, the protection of the Convention should apply to night workers in all areas of the economy. If special difficulties were to arise with respect to certain categories of workers, there was adequate flexibility under Point 12 to exclude them from the scope of the Convention. The Workers' members supported this position. Several Government members agreed and stated that it would be discriminatory to exclude these branches of activity. Exclusions of limited categories allowed under Point 12 should depend on the conditions in each country and not be prejudged by a provision in the Convention that excluded entire branches of activity. The Employers' members argued against the amendment. There were special problems in these sectors which warranted exclusion. For example, work was affected by seasonal and climatic factors. Some Government members spoke of the difficulties that their countries would have in applying the provisions of the Convention to these sectors. Put to the vote, the amendment was adopted with 257,550 votes in favour, 223,100 against, with 33,150 abstentions.

89. Point 11 as amended was adopted. The Drafting Committee would be asked to decide if the words "of both sexes" should be deleted since "all employed persons" would encompass both men and women.

Point 12

90. The Workers' members submitted an amendment to require agreement, rather than consultation, with the representative organisations of employers and workers concerned before limited categories of workers could be excluded from the scope of the Convention. Since exclusion was such a serious action, the best way to ensure protection for workers and control the process was to require agreement from the workers concerned. Otherwise, the provisions could be used to escape obligations. A few Government members supported the amendment since such an agreement would be required in their countries. The Employers' members objected to the amendment since workers would be unlikely to agree to their own exclusion. There was sufficient protection for workers since exclusion could only occur when there were special problems of a substantial nature. Several Government members believed that if there were no agreement between the employers and workers, the Government needed to take the deci-

sion, otherwise the decision-making process would be inhibited. The Workers' members responded that failure to agree would mean no exclusion, not a deadlock in decision-making. However, the Employers' members noted that the decision not only affected the exclusion of workers, but the obligations of employers. A decision would therefore need to be taken by the Government. The amendment was put to the vote with the result that the amendment was rejected by 219,300 votes in favour, 286,850 against, with 10,200 abstentions.

91. The Employers' members submitted an amendment to delete "limited" before the categories of workers who could be excluded from the Convention. The intent was to allow greater flexibility to Governments in deciding which categories might need to be excluded. The Workers' members opposed the amendment. Exclusions must only be possible in relation to limited groups, not broad sectors, which should be strictly defined in relation to the problems in application that might be present. After several Government members expressed their opposition to the amendment as violating the spirit of protection that the Convention should have, the Employers' members withdrew the amendment.

92. The Workers' members submitted an amendment to provide that an exclusion of a category of workers would be "on a temporary basis". Decisions to exclude should be effective only until a solution could be found to the problem that warranted the exclusion. This would require periodic re-examination and promote wider application of the Convention. The Employers' members opposed the amendment as too restrictive. Problems which justified exclusion of certain categories of workers could be long-term or even permanent. They might relate to the industry, the sector or the nature of the work itself: these could not be changed easily, if at all. Put to the vote, the amendment was rejected by 216,750 votes in favour, 270,250 against, with 21,700 abstentions.

93. Point 12 was adopted without change.

Point 13

94. The Government members of Canada and Switzerland submitted identical amendments which, by deleting the second sentence, would remove the requirement on States (in their reports under article 22 of the Constitution of the ILO) to "describe all measures taken with a view to progressively extending the provisions of the Convention" to workers who had been excluded under Point 12. They argued that there would always be categories of workers and enterprises to which the Convention could not apply and could not even be progressively extended. Another Government member pointed out that reports under article 22 were usually on an annual basis. Since the Governing Body could determine the form and content of such reports, this second sentence was not really necessary. The Employers' members supported the amendment for the same reason. The Workers' members objected and felt that frequent reviews could help to overcome the problems that led to the exclusion. The Representative of the Secretary-General explained that provisions similar to Points 12 and 13 were contained in many ILO Conventions. They were designed to give flexibility, thus

encouraging ratifications. In addition, the information would assist the supervisory machinery to determine if the conditions in Point 12 had been met. After the vote, the amendment was rejected with 200,100 votes in favour, 288,150 against and 10,200 abstentions.

95. Point 13 was adopted without change.

Point 14

96. The Government member of Japan submitted an amendment providing that "necessary" measures, rather than "specific" measures, would be required with a view to reducing and compensating for the drawbacks and hazards inherent in night work. The Workers' members maintained that "specific" was more appropriate because it indicated measures which could be chosen specifically to meet specific problems of night work. After considerable discussion and wide support from Government members for the Office text, the amendment was withdrawn.

97. The Government member of the United States submitted an amendment which sought to replace "and compensating for the drawbacks and hazards inherent in night work", with "drawbacks found to be inherent in night work and eliminating, where possible, hazards in night work and properly compensating employees in conformance with national law and practice". In his view this would provide a broader approach than the Office text. It would aim at reducing hazards, rather than merely compensating them. Further, compensation would conform to national provisions. The Workers' members opposed the amendment. They saw a problem with "found to be inherent" and felt the amendment reintroduced a doubt about whether there were always drawbacks in night work. Since hazards were related to the disturbance of biological rhythms, such risks could not be totally eliminated. In addition, national provisions on compensation should conform to the Convention, not vice-versa. A Government member agreed that as long as there was night work there would be hazards and drawbacks associated with it. The Employers' members supported the amendment. It contained three important elements: reduction of drawbacks; elimination, where possible, of hazards; and compensation in conformity with national law and practice. The last was an important change from the Office text because it recognised the variety of ways that compensation was approached in different countries. One Government member thought that the Workers should be attracted to the amendment since it aimed at eliminating hazards, though she agreed that the words "found to be" could be objectionable. A subamendment submitted by the Government member of Cyprus to delete "found to be" was adopted unanimously.

98. The Government member of Uruguay proposed a subamendment to replace "in conformance with national law and practice", by "taking into account national conditions", while the Workers' members proposed a subamendment to delete "in conformance with national law and practice" altogether. Though the Workers did not like the word "eliminating" because there would always be some residual hazards, they could support the amendment if their subamendment were accepted. The Workers also felt that it was unnecessary to make reference to

national law and practice in each Point, since Point 20 provided that the Convention could be implemented by national law and practice. The Employers' members supported the amendment either as it was or with the subamendment of the Government of Uruguay. The Government member of the United States opposed both subamendments. In response to a concern of the Workers' members, he said that the intent was that "compensation" would extend to various types of compensation, not just financial compensation. Put to the vote, the subamendment of the Workers' members was adopted by a vote of 237,150 in favour, 226,850 against, with 35,700 abstentions. A record vote was requested by the Government member of the United States, with the result that the subamendment was adopted by a vote of 247,350 in favour, 233,250 against, with 33,150 abstentions. With adoption of this subamendment, the subamendment offered by the Government member of Uruguay fell. The amendment as subamended was then put to the vote and was adopted with 438,042 votes in favour, 17,850 votes against, with 22,950 abstentions.

99. An amendment submitted by the Government member of the United States would replace the second sentence by the following text: "Any such measures may be introduced progressively and should be in accordance with national law and practice." This amendment would delete the reference to Points 15 to 19 because they had not yet been discussed. The Workers' members opposed the amendment and insisted that the Convention must provide, as a minimum, a coherent package of measures which were essential for attenuating the consequences of night work. These could be established progressively. The minimum measures were contained in Points 15 to 19. The Employers' members, in supporting the amendment, maintained that States which ratified the Convention would assume the obligation to implement the entire Convention, including Points 15 to 19 if they were to be adopted. Thus the reference in Point 14 was unnecessary. The amendment kept the reference to the progressive introduction of specific measures, but added that the measures would be in accordance with national law and practice. This would allow the needed flexibility to take account of conditions in different countries. In response to a question from the Committee on the implication of adopting Point 14 with the amendment, the Representative of the Secretary-General commented that the insertion of the phrase "in accordance with national law and practice" in this context would mean that obligations under the Convention could be adapted to national law and practice. This went against the normal understanding of a Convention: a State that ratified a Convention must adapt national law and practice to the Convention. The term "progressively" already introduced flexibility. A vote was taken, with the result that the amendment was rejected with 180,900 votes in favour, 285,600 votes against and 7,650 abstentions.

100. The Employers' members and the Government member of Canada submitted identical amendments which would delete the requirement that measures "include, as a minimum, those referred to in Points 15 to 19 below". The Convention should be limited to general principles. The Workers' members reiterated the fundamental importance of having as a minimum the measures in Points 15 to 19. The word

“progressively” allowed time for adaptation to local conditions and for choice of the appropriate forms of implementation. The Representative of the Secretary-General was invited to comment on the effect this amendment would have on Points 15 to 19. Assuming that Points 15 to 19 were adopted, he said that the effect would be the same with or without the amendment. In other words, ratifying States would have the obligation to implement as a minimum any provisions included in the Convention. Put to the vote, the amendment was rejected with 188,550 in favour, 261,273 against, with 20,400 abstentions.

101. Point 14 as amended was adopted.

New Point

102. The Workers' members submitted an amendment which would add a new Point as follows: “All the member States should ensure equality of treatment of all protected persons without discrimination based on race, colour, sex, religion, language, political opinion, national origin, nationality, ethnic or social origin, invalidity or age.” The comments of the Workers' members focused on the fact that night work in many countries was performed by migrant or seasonal workers or by minorities who were denied certain rights or could not exercise them. This provision would ensure non-discrimination in the application of the provisions on night work. The Employers' members felt that ILO Convention No. 111 concerning discrimination in respect of employment and occupation already adequately covered the issue. Inserting the amendment in the Convention was inappropriate and would cause confusion. Further, the scope was wider than Convention No. 111 since invalidity and age were included. It might actually prevent the provision of special measures designed to assist disabled persons or affirmative actions to assist women with, for example, career advancement. Several Government members raised similar concerns, though several could support the amendment as drafted. After being voted upon, it was rejected by a vote of 229,500 in favour, 233,200 against, with 28,050 abstentions.

Point 15

103. The Government member of Canada and the Employers' members submitted an amendment to delete Point 15. They believed that the provision on health assessments was more appropriate in a Recommendation than a Convention. A Government member supported the amendment for an additional reason, that Point 15 did not distinguish between the abilities of smaller and larger enterprises to implement such a provision. The Workers' members opposed the deletion. They maintained that a health assessment would be valuable to workers, in that special contra-indications of night work could be identified, and to employers, who should be interested in having night workers who were less susceptible to health problems. Several Government members supported this view. One emphasised that in developing countries the provision would be an incentive for workers who seldom sought health care to have a health assessment. After extensive discussion, both amendments were withdrawn. The Employers' members announced that they would argue for drafting changes instead.

104. The Employers' members then submitted an amendment to replace Point 15 with the following: “Workers should have the opportunity to seek advice to assist their adaptation to night work.” The Office text was too broad. An opportunity to obtain advice where difficulties were encountered was preferable to an absolute right to an assessment which would not be required in all cases. The phrase “at regular intervals” was too vague and could mean every day. Finally, “without charge” implied that all enterprises, large or small, in developing or developed countries, would have to be in a position to provide the assessment. The Workers' members opposed the amendment since the right to a health assessment was a vital point in the Convention. They pointed out that the assessment need not be performed by a medical doctor nor be at the cost of the employer since public health services could be used. The assessment should cover the four main health problems that could be caused or exacerbated by night work – gastric problems, sleep disturbances, depression (mood problems) and epilepsy. “Regular intervals” would be defined under national legislation and would be reasonable. The text did not provide “upon demand”. The Government members who supported the amendment agreed to the vital nature of the provision. The Employers reminded the Committee that the Convention, as amended, would apply to all forms of work in all branches of economic activity. The obligations of this Point were too great. Put to the vote, the amendment was rejected with 139,062 in favour, 249,400 against, with 17,200 abstentions.

105. The Government member of the United States submitted an amendment proposing to replace “Workers should have the right, before taking up an assignment as a night worker and at regular intervals thereafter” with “In circumstances where night work presents a hazard or problem, as determined by the competent authority, employees may be given the opportunity” to undergo a health assessment. The Workers' members objected to deleting the right to an assessment. The amendment inserted the notion that night work did not always present hazards or problems. Further, there was no reason to mention competent authorities. They would be involved automatically in the implementation process. The Employers' members submitted a subamendment to delete “as determined by the competent authorities” and to replace “may” with “should”. The Workers' members maintained their objections. The subamendment was rejected by a vote of 142,029 in favour, 191,350 against, with 58,050 abstentions. The amendment was also rejected with 145,168 votes in favour, 212,850 votes against, with 27,950 abstentions.

106. The Workers' members submitted an amendment to remove the reference to adaptation of workers to night work. The appropriate goal was to adapt night work to workers. Furthermore, it was necessary to prevent medical findings from being used to the detriment of workers. Thus, the amendment sought to replace “to facilitate their adaptation to this type of work, particularly as regards sleep, meals and out-of-work activities” by “to reduce the harm of night work on health. There should be a guarantee that the medical findings which concern them will not be transmitted to others without their consent and will not be used to their detriment.” The Employers'

member argued against the amendment. First, it implied night work was always and in all circumstances harmful to health. Second, it seemed inconsistent with the Workers' position that harm was inherent in night work and could not be removed. If the position were true, workers needed assistance in adapting to night work. Finally, the inclusion of a provision on medical records was inappropriate in this Convention. A Government member added that unlike some situations where work could be adapted to workers, night could not be changed into day. The amendment was put to the vote with the result that it was adopted by a vote of 174,150 in favour, 159,057 against, with 47,300 abstentions.

107. Point 15 as amended was adopted.

New Point

108. The Workers' members submitted an amendment which would insert a new Point as follows: "Arrangements should be made to ensure that at all hours of the night workers who have an accident or are taken ill at the workplace should receive first aid and, where necessary, be taken quickly to a nearby medical centre." Since night workers were especially vulnerable and would have the same need for medical attention in case of illness or accident as day workers, this provision should be in the Convention rather than the Recommendation. "Arrangements" was flexible enough to accommodate small enterprises and various medical care systems. The Employers' members argued that the provision should remain in the Recommendation. They would support it in the Recommendation even though there were some drafting problems. "First aid" was not well defined and "nearby medical centre" would create problems if there were no centre nearby. Some Government members also felt that the provision should be left to the Recommendation so as to retain the flexibility needed for ratification. Other Government members wanted it in the Convention to ensure that governments would be required to make necessary arrangements, especially in countries where health services were not well developed and night workers were greatly disadvantaged in this respect. The Workers suggested a subamendment to delete "nearby" which was adopted by consensus. The amendment was then adopted as subamended by a vote of 206,400 in favour, 164,690 against, with 23,650 abstentions.

109. The Workers' members submitted another amendment to transfer a Point from the Recommendation. The amendment was the same as Point 53 except for the exclusion of the words "as far as possible". The text of the amendment read: "In determining the content of night work, account should be taken of the fact that the human organism is more sensitive at night to certain environmental disturbances such as toxic substances, noise and vibrations, as well as to certain forms of work organisation such as piece-work, assembly-line work or work according to a pre-established rhythm." The Employers' members opposed this provision in either a Convention or a Recommendation on two main grounds. First, it sought to give validity to a number of assertions that were not scientifically proven nor generally agreed among experts. Second, it would require changes to be made in the content of night work based on these

controversial matters. The content of some work could not be changed. For example, heavy construction had the same nature whether it was performed during the day or during the night. Several Government members opposed insertion of this provision in the Convention. Since the practical consequences were vague, it would be difficult to implement and was therefore more appropriate in the Recommendation. In the light of the discussion, the Workers' members withdrew the amendment.

Point 16

110. The Government member of Switzerland and the Employers' member submitted identical amendments to delete Point 16 on safeguards for workers who for health reasons were incapable of performing night work for a given period. They considered that this Point disregarded the existence of regular sick leave and invalidity benefits that would be available in such cases. Though "safeguards" were not specified, the Point implied an obligation to engage workers during the day who were not able to work at night. This would be impossible in some cases, for example in a bakery where there might not be day work. The Employers' members felt that the Office text was too vague. The Workers' members opposed the amendment. They suggested that the Point was important though the text could be improved. Put to the vote, the amendments were rejected with 130,118 in favour, 198,350 against, with 15,050 abstentions.

111. The Employers' members submitted an amendment to replace the Point with the following text: "In accordance with national law and practice, appropriate measures should be established for night workers certified as being temporarily incapable of working at night for health reasons." The new text would, in their estimation, provide greater clarity and aid interpretation. "Safeguards" was too vague; it would be replaced by "appropriate measures". In order to take into account the conditions in different countries, the measures would be taken in accordance with national law and practice. "Certified" instead of "recognised" implied that the competent authority would identify the workers who were incapable of performing the work. "Temporary" was more limited than "for a given period". The Workers' members and a few Government members opposed the amendment even though they wished to see more precision with regard to the meaning of "safeguards". "Special measures" was no improvement and "certified" was no clearer. National legislation would specify who would recognise the workers in question. It was important to be aware that some persons would still be able to work, but not at night. Such workers needed protection against dismissal and loss of income. The Employers' members pointed out that there were serious economic implications attached to the Workers' suggestion to maintain the employment and income of someone who could not work at night. Put to the vote, the amendment was rejected by a vote of 141,040 in favour, 219,300 against, with 8,600 abstentions.

112. The Workers' members submitted an amendment which would replace "Safeguards should be established" by "The employment should be maintained". The Point, if amended, would aim at preserving the employment of workers who for rea-

sons of health could not work at night. Clarification was sought from the Office on Point 16. The Representative of the Secretary-General explained that the Office had been particularly concerned with avoiding provisions that would inhibit widespread ratification. It thus had built in flexibility in several places: exclusion of certain branches of activity that seemed particularly troublesome (though the Committee had eliminated these exclusions), authority to exclude limited categories of workers and progressive implementation. In addition, in substantive provisions such as this one, flexibility was inherent in the wording of the Point. The term "safeguards" was included with the expectation that ratifying States would choose safeguards in the light of national conditions. These safeguards could be other than maintenance of employment. The Recommendation provided guidelines on what the safeguards might be: Point 39 provided for transfer to day work, and when transfer was not possible, for sick leave and corresponding benefits. The Workers' members offered a sub-amendment to insert the phrase "and the income preserved" after "maintained". After considerable discussion and statements by the Employers' Vice-Chairperson and many Government members that since the amendment referred to only one kind of safeguard, it could have serious economic effects, and would create privileges that no other categories of workers had, the Workers withdrew the amendment. They noted that they would have to reflect on this matter before next year's second discussion in order to arrive at the right solution. Several other amendments were withdrawn in the course of the discussion on this point including a proposal by the Workers' members to add reasons of "family" and by the Government member of Canada to add "as well as for reasons related to maternity".

113. Point 16 was adopted without change.

Point 17

114. The Chairperson indicated that after consultation with the two Vice-Chairpersons, he had decided to open a general discussion on Point 17 before proceeding with consideration of the amendments. It was hoped that this discussion could set the stage for reaching consensus on the Point.

115. The Workers' Vice-Chairperson began by stating that in principle the Workers' members supported a prohibition on night work for pregnant women and for a period after childbirth. ILO tradition supported this position, in particular in Article 5 of the Maternity Protection Recommendation, 1952. Some persons argued that no protection was necessary for pregnant women since pregnancy was a normal physiological state, not a disease. But perhaps a middle road could be found. Pregnancy, for various reasons having to do with individual conditions and the state of the health of the woman, could mean that the woman could not or should not perform night work. In these circumstances, the woman should not be compelled to work at night. The idea of avoiding a requirement to work at night, both in law and practice, should be the most important feature of a revised text. In addition, the following areas could also form part of a consensus:

(a) The Convention should not impose outright prohibition, but on the other hand there were cir-

cumstances in which a woman should not be required to work at night. The right of refusal would have to be meaningful in practice.

- (b) A period could be defined before and after childbirth during which a pregnant woman would be absolutely protected from night work.
- (c) The period could be extended to take account of special problems such as malnutrition or poor health.
- (d) Strong provisions on protection against dismissal as in paragraph (3) needed to be included, but necessary exceptions could be discussed.
- (e) The principle in paragraph (4) on protecting maternity leave and benefits also needed to be maintained.

116. The Employers' Vice-Chairperson said that the Workers' Vice-Chairperson had presented the situation clearly and accurately. The Employers shared the concern for pregnant women and those who had recently given birth. They also recognised the different approaches that had been taken, on the one hand to provide protection and, on the other, to give women the maximum amount of choice in the light of equality of opportunity and treatment. The Employers also considered that there needed to be an intermediate course. The following points should be taken into consideration:

- (a) As a general proposition, pregnant women and women who had recently given birth should not be compelled to perform night work.
- (b) The period of three months referred to in the Office text required further discussion as to practicability.
- (c) Regarding paragraph (2) on the extension of the specified period for health reasons, there was room for a general understanding regarding the requirement of a medical certificate concerning incapacity to work.
- (d) There were three different considerations related to paragraph (3). First, there would be no basic problem with protection against dismissal during the period to be specified in the preceding paragraphs. However, the Employers wished to seek a qualification which would make the protection applicable only in circumstances that were connected with the pregnancy or maternity. Second, the protection of income had two elements. In regard to assignment to day work, the Employers would want it made clear that this might not always be possible. With respect to the provision of other income protection such as maternity leave, social security benefits or other appropriate means, the Employers had no intrinsic problem. However, the phrase, "income should be protected" might be interpreted to mean that income must be maintained at the same level. This would not always be possible.
- (e) Employers had no problem in principle with paragraph (4).

117. Several Government members raised specific problems related to ratification of the Convention depending upon whether Point 17 were to be included in the Convention and, if so, in what form. Several Government members, in particular from Canada, New Zealand, the Netherlands and the Nordic countries, stated that their countries could not ratify the

Convention if it contained a general prohibition on the night work of women during a period before and/or after childbirth. The Government member of Sweden pointed out that under Swedish legislation special protection could be allowed only for biological reasons. No research findings indicated that night work was more detrimental for pregnant women than for other workers. Thus the issue had to be considered on an individual basis. The Government members of Canada and Ireland also favoured a positive right to refuse night work since a prohibition violated the principle of equal opportunity and treatment in employment which was applicable in their countries. The Government member of Japan stated that the wishes of individual women should be respected, and therefore there should be no uniform prohibition on night work of women. However, to secure the health of the mother and child there should be a period, as long as possible, during which a woman could refuse night work. Some of these Government members also stated that they appreciated the fact that national approaches differed due to a wide range of social customs and economic conditions. In addition, a right to choose might not be exercised freely in practice due to economic pressures. However, they pointed out that countries which prohibited night work of women could still ratify the new Convention even if it did not contain a prohibition, while those countries which could not allow a prohibition could not ratify a Convention which required one.

118. Several Government members pointed out that night work of women was prohibited in their countries during periods of varying lengths before and after childbirth. These included the German Democratic Republic, the USSR, Bulgaria and Hungary. The Government member of the USSR stated that legislation in his country was based on findings that the female organism was most vulnerable during pregnancy. However, based on the discussion of problems in other countries he would be prepared to withdraw his amendments which would extend the period of prohibition in the Convention. The Government member of Gabon supported a prohibition in order to protect those women who might be inclined to risk their health for additional income, but for a shorter period than was provided in the Office text. The Government member of Uruguay was concerned that if women were allowed to choose night work, they might be forced into it by their employer. He also suggested that since the proposed period was longer than the period for maternity leave in national legislation, it could create problems in practice with respect to other women who were subject to less favourable provisions. The Government member of India questioned the advisability in paragraph 1 (c) of requiring consent from the competent authority. This could cause unnecessary delay. She also suggested that attention be given to the issue of just cause for dismissal.

119. The Government member of Belgium suggested that the approach in the Office text be supported since it contained a combination of rights and prohibitions which reflected the situation in a wide range of countries.

120. As a result of the general discussion, the Committee requested the Office to draft a revised text for Point 17 which would take into account the views

expressed and the problems of ratification that had been identified. The Office prepared the following text:

17. (1) Measures should be taken to ensure that an alternative to night work is available to women workers who would otherwise be called upon to perform such work –

(a) for a period of at least three months before the expected date of childbirth and at least three months after childbirth;

(b) for additional periods during pregnancy, or during a specified time beyond three months after childbirth the length of which should be determined by the competent authority after consulting the most representative organisations of employers and workers, in respect of which a medical certificate is produced stating that this is necessary for the health of the mother or child.

(2) The measures referred to in (1) above may include transfer to day work where this is possible, the provision of social security benefits or an extension of maternity leave.

(3) During the periods referred to in (1) above –

(a) a woman worker should not be dismissed or given notice of dismissal except in cases of serious fault on her part or closure of the enterprise;

(b) the income of the woman worker should be maintained at a level sufficient for the full and healthy maintenance of herself and her child in accordance with a suitable standard of living. This income maintenance may be ensured by any of the measures listed in (2) above, by other appropriate measures or by a combination of these measures.

(4) The provisions of this Point should not have the effect of reducing the protection and benefits connected with maternity leave.

121. The representative of the Secretary-General of the Conference introduced the revised text that had been prepared by the Office. He stated that in revising the text, the Office had sought to ensure that ratifications would not be prevented. To this end, the Office avoided the use of “prohibited” or “prohibition” which, if included in Point 17, would result in the inability of several Governments to ratify the Convention. A “right” to choose or refuse night work had also been avoided, since countries which had a prohibition on the night work of women would then be unable to ratify. The new text provided that “Measures should be taken to ensure that an alternative to night work is available to women workers who would otherwise be called upon to perform such work”. The Office had retained the reference to the period of three months before and after childbirth. No consensus had been reached on a different period. Moreover, it seemed appropriate to go beyond the minimum period of maternity leave in the Maternity Protection Convention, 1952. Paragraph (2) referred to a series of measures that could be provided as an alternative to night work. The list was not exhaustive and other measures could be adopted. In paragraph (3) the Office had tried to accommodate the concerns that had been raised about expressing protection against dismissal in absolute terms. Thus the revised text included an exception for serious fault on the woman’s part or closure of the enterprise, which was similar to article 4 (2) of the Maternity Protection Recommendation, 1952. The provisions on maintenance of income in clause (b) of paragraph (3) took into account the point that it might be impossible to guarantee previous income which comprised regular pay plus supplements for night work. Reference was made to a sufficient level of income as was provided in Article 4 (2) of the Maternity Protection Convention (Revised), 1952.

122. The Employers’ Vice-Chairperson believed that the new text reflected the Committee’s discus-

sion on the Point and to a large extent satisfied the employers' major concerns. The Office had produced an alternative to Point 17 which avoided using some of the terms that would have caused problems. However, the Employers' members would propose subamendments to portions of the text in which the details of the provisions still presented some difficulties. For example, the three-month period remained unacceptable and the provision on dismissal should be improved.

123. The Workers' members also welcomed the new text to Point 17 and felt it accurately reflected the Committee's discussion. There were several issues that the Workers' members would also address through subamendments. A concern that they had raised in the discussion related to the freedom to choose. Such choice could often be illusory when women workers were unable to defend themselves in the face of pressure from employers. It was not paternalistic to say that under severe economic constraints a right to choose did not necessarily mean a free choice. The advantage of the revised Office text was that it did not speak of an absolute right, but of measures to ensure that such a right could be exercised.

124. The Government member of Canada also expressed general support for the revised text. A ban on night work during a given period was considered discriminatory and paternalistic, thus he welcomed the new approach. The majority of the member States of the European Community and the Government member of Cyprus added their support for the revised text because it did not refer to an outright prohibition of night work. The Government members of the European Community, however, wished to avoid too much detail in the provisions on protection against dismissal and income maintenance. Similarly, the Government member of Cyprus suggested that the dismissal provisions could be modified. The Government member of China added his Government's general support for the revised text. He emphasised the importance of protecting the employment and income of women during the three-month period before and after childbirth as provided in the Office proposal. He further emphasised that the detrimental effects of night work were especially important in the case of maternity. Measures should be taken to ensure that during a specified period night work was not undertaken by pregnant women and recent mothers. The Government member of Yemen stated that it would be difficult to ratify a text which did not provide sufficient protection of nursing mothers.

Paragraph (1)

125. The Committee agreed that the first three lines would be examined by the Drafting Committee in order to ensure that the French text corresponded with the English.

Clause (a)

126. The Employers' members submitted a subamendment to change the period from at least three months before and three months after childbirth to six weeks before and six weeks after. The Workers' members opposed the subamendment. They reminded the Committee that member States had agreed in the Maternity Protection Convention (Revised),

1952, that the period for maternity protection should not be less than 12 weeks: that was 37 years ago. The Office text doubled the number of weeks which was consistent with the goal of providing extra protection specifically for night workers. The Employers' members responded that the period during which alternatives to night work would be available should correspond to the minimum period provided in the Maternity Protection Convention (Revised), 1952. The period was sufficient since clause (a) would affect women with no particular medical problems. A doubling of the period was arbitrary and unjustified. Further, a longer period would have economic implications which could not be supported by many countries. The Workers' members felt, however, that alternative measures would not necessarily be costly for employers since a worker might not be on leave but in alternative employment, or receiving benefits under social security. One Government member supported the change to six weeks since the total period of six months was impracticable. However, another Government member supported the Office text even though his country provided a much longer period. Put to the vote, the subamendment was rejected by 178,450 votes in favour, 236,500 votes against, with 27,950 abstentions.

Clause (b)

127. The Committee agreed that the Drafting Committee would examine the effect of the comma after "pregnancy" in the first line on the meaning of the clause.

Paragraph (2)

128. The Employers' members submitted a subamendment to insert "or other appropriate benefits" after "social security benefits" in the second line to encompass benefits which might not be recognised as social security benefits as such in some countries. The Workers' members submitted a different subamendment to replace "may" with "should" in the first line and to insert, after "social security benefits" in the second line, "or any other appropriate means, or through a combination of these means". The "should" would mean that paragraph (2) would be an exhaustive list of the measures that should be taken to ensure an alternative to night work. The Employers' members preferred "may" because the paragraph should include examples of measures, not be exhaustive. The second part of the Workers' subamendment was acceptable as consistent with theirs. The representative of the Secretary-General of the Conference pointed out that the obligation to take measures was contained in paragraph (1). Paragraph (2) indicated some of the measures that could be used to meet that obligation. The Employers' and Workers' members agreed to drop their subamendments.

129. The member States of the European Community submitted a subamendment to state that the measures referred to in paragraph (1) "should provide that the women workers concerned are protected against dismissal and that their income should be protected by means which", and to delete paragraph (3). It would simplify the text by referring to job security and income protection without introducing concepts of serious fault and suitable standards of living that would be difficult to determine. The

amendment was withdrawn after objections from both the Employers' and Workers' members.

Paragraph (3)

Clause (a)

130. The Government member of Cyprus submitted a subamendment to replace clause (a) with the following text: "Being unable to or taking the option not to perform night work should not be considered as a valid reason for lawful dismissal or for the serving of notice of dismissal for a woman worker." After considerable discussion, the Workers' members and Employers' members stated their preference for other subamendments, and the subamendment was withdrawn. The Employers' members submitted a subamendment to delete after "dismissal" the remainder of the clause and to insert "for reasons solely connected with pregnancy or childbirth". "Serious fault" had different meanings according to national law and practice and there were economic reasons other than plant closure which could justify dismissal. They preferred to prohibit dismissals that were solely connected with pregnancy or childbirth. The Workers' members opposed the subamendment. They believed that the burden of proof would be on the woman to show that dismissal was for reasons of pregnancy or childbirth. They thus submitted a subamendment to prohibit dismissal "except for compelling reasons not connected with pregnancy and childbirth". The representative of the Secretary-General commented that it was normal to use the word "justified" in legislation on dismissal. The Employers' and Workers' members agreed to replace the word "compelling" with "justified" in the Workers' subamendment and it was adopted. Clause (a) thus read as follows: "a woman worker should not be dismissed or given notice of dismissal except for justified reasons not connected with pregnancy and childbirth."

Clause (b)

131. The Employers' Vice-Chairperson stated that he was satisfied, based on the remarks of the Representative of the Secretary-General of the Conference, that the text did not imply maintenance of full pre-existing income. The Employers' members submitted a subamendment to provide that measures for income maintenance would be "in accordance with national law and practice". The Workers' members repeated that there was already a general Point in the Convention on implementation. After similar comments from Government members the amendment was withdrawn.

Paragraph (4)

132. The Workers' members submitted a subamendment to insert "and parental leave" after "maternity leave", to recognise that some national legislation provided leave and benefits to women after childbirth under parental leave provisions. Such provisions might apply following maternity leave, or maternity leave might be included under parental leave provisions. In response to comments made in the course of the discussion that the subamendment went beyond the subject under discussion, the Workers' Vice-Chairperson stated that the attempt was not to cover fathers, but to ensure that mothers were pro-

tected from reductions being made in their parental leave entitlements. Furthermore, the reference was within the context of Point 17 and thus would be interpreted with respect to measures that could be taken to provide alternatives to night work for women. The Employers' members opposed the subamendment as they considered that it created legal uncertainty. Since the Point was concerned with mothers, the reference only to maternity leave was appropriate. A Government member added that member States which provided maternity leave under the label parental leave still could comply with the terms of this paragraph. Put to the vote, the subamendment was rejected by a vote of 199,950 in favour, 204,250 against, with 47,300 abstentions. The amendment to replace Point 17, as subamended, was adopted.

133. Point 17, as amended, was adopted.

Point 18

134. Identical amendments were submitted to delete Point 18 by the Government members of Canada, Federal Republic of Germany, Ireland, Netherlands, United Kingdom, Kenya, Uganda and Zimbabwe and the Employers' members. They argued that the subjects were more appropriate in a Recommendation. The reference to compensating employees for the drawbacks of night work in Point 14 was sufficient. Moreover, Point 18 was too absolute in calling for reduced working time or extra pay for night workers since it was inconsistent with practice. There were working time arrangements under which day and night workers were treated the same. For example, in some cases all workers on rotating shifts received the same remuneration which took into account the night rotation. A Government member pursued these points. She maintained first of all that since in many countries hours of work and pay were not subject to legislation, those countries could not ratify the Convention because Point 20 required that in so far as the provisions of the Convention had not been given effect by other means, they must be implemented by laws or regulations. Further, another group of countries who operated continuous processes on a rotating basis and averaged out pay and bonuses could not ratify the Convention unless they provided extra pay or reduced working time for the part of the rotation which occurred at night.

135. The Workers' Vice-Chairperson responded that the interpretation by the previous speakers of Point 18 was incorrect. It applied to "night workers", not "night work". It did not require extra pay according to each hour worked at night, but that night workers be granted reduced working time or extra pay. Individual countries would decide how much would be paid and in what manner. Rotating systems or other arrangements would not be disturbed. She added that Point 18 was necessary in order to identify the measures to which Point 14 referred. The principle of reduced working time or extra pay should be established in the Convention. Because of the nature of night work, priority should be given to reduced working time. However, in some regions wages were so low that workers accepted longer hours to supplement their income to the detriment of their health. Thus extra pay might alleviate the need to work longer hours at night.

136. A Government member supported deletion of the Point because she felt that it could have the opposite effect in developing countries. There would be even more incentive to work longer hours with an increase in night pay. Several Government members shared the views expressed by the Workers' Vice-Chairperson. Reduced working time and extra pay were central issues in trying to alleviate some of the drawbacks of night work. The practice in many countries already corresponded to the provisions of Point 18 and Point 20 provided sufficient flexibility for implementation. Put to the vote, the amendments to delete Point 18 were rejected by 189,200 votes in favour, 232,000 votes against, with 19,350 abstentions.

137. The Employers' member presented an amendment to replace Point 18 with the following text: "Compensation for night workers when performing night work should be determined in accordance with national law and practice". This would reflect the various approaches to compensating night workers. The Workers' group opposed this amendment as it no longer specifically mentioned reduced working hours and extra pay. The Employers' members withdrew the amendment in favour of one to be offered by the Government member of the United States.

138. The amendment submitted by the Government member of the United States proposed to replace Point 18 with: "Compensation and hours of work of night workers should be established by national law and practice." The Employers' members introduced a subamendment to include "by collective bargaining or", which was accepted by the author of the amendment. This amendment was still unacceptable to the Workers' members because the Office text was more specific as to the scope of compensation required. A Government member agreed since "compensation" did not necessarily mean extra pay and "hours of work" did not imply a reduction of working time. The amendment was rejected by a vote of 206,400 in favour, 215,450 against and 6,450 abstentions.

139. The Workers' members submitted an amendment to clarify that reduced working time would be "without loss of earnings". Otherwise, the provision would not be protective nor adequately compensate night workers for the drawbacks and health hazards of night work. The Employers' members opposed the amendment as it would impose serious financial restraints and rigidities. In many countries reductions in working time had been accompanied by reductions in wages. The representative of the Secretary-General of the Conference noted that the Office had not found it necessary to specify "without loss of earnings". ILO standards on hours of work had always envisaged full compensation. For example, this was stated in Recommendation No. 116. The Employers' members objected. This was not a standard or practice in many countries and should not be included in a Convention. Put to the vote, the amendment was adopted by a vote of 200,400 in favour, 19,350 against, with 202,100 abstentions.

140. An amendment presented by the Government member of France provided that reduced working time or extra pay should be decided upon "in particular through collective agreements". This emphasised that in many countries these matters were determined through collective bargaining. Both the

Workers' and Employers' groups found such an addition unnecessary and the amendment was withdrawn.

141. Point 18 as amended was adopted.

Point 19

142. Discussion on Point 19 began with the submission of two amendments calling for the deletion of the Point. The intention, as explained by the Government member of Canada and by the Government members of the Netherlands and the United Kingdom, was to transfer this Point to the Recommendation. The Employers' members supported this proposal. The Workers' members argued that it was important to specify the package of measures that were introduced in Point 14 for night workers. Point 19 opened the chapter on social services which would be developed further in the Recommendation. One Government member pointed out that there were social services which would not be provided by the Government, while under Point 20 ratifying Governments had an obligation to implement the provisions of the Convention. The amendments were put to a vote and rejected with 189,200 votes in favour, 207,300 votes against and 15,050 abstentions.

143. The Employers' members submitted an amendment to replace the text by "Where night workers perform night work, appropriate social services should be provided where practicable". There were two reasons for this. First, night workers did not need special social services while doing day-time work. Second, in some cases it was not practicable to provide social services, for example on construction sites or in small businesses. The Workers' members found this unacceptable as it weakened the Office text. There were a number of social services, mentioned in the Recommendation, which could not be limited to the night period, for example housing or nurseries. As to "practicable", the Workers felt that this was unnecessary because Point 20 made it clear that national conditions and practice would be taken into account. A Government member said that the amendment was too restrictive and went on to list a series of social services to which night workers were entitled in his country and which could not be limited to the night period. The amendment was rejected by a vote of 174,150 in favour, 234,800 against and 25,800 abstentions.

144. The Workers' members presented an amendment to add "such as transportation, rest rooms and facilities for meals", in order to make it clearer what type of social services were meant. The Employers' members found this unnecessary. It would be more appropriate to refer to the Recommendation. The wording suggested that transportation had to be provided, which was misleading and did not reflect what was said in the Recommendation. A similar comment was made by a Government member who felt that the three examples did not give enough information about social services. The amendment was withdrawn.

145. The discussion then continued on another amendment submitted by the Government member of the United States. This amendment sought to add "in the same manner as provided for other workers". Night workers were said to often receive less social services than day workers. The Convention should

therefore ensure that they received the same. Special needs, such as transportation, should be handled in the Recommendation. The Workers' members agreed that night workers should not be worse off and this was a point which could be developed for inclusion during the second discussion. However, the amendment implied that night workers did not have specific needs and this was counter to the meaning of Point 19. Some Government members acknowledged that night workers had special needs, but also believed that night workers should not have inferior conditions. It was pointed out that there were great differences between developing and industrialised countries. The amendment was rejected by a vote of 175,139 in favour, 204,700 against with 32,500 abstentions.

146. Point 19 was adopted without change.

New Points

147. A number of amendments proposing new Points were submitted. The first was submitted by the Workers' members. It contained three ideas: night work should be organised to avoid overtime, working of two consecutive full-time shifts should be prohibited, and breaks to enable workers to rest and eat should be provided. The Workers' members felt that it was necessary to mention these points briefly in the Convention. They would be developed further in the Recommendation. The Employers' members stated that provisions of this nature were more appropriate for the Recommendation and found it difficult to accept three different notions combined into one point. Taken separately, they had no objection to avoiding overtime as this depended on good management. They could not accept the prohibition of two consecutive shifts because there were exceptional cases, as mentioned in the Recommendation, and two consecutive shifts did not necessarily include night work. As to the third point, they felt that there was no need to prescribe breaks in the plural as there should be no difference between night workers and day workers. While they had no problem with the general provision, they found it too categorical and difficult to implement. Several Government members voiced their preference for including such provisions in the Recommendation. One Government member observed that during night shifts it was preferable to grant several short breaks rather than one long break. The Workers' Vice-Chairperson was pleased to note that members of the Committee seemed to be unanimous in wanting to take these points up during the discussion of the Recommendation, and withdrew the amendment.

148. Three identical amendments were submitted to include Point 56 of the Recommendation in the Convention, which stated that "Before introducing night work, the employer should consult the workers' representative concerned." The Government member speaking on behalf of the member States of the European Community announced that in view of the need to formulate the Convention in such a way as to permit wide ratification, the eight member States who had submitted an amendment to delete the Point, withdrew it. The Government members of the Nordic countries believed that workers should be consulted but asked for clarification whether such a provision in the Convention would restrict ratifica-

tion. The Representative of the Secretary-General explained that the Office had preferred to avoid clauses in the draft Convention which would make it difficult for a large number of governments to ratify. He pointed out that the guarantee with Workers' representatives at the enterprise level would be difficult in many countries. For this reason, this provision had been placed in the Recommendation. Several Government members favoured consultation of workers' representatives but felt it could not be an obligation for Governments and should therefore be in the Recommendation. The Employers' members, though they had no objection to consultations in principle, considered that a Convention should not contain direct obligations on employers at the enterprise level. The amendment was not flexible enough to account for situations where the need for an urgent decision precluded time for consultation, or in new establishments where the workforce had not yet been constituted. The Workers' members maintained that even in countries where there was no legal basis for workers' consultation, the principle could be adopted. Further, consultation meant informing workers in good time and allowing them to judge whether the reasons put forward justified recourse to night work. The final decision was left to the employer. The amendments were adopted by a vote of 152,736 in favour, 150,923 against, and 37,296 abstentions.

149. The Government members of Denmark, Finland, Norway and Sweden submitted an amendment to add a new Point as follows: "The Workers' representatives concerned should also be consulted regularly on the forms of organisation of night work that are best adapted to each undertaking and to its personnel." They considered that since the Committee had agreed to a new point on consultation on the introduction of night work, consultation on this subject was also appropriate. The Employers' members reiterated that such a provision should be included, if at all, in a Recommendation. The Workers' members believed that the principle should be included in the Convention now, even if a better formulation needed to be sought before the second discussion. Put to the vote, the amendment was rejected with 161,616 votes in favour, 165,168 votes against, with 31,968 abstentions.

150. A new Point was adopted.

Point 20

151. The Representative of the Secretary-General of the Conference explained that Point 20 was a standard provision which was included in many ILO Conventions. It presented a wide range of possible means of implementation. All amendments were withdrawn and Point 20 was adopted without change.

Point 21

152. Point 21 was adopted without change.

C. CONTENT OF THE PROPOSED RECOMMENDATION

Points 22-26

153. Concerning Points 22, 23, 25 and 26, the Chairman explained that they were identical Points to Points that had been adopted in the Convention.

He hoped there was no need to discuss them further. Points 22 and 23 corresponded to Points 10 and 11, while Points 25 and 26 corresponded to Points 20 and 21. Point 24 should be deleted since it referred to activities that were now covered by the Convention.

154. The Employers' members noted for the record that they had raised some concerns with regard to some of these Points, which they would pursue in the second discussion. The Workers' members agreed to the inclusion in the Recommendation of the amended Points that had been adopted in the Convention, but also stated that they would take up certain points again in the second discussion.

155. With respect to Point 25, the Employers' members had submitted an amendment to replace "should" with "may", which they felt was more appropriate for the text of a Recommendation. The Committee had then requested comments from the Legal Adviser on the second sentence of Point 25, which stated that, in the event the provisions of the Recommendation had not been given effect by other means, "they should be implemented by laws or regulations". The Representative of the Secretary-General reported that the need for the second sentence in a Recommendation was less obvious than the need for it in a Convention, because a Recommendation did not create binding obligations. The Committee agreed that the Drafting Committee would consider the subject.

156. Subject to necessary modifications by the Drafting Committee to make the texts correspond with the texts as adopted in the Convention, Points 22, 23, 25 and 26 were adopted. It was agreed that Point 24 would be deleted.

Point 27

157. The Government members of Finland, Norway and Sweden as well as the Employers' members, submitted amendments to delete Point 27. The sponsors of the amendment argued that the Office text was too restrictive and did not take account of modern practices such as flexible and compressed hours. Many workers preferred extended hours with correspondingly long leisure hours. In these cases, the eight-hour limit on night work would be exceeded. In Sweden it was common for night workers to work 10 or 11 hours a night but on fewer nights in a week so that weekly hours averaged 33 or 34. Several Government members gave other examples of flexible arrangements, some motivated by the difficulty of access to remote worksites. One Government member expressed concern for the economic implications of reducing or limiting working time in developing countries. Thus, it would be best for the determination of hours of work to be left to collective bargaining so that the needs of various economic sectors and industries could be met. The Workers' members opposed the amendment. They insisted that normal hours for night workers needed to be, in normal circumstances, limited to no more than eight since the balance between work and leisure needed to be maintained on a daily basis. Longer shifts often required more time to recover, so extended leisure was an illusion. Marginal workers often suffered most by being forced into extended night-work systems because of lack of other job opportunities. The Recommendation must provide guidance on the best way to

protect night workers. It should not permit flexible arrangements that would be to their detriment. Put to the vote, the amendment was rejected with 175,824 votes in favour, 178,376 votes against, and 15,984 abstentions.

158. The Workers' members submitted an amendment to delete " , except in the case of work which includes substantial periods of mere attendance or standby". Exclusions and variations should be left to national legislation or the social partners. Since the Recommendation was not a binding text, it was not necessary to describe all possible exceptions. The Employers' members, however, felt that the ILO Recommendation would be held up as the standard which should be used as a yardstick in collective bargaining. The Employers' Vice-Chairperson stated that he felt there could be a misunderstanding about the term "normal hours of work". Some understood it as not referring to normal circumstances but to the standard hours that people normally worked and beyond which overtime was paid. The majority of the member States of the European Community also opposed the amendment as being too rigid. The amendment was withdrawn.

159. The Government member of Switzerland submitted an amendment such that normal hours of work for night work should not "normally" exceed eight per day. It was to recognise a practice, common in his country, of 12-hour shifts on Sunday in continuous processes. The workers themselves often preferred schedules with 12-hour shifts. These were accompanied by longer periods of leisure and permitted workers to go to work less frequently than schedules with eight-hour shifts. The Employers' members supported the amendment as it removed some of the rigidity from the provision. Normally the limit would apply, but there would be other situations where it was not relevant. The Workers' members and some Government members suggested that it did not improve the text. Put to the vote, the amendment was rejected with 154,512 votes in favour, 170,496 against, with 37,296 abstentions.

160. The Government member of Japan submitted an amendment to replace "in any 24-hour period," by " , on the average, over a period determined by the competent authority,". Though the amendment did not meet all their objections to the Point, the Employers' members felt that it provided more flexibility. The Workers' members and some Government members stated that it weakened the text. They emphasised the need to maintain daily rhythms of life for night workers. Further, in regard to this Point and other Points of the Recommendation, it was not necessary to refer repeatedly to interpretations by competent authorities or implementation by law and practice. Decisions by the competent authority could restrict collective bargaining, for example. The amendment was rejected by a vote of 156,288 in favour, 200,688 against, with 14,208 abstentions.

161. The Government member of Canada submitted an amendment to allow for exceptions "when permitted by the competent authority", to accommodate certain situations which required longer hours, for example oil and gas exploration where access to worksites was difficult. The Employers' members agreed that this would provide more flexibility. However, the Workers' members considered it unneces-

sary because of the use of the term "normal hours of work". The intent of the Point, in their view, was to ensure that night work would not normally exceed eight hours. A specific provision was needed to protect night workers from the negative effects of long hours of work involving night work. Put to the vote, the amendment was rejected with 158,064 votes in favour, 168,720 against, with 33,744 abstentions.

162. The Government member of the United States submitted an amendment to allow additional exceptions "in cases providing for alternative schedules as agreed upon through collective bargaining or other agreements between employers and workers." This would accommodate agreements which provided for more than eight hours in a work day. The Employers' members supported this amendment as well as numerous Government members, who considered it would best suit the needs of a variety of countries. The Workers' members, though they preferred the Office text, proposed a subamendment to delete "or other agreements between employers and workers". Exceptions not agreed through collective bargaining would be unacceptable. The Government member of the United States opposed the subamendment. Put to the vote, the subamendment was adopted with 197,136 votes in favour, 165,168 against, with 23,088 abstentions. The amendment as subamended was adopted by consensus.

163. Point 27 as amended was adopted. The Committee agreed that the Drafting Committee would consider the use of the word "normal" in view of the discussion which had taken place on this Point.

Point 28

164. The Government member of Australia submitted an amendment which was subamended to read as follows: "Except when other arrangements are agreed upon through collective bargaining". This would qualify the requirement that normal weekly hours on average would not be more for night workers than for day workers, and would be consistent with the amendment that had been adopted to Point 27. The Employers' members agreed. The Workers' members opposed the amendment and pointed out that Point 28 differed from Point 27 in that it referred to "night worker", not "night work" as in Point 27. Furthermore, not all collective bargaining resulted in optimum protection for workers, especially marginal workers such as migrant workers. A Government member observed that the words "on average" provided sufficient flexibility and that a limit on weekly hours as provided in the Office text needed to be retained. The Employers' Vice-Chairperson agreed that Point 28 was different in referring to "night worker", but the definition of "night worker" encompassed a broad range of persons. In addition, various work arrangements should not be precluded. It must be kept in mind that some work performed at night was performed over a longer period than during the day. The Workers' Vice-Chairperson responded that this situation was contrary to the spirit of protecting night workers. Put to the vote, the amendment as subamended was rejected by a vote of 159,840 in favour, 182,928 against, with 10,656 abstentions.

165. The Government member of Sweden submitted an amendment to delete "weekly" so that in

making comparisons with day workers, account could be taken of daily and annual normal hours as well. The Employers' members agreed. The Workers' members, however, believed that weekly hours of work was a traditional, practical concept. A vote was taken and the amendment was rejected with 150,960 votes in favour, 188,256 votes against, with 19,536 abstentions.

166. The Workers' members submitted an amendment to provide that the normal weekly hours of work of night workers should "be less than" in place of "not exceed on average" those of day workers. This was subamended to read "be less on average than". To prevent problems of interpretation the text should clearly state that night workers should work fewer hours on average than day workers performing the same work. The Employers' members and some Government members opposed this as too categorical; differential treatment between day and night workers was not always justified or appropriate. Put to the vote, the amendment as subamended was rejected by 145,632 votes in favour, 177,600 against, with 19,536 abstentions.

167. The Workers' members submitted an amendment to provide that the normal weekly hours of night workers should not exceed 40 hours per week. They maintained that this was a widespread standard and its implementation would not be too demanding. The Employers' members disagreed. The amendment was rejected by a vote of 159,840 votes in favour, 179,376 against with 17,760 abstentions.

168. Point 28 was adopted without change.

Point 29

169. Two amendments were presented to delete Point 29. The Government member of Australia withdrew his amendment, but the Employers' members maintained theirs on the grounds that the drafting of Point 29 was unacceptable. They could not agree that night workers should be given priority over day workers in regard to reductions of normal weekly hours of work, especially when they worked in the same establishment. The same applied to additional days of paid leave. Both measures had serious economic implications and could affect employment. The Workers' members considered Point 29 important. Priority only meant that if it were not possible to reduce the working hours of all workers, night workers should be given priority. Implementation would be subject to the situation in each country. The amendment was rejected by a vote of 129,611 in favour, 181,152 against and 15,984 abstentions.

170. An amendment submitted by the Government member of the United States would give night workers the same treatment as other workers with regard to the reduction of working hours. This view was supported by the Employers' members. The Workers' members reiterated their position and added that Paragraph 9 of the Reduction of Hours of Work Recommendation, 1962 (No. 116), stated that measures to reduce working hours should be carried out progressively and that priority should be given to industries and occupations involving mental strain and health risks for the workers. In their view, this applied to night workers. As this principle had already been adopted by the three groups long ago, deletion

of Point 29 would be a step backward. The Employers' members argued that this argument was not valid. Recommendation No. 116 only referred to particular industries and occupations and not to night workers. The amendment was put to the vote and was rejected with 137,085 votes in favour, 166,944 against and 21,312 abstentions.

171. An amendment presented by the Workers' members aimed at replacing "or" by "and", which would require both the reduction of normal weekly working hours and additional days of leave. The Employers' members were strongly opposed. They wanted to maintain the option of providing one form of compensation or the other, which was closer to practice. The Workers' members decided to withdraw the amendment but said that they would propose a better formulation for this Point next year.

172. The Government member of the United States presented an amendment such that "the granting of paid leave" was "as agreed upon through collective bargaining or other agreements between employers and workers". The Employers' members supported this amendment as it provided flexibility. In the opinion of the Workers' members this amendment made the text less flexible, as it reduced the scope for legal action. However, in case the amendment were adopted, they introduced a subamendment to delete "or other agreements between employers and workers". Both the author of the amendment and the Employers' members accepted the subamendment. Two Government members pointed out that the amendment eliminated an important point, that of additional days of leave. The amendment as subamended was rejected with 129,611 votes in favour, 166,944 against, and 28,416 abstentions.

173. An amendment submitted by the Government members of the European Community proposed to add "These subjects should preferably be determined by way of collective agreement". It was explained that it had become a tradition in the European Community to settle working time issues through collective bargaining because they affected both workers and employers. This system had proved to be successful in arriving at acceptable conditions and, even though they realised that Point 25 already covered this possibility, they wanted to state their preference and to suggest that other countries follow the same pattern. The Employers' members supported the amendment. The Workers' members, while agreeing that this might be applicable in Europe, believed that one should not clutter the Recommendation with such procedural statements. All were aware that it was possible to negotiate on these issues, but there was no need to state this again. Several Government members agreed and stated that Point 25 already covered all the possibilities for implementation. The statement of preference might not apply to all countries. The amendment was put to the vote and rejected with 147,001 votes in favour, 166,944 against and 8,880 abstentions.

174. The Government member of Canada submitted an amendment to insert "When the nature of the work makes such measures necessary" at the beginning of Point 29. This was to indicate that there were many types of night workers and not all needed preferential treatment. The Employers' members found

this amendment to be more practical than the absolute terms in which Point 29 was stated. The Workers' members reminded the Committee that it had already decided that night workers needed special measures. Two Government members said that the amendment was sensible. It might be found that there were other workers who were in need of higher priority. The Workers' members responded that priority for night workers did not exclude priority for other workers as well. Again, the amendment questioned the need for special measures for night workers. The amendment was put to the vote and rejected with 130,647 votes in favour, 170,496 against and 12,432 abstentions.

175. Point 29 was adopted without change.

New Point

176. A new Point after Point 29 was proposed by the Workers' members to ensure "that, in cases of continuous shift work, two consecutive days of leave should be granted of which at least one should regularly fall upon the official rest day of the country concerned". They felt that it was an important Point as it would help night workers to recover normal rhythm and to participate in a normal social life. The Employers' members were strongly opposed. The Point referred to continuous shift workers and not night workers. There was obviously a lack of understanding about continuous shift systems. Sometimes it was not possible to give consecutive days of rest. To make them coincide with official rest days was even more difficult. It was not practical to meet this restriction. One Government member speaking for the Government members of the European Community found that this amendment did not solve problems, but instead complicated matters, especially in such areas as public services. The amendment was put to the vote and rejected by a vote of 137,381 in favour, 213,897 against, with 12,173 abstentions.

Point 30

177. Point 30 was adopted without change.

Point 31

178. Because the Employers' members found the word "prohibited" too strong, they submitted an amendment to replace it by "restricted". They explained that in continuous shift work, it was essential that workers stayed in their places until their replacements had arrived. Not all overtime caused difficulties for the worker. The Workers' members could not accept this amendment as it would not go beyond Point 30, which already referred to avoiding overtime. Point 31 concerned "occupations involving special hazards or heavy physical or mental strain" and a stronger term had to be used. The Employers' members considered that the term "restricted" was stronger than "avoided". One Government member spoke in favour of prohibiting overtime at night in dangerous or strenuous work. The amendment was put to a vote and rejected with 147,815 votes in favour, 166,944 against and 31,302 abstentions.

179. Point 31 was adopted unchanged.

Point 32

180. The Employers' members submitted an amendment to replace "full-time shifts" by "shifts of

eight hours or more, including a night shift". The Employers felt that this clarification was necessary because two full-time shifts did not necessarily include a night shift. The Workers' members proposed a subamendment to delete "eight hours or more". However, this was not acceptable to the Employers' members because in many systems shifts were as short as four hours. The subamendment was withdrawn. A few Government members stated that they did not support the amendment, which was put to the vote and rejected by 135,642 votes in favour, 217,375 against, and 17,390 abstentions.

181. An amendment by the Employers' members to replace the word "prohibited" by "avoided" was withdrawn in view of the rejection of a similar amendment to the preceding Point. However, the Employers requested that their concern about the absolute character of the word "prohibited" be recorded. The Government member of Australia also withdrew an amendment but wished to express his concern about the narrow range of exceptions mentioned in Point 32. He also observed that *force majeure* had different meanings in different legal systems. In withdrawing his amendment, the Government member of Canada pointed out that there may be exceptional circumstances which would warrant exceptions and these should be determined by the competent authority.

182. Two amendments presented by the Employers' members and the Government member of Canada proposed to delete the second sentence of Point 32. The Employers' members argued that reporting to the competent authority on each exceptional case would place a heavy and costly burden on the employer. The Government member of Canada said that notification created problems and additional costs, but did not improve the protection of workers. The Workers' member pointed out that the answers received to the questionnaire indicated that reporting was an "effective form of control". It would help to reduce the practice of double shifts, which was particularly harmful. A Government member speaking for the Government members of the European Community said that there were other forms of control which could be worked out between employers and workers, as they had suggested in their own amendment. Other Government members expressed the opinion that the second phrase just added to bureaucratic procedures and was redundant. The amendments were adopted by a vote of 170,422 in favour, 153,032 against and 33,041 abstentions.

183. Point 32 as amended was adopted.

New Point

184. An amendment to insert a new Point after Point 32 was submitted by the Workers' members: "In the case of shift work involving night work, a rest period of eleven hours between two shifts should be guaranteed". They felt that it was important to prescribe a minimum rest period for recuperation, especially for countries which did not have legal provisions on daily rest. The Employers' members opposed the proposal because it was phrased in absolute terms and did not allow for exceptions. Certain shift rotas did not permit an eleven hour rest period. Points 30 to 32 already provided sufficient protection for workers. While one Government member object-

ed to the lack of exceptions, another Government member said he would go as far as to prescribe a rest period of no less than two shifts. The Workers' members offered a subamendment to add "as far as possible" which was adopted by consensus.

185. A new Point was adopted.

Point 33

186. Several amendments were presented concerning Point 33. The Government member of the United States withdrew his amendment but pointed out that in his country there were many cases in which rest periods were not considered as hours worked. The Employers' members presented an amendment to insert "a break or" breaks because they wanted to include the possibility of there being only one break. The Workers' members accepted this amendment because during a short period of night work only one break might be necessary. The amendment was adopted.

187. Other amendments were withdrawn. However, the Government member of Switzerland expressed his preference for several short rest pauses during shifts. This had proved to be more favourable during night work from a medical point of view. There was a brief discussion of an amendment presented by the Employers' members to add "in accordance with the practice for day workers". The Workers' members opposed this amendment because it was clear that night workers needed special breaks in order to reduce fatigue, in addition to breaks for meals. One Government member observed that day workers often had lunch breaks of one hour or more and that this was unsuitable for night workers. The Employers' members withdrew the amendment but wished to record that they felt strongly about avoiding differential treatment between day and night workers.

188. Four amendments were presented by the Employers' members and the Government members of Australia, Canada and Denmark, the Federal Republic of Germany and the Netherlands to delete the second sentence of Point 33. The Employers' members explained that the question of paid breaks opened up a whole new area of debate. Current negotiations on more flexible working time arrangements included the question of breaks. In continuous shift systems breaks were usually paid, but in other cases they were not, as for example in hotels and restaurants. If breaks were paid they tended to be shorter. A wide range of practices should be reflected and absolute statements should be avoided. The Government member of Australia was concerned that the sentence was too restrictive. He preferred the wider definition in Point 35 which referred to "appropriate financial compensation". Other Government members preferred to leave such questions to collective bargaining and were opposed to making paid breaks an obligation. The Workers' members felt that the sentence was important because there was a tendency for workers not to take breaks if they were not paid. After clarification from the representative of the Secretary-General of the Conference that the first sentence alone would not imply that the breaks were to be paid, the Workers' members insisted that the second sentence be maintained. The amendments were put to the vote and adopted with

184,334 votes in favour, 154,771 against and 22,607 abstentions.

189. Point 33 as amended was adopted.

Point 34

190. An amendment was submitted by the Government member of Australia to take into account cases where night work was not more demanding than the same work performed during the day. Not all work was carried out with the same intensity at night and an absolute statement should be avoided. The Employers' members supported this view. The Workers' members did not accept the amendment because it again questioned the more demanding nature of night work. They believed that this Point was very carefully worded as it only referred to the "same work performed during the day". The amendment was rejected by a vote of 158,249 in favour, 187,812 against with 10,434 abstentions.

191. An amendment submitted by the Workers' members would have replaced the word "demanding" by the word "arduous" which had been used in the Office questionnaire. The representative of the Secretary-General of the Conference explained that "arduous" normally referred to physical strain whereas "demanding" also covered mental strain. The Workers' members then withdrew the amendment.

192. Point 34 was adopted without change.

Point 35

193. The Employers' members submitted an amendment so that Point 35 would read as follows: "Night work should give rise to the payment of appropriate compensation". They wished to preserve the concept that compensation could be other than financial and the spirit of Point 18 in which reduced working time and extra pay were alternatives. Because the Recommendation contained separate sections for hours of work issues and for remuneration, the provisions could be construed to be cumulative. The Workers' members considered that it was entirely appropriate to allow both to be provided. The Recommendation should not have a lesser content than the Convention. The representative of the Secretary-General of the Conference explained that in drafting Point 18, the Office had taken into account the fact that the Convention created binding obligations. So as not to discourage ratifications, it had provided a choice between reduced working time or extra pay, though of course it was possible to do both. However, the Recommendation was a series of suggestions on how the issues of working time and remuneration could be addressed for night workers. As it stood, the Recommendation suggested that both reduced working time and extra pay be granted. The Employers' members offered a subamendment so that the phrase would be "appropriate financial compensation or reduced working time" to make it clear that only one or the other was recommended. The amendment as subamended was rejected by a vote of 123,913 in favour, 149,554 against, with 31,302 abstentions.

194. The Employers' members submitted an amendment to insert "carried out at night" after "night work". They recalled that under the defini-

tions that had been adopted in Point 10 (b) night work could encompass hours not actually worked during the night. Not all night work should lead to extra compensation, only the part carried out at night. The Workers' members opposed the amendment. The definition of night work was already restrictive enough. Put to the vote, the amendment was rejected by a vote of 110,001 in favour, 194,768 against, with 13,912 abstentions.

195. The Workers' members submitted an amendment to add the following text to the end of the Point: "Such compensation should be additional to the remuneration paid to the day worker." This was to provide a definition which would be the basis for determining kinds of compensation, distinct from remuneration, that were appropriate, such as time off in lieu of financial compensation. The Employers' members objected for several reasons. They believed that the reference to day workers was unclear and the use of the word "remuneration" was inconsistent with the use of "compensation" in the rest of the Point. Moreover, additional remuneration was not always paid for the night portions of shift rotations but averaged out for day and night work. The Workers' members then introduced a subamendment to replace "the day worker" with "a day worker performing the same work". The subamendment was accepted and the amendment as subamended was adopted. The Employers' Vice-Chairperson requested the Drafting Committee to consider the appropriateness of the use of the word "compensation".

196. The Workers' members submitted an amendment that would allow the compensation, at the night workers' request, to be taken in time off. The Employers' members agreed to a subamendment to provide that the compensation could "by agreement, be taken in reduced working time". The amendment as subamended was unanimously adopted.

197. The Government members of the European Community presented an amendment to add the following provision: "Such compensation should respect the principle of equal pay for men and women for identical work, or work of equal value." The Employers' and Workers' members agreed and the amendment was adopted.

198. Point 35 as amended was adopted.

199. The Committee then considered an amendment by the Employers' members to change the title before points 34 and 35 from "Remuneration" to "Compensation". This would better reflect the contents of the Points. The Workers' members could agree to changing it if the notion of financial compensation were kept. A subamendment to change the title to "Financial compensation" was adopted and the amendment as subamended was adopted.

Point 36

200. The Employers' members submitted an amendment to delete the Point because they believed that the provision did not accord with practice. Special financial compensation for night work was not always incorporated into the basic wage or rate or considered in the determination of leave, holidays and the like. However, they withdrew the amendment in favour of the following one.

201. The Government member of India submitted an amendment which would replace the Point with the following text: "The appropriate financial compensation should be decided by the competent authority in consultation with the most representative organisations of employers and workers". Because of the various approaches in different countries to providing compensation for night work, the competent authority should be authorised to decide. The Employers' members submitted a subamendment to insert "collective agreement or" after "decided by". The Workers' members opposed the amendment and the subamendment. To them, this Point was of crucial importance to night workers. Workers often found themselves, as a result of illness or accident, with reduced income because financial compensation for night work had not been incorporated into their basic wage or considered for calculating benefits. The amendment would remove the essential protection that the Point was designed to provide. With regard to decision by the competent authority or through collective agreement, the Workers' Vice-Chairperson repeated that Point 25 provided adequate alternatives for implementation. One Government member supported the Office text because financial compensation for night work was taken into account in his country for the purposes indicated in Point 36. Put to the vote, the amendment as subamended was rejected by a vote of 140.859 in favour, 187.812 against, with 17.390 abstentions.

202. Point 36 was adopted without change.

Point 37

203. The Representative of the Secretary-General of the Conference pointed out that the same text as Point 37 had been included following Point 15 of the Convention. The Office had tried not to repeat provisions in the Recommendation that had been included in the Convention as the Recommendation was a complementary text to the Convention. The Committee was asked if it agreed to delete Point 37 from the Recommendation on that basis. The Workers' Vice-Chairperson commented that a country which had ratified a Convention had bound itself to the provisions. A Recommendation indicated how the Convention could be applied. But with regard to countries which had not ratified a Convention, she could not agree to delete a Point from the Recommendation unless a Convention had the same value as a Recommendation for non-ratifying countries. The representative of the Secretary-General of the Conference responded that a State which did not ratify a Convention should refer to both the Convention and the Recommendation. The Employers' Vice-Chairperson agreed that a Point that appeared in the proposed Convention would not have to be repeated for the reason just stated.

204. The Committee agreed to delete Point 37 from the Recommendation.

Point 38

205. The Workers' members submitted an amendment to replace "night work, especially when this is undertaken by rotating crews" by "night and shift work", but announced that if there were opposition, they would withdraw the amendment. The amend-

ment was withdrawn as the Employers' members felt it went beyond night work.

206. Point 38 was adopted without change.

New Point

207. The Government member of the Federal Republic of Germany submitted an amendment to add a new Point with the following text: "In this instrument 'workers' representatives' should mean persons who are recognised as such by national law and practice." However, in view of the lack of support from both the Workers' and Employers' members, the amendment was withdrawn.

Point 39

208. The Government members of the European Community submitted an amendment to replace paragraph (2) with the following: "If such a transfer is not possible, these workers should benefit temporarily, in accordance with national law and practice, from appropriate benefits." The revision in the Office text was proposed due to problems that would be faced by the member State of the European Community because of the nature of their social security legislation. There might be confusion with temporary total disability and permanent disability provisions. The amendment would allow countries to adapt the provision to their own circumstances. The Employers' members supported the amendment but offered a subamendment to clarify the text. The first words "If such a transfer is" would be replaced by "If transfer to day work". The Workers' members preferred the Office text for two reasons. First the provision for "a given period" in paragraph (1) was preferable to "temporarily". Secondly, the reference to sick leave should be retained because the case of a night worker being unable to do night work for health reasons should be assimilated to sick leave. The Workers' members offered a subamendment to delete "temporarily". Both subamendments were adopted and the amendment was adopted as subamended.

209. Point 39 as amended was adopted.

New Points

210. An amendment submitted by the Government members of the European Community to insert into the draft Recommendation the text of Point 17 that had been adopted in the proposed Convention and an amendment by the Workers' members to add a similar Point on maternity were withdrawn in view of the decision of the Committee not to repeat provisions in the Recommendation which had been included in the Proposed Convention.

Point 40

211. The Employers' members submitted an amendment to insert "As far as practicable" at the beginning of the Point. Though they had no disagreement with the general intention of the Point to reduce the travel time of night workers to and from work, the objective could not always be attained. It was basically the responsibility of workers, not the employer, to get to work and back. The Workers' members opposed the change and challenged the contention that the transportation of night workers

was entirely their own responsibility. The principle of proportionality would not require measures that were impracticable. The Point merely listed examples that could be taken. A Government member supported the amendment but disagreed with the employers' arguments. The problem was both for communities and employers. However, the Point needed some qualification as some of the measures, such as housing complexes, were very expensive measures. Another Government member stated that the subject of transportation for workers should not be in an international standard. The Employer Vice-Chairperson added that though he had said that it was the responsibility of workers to get to work and back, the employers also accepted that measures should be taken to assist workers in that respect, but this was not always practicable. Several Government members supported the Office text because it correctly expressed the joint responsibility for such measures, while another Government member reminded the Committee that smaller enterprises were also concerned. Put to the vote, the amendment was rejected by a vote of 168,683 in favour, 170,422 against, with 15,561 abstentions.

212. Several Government members of the European Community submitted an amendment to delete "limit or" so that measures should be taken to reduce the travel time of workers, but not to limit it. In response to discussion on whether "limit" was the same as reduce, the Representative of the Secretary-General commented that the Office text had contemplated that the word "limit" would be relevant to an enterprise which was going to implement night work for the first time, while "reduce" would apply when night work had already been undertaken. The amendment was withdrawn.

213. The Workers' members submitted an amendment to add "and to improve the safety of such workers travelling at night". The Employers' members supported the amendment and it was adopted.

214. The Employers' members submitted an amendment to clause (c) to insert "or collective" after "individual" to accommodate the possibility that transportation for groups of workers might be appropriate. In place of the amendment the Committee agreed to amend clause (c) of the Office text by striking the word "individual".

215. An amendment was submitted by several Government members of the European Community to delete clause (d). Their concern was that the mention of the building of housing complexes could interfere with national housing policies or discriminate against other workers or groups who also had serious housing problems. However, both the Workers' members and Employers' members pointed out that this was just one consideration that could be taken into account by governmental authorities and employers. Nothing would prevent the housing from being available to others but attention should be paid to the needs of night workers when housing plans were being developed. In view of the discussion, the amendment was withdrawn.

216. Point 40 as amended was adopted.

Point 41

217. Two amendments were submitted to delete Point 41. The Government member of Canada with-

drew his amendment. However, the Employers' members maintained their amendment because they found Point 41 inappropriate for a Recommendation. The question of compensation had already been dealt with in other Points. Travel expenses of workers were not normally borne by the employer. If the employer became liable for extra expenses incurred by night workers, it would be difficult to deal with the variety of circumstances involved, such as workers with their own transport or those using public transport or taxis. If workers were allowed to choose their own means of transport, excessive claims could be made. The Workers' members supported the Office text and pointed out that only expenses that were greater for night work would be compensated, and that such compensation had to be appropriate. There was no mention of the worker being able to choose the means of transport. One Government member observed that if Point 40 were not properly applied, then Point 41 would at least cover the extra costs of transport at night. The amendment was rejected by a vote of 136,900 in favour, 166,944 against and 22,607 abstentions.

218. Point 41 was adopted without change.

Point 42

219. The Employers' members introduced an amendment which combined points 42 and 44. Where practicable, night workers should have access to a place which could be used both for resting and for eating. It was not always practicable to provide separate facilities for resting and for eating, especially in small enterprises. Their formulation was more flexible. The Workers' members opposed the amendment because they felt the Points should be considered one at a time. A room for rest was particularly important for night workers. As to the Employers' concern about practicability, this had already been discussed. The Recommendation obviously did not ask for the impossible. One Government member pointed out that in many legal systems there was no concept of proportionality and the wording of laws had to be followed exactly. This made an addition of a phrase such as "where practicable" necessary. The amendment was rejected by a vote of 144,337 in favour, 168,683 against with 19,129 abstentions.

220. Point 42 was adopted without change.

Point 43

221. The Employers' members submitted an amendment to make it clear that employers were not expected to provide the facilities mentioned in all circumstances. One had to bear in mind that this was not always practicable. The Workers' members stressed the importance of food for night workers. Eating during the night posed a problem because gastric functions were reduced. Studies had shown that nutritious drinks and light food were more appropriate. It was of course realised that special cases existed, for example, short shifts, and measures could be adapted to individual enterprises. However, it was important to state the principle without reservations. The Employers' members pointed out that the subject under discussion was the facilities to be provided and not the type of food. In many cases the workers brought their own food. One Government member stated that the Office text already said what the Em-

ployers wanted to say. This was also the understanding of the Workers' members which had submitted an amendment to strengthen the text. Put to the vote, the amendment was rejected by a vote of 136,271 in favour, 177,378 against and 20,868 abstentions.

222. The Workers' members submitted an amendment to make clear that employers should provide facilities. The Employers' members were against the categorical nature of the amendment. Not all employers could provide facilities for meals. The amendment was rejected by a vote of 151,293 in favour, 161,246 against with 22,607 abstentions.

223. Point 43 was adopted without change.

Point 44

224. Point 44 was adopted without change.

Point 45

225. The Employers' members submitted an amendment to replace "distribution" by "availability", because in their view "distribution" implied that the food was to be provided free of charge. In the opinion of the Workers' members, this notion was included in neither "distribution" nor "availability", especially in the French text. After confirmation from the Representative of the Secretary-General of the Conference that the intent of the Office text was not to imply provision of food free of charge, it was decided to refer the matter to the Drafting Committee.

226. Point 45 was adopted without change.

227. The Workers' members submitted an amendment to reverse the order of Points 44 and 45. The words "at least" in Point 44 should refer back to Point 45 and not Point 43. The Representative of the Secretary-General of the Conference explained that the Points had been put in the order for a specific reason. The general Point was followed by the minimum essential step and then by a desirable one. The Employers' members said they preferred the present order of Points. The amendment was withdrawn.

Point 46

228. Point 46 was adopted without change.

Point 47

229. The Workers' members submitted an amendment to include "training and re-training" for night workers. They attached great importance to giving night workers an opportunity to advance in their careers, especially as many night workers were in dead end jobs. The amendment was adopted unanimously.

230. Point 47 as amended was adopted.

Point 48

231. Several Government members of the European Community submitted an amendment to delete "with family responsibilities, of workers undergoing training and of older workers". This would avoid discrimination among various categories of workers when deciding on the composition of night crews. The amendment was withdrawn in view of the opposition of the Employers' and Workers' members, who felt that the Point would be robbed of its meaning.

232. Point 48 was adopted without change.

New Point

233. The Workers' members submitted an amendment to add a new Point as follows: "Except in cases of *force majeure* or of actual or imminent accident, workers should be given sufficient notice of a requirement to work at night to enable provision to be made for personal, educational and family responsibilities." The Employers' members suggested a subamendment to delete the words after "night". The subamendment and amendment as subamended were adopted.

234. A new Point was adopted.

Point 49

235. An amendment submitted by the Workers' members to replace "arrangements regarding" with "training opportunities including" would ensure that night workers could benefit from all types of training opportunities rather than just paid educational leave. The amendment was adopted.

236. Point 49 as amended was adopted.

Point 50

237. The Workers' members submitted an amendment to replace "priority" by "special consideration" so as not to upset seniority systems, affirmative action plans or other established priorities. With support from the Employers' members, the amendment was adopted.

238. The Employers' members submitted an amendment to insert "where necessary" after "night workers". Under paragraph (1), night workers would be given special consideration for day work if they had the necessary qualifications. Thus they were already qualified. Paragraph (2) covered the situation where they might need training for carrying out the particular job. The Workers' members accepted this explanation and supported the amendment. They wished to ensure that workers would not be transferred to lower skilled day jobs. The amendment was adopted.

239. Point 50 as amended was adopted.

Point 51

240. The Employers' members and several Government members of the European Community submitted amendments to delete Point 51. The Employers' members objected to the Point because it did not specify that the worker had worked on night work for a number of years with the same employer in order to be eligible for an early or phased retirement plan sponsored by that employer. They withdrew the amendment but said that the subject would have to be taken up again in the second discussion. The sponsors of the other amendment expressed concern about the ability of social security systems to take these priorities into account. They withdrew their amendment in favour of an amendment submitted by the Workers' members to replace "priority" by "special consideration". That amendment was adopted.

241. The Workers' members submitted an amendment to insert "voluntary" before "early retire-

ment" to preclude forced retirement. The amendment was adopted.

242. Point 51 as amended was adopted.

New Point

243. The Workers' members submitted an amendment to add a new Point with the following text: "The refusal to accept night work should not lead to a reduction of social security benefits, particularly unemployment insurance, except for professions which generally imply night work." The Employers' members opposed the amendment on the ground that few occupations required or "implied" night work. Several Government members objected because of the implications that it would have for their social security systems. Further, the amendment contained no concept of reasonability or relationship to whether the unemployed person's previous work was performed at night. Put to the vote, the amendment was rejected by a vote of 87,690 in favour, 128,760 against, with 21,090 abstentions.

Point 52

244. The Employers' members submitted an amendment to delete, "in particular through appropriate lighting and the presence of sufficient supervisory staff". Specific measures should not be mentioned. It was the standard of maintaining the same level of protection that was important. The Workers' members wished to ensure that measures would take into account the specific needs of night workers and especially the isolation that they often experienced. The Committee agreed to delete the references to lighting and supervisory staff, but on the basis of another amendment to add, "in particular through avoiding as far as possible isolation of workers during night work".

245. Point 52 as amended was adopted.

Point 53

246. The Employers' members submitted an amendment to delete this Point. They objected to stating as fact that the human organism was more sensitive at night to certain environmental disturbances and forms of work organisation. They repeated what they had argued throughout the course of the Committee's work: these contentions had not been scientifically proved and were not commonly accepted. Further, they noted that Report V (1) said that the issue had not been sufficiently studied. The Workers' members responded, as they had already done numerous times throughout the course of discussion, that there were studies that had reached conclusions in support of the statements in the Office text. The Workers' Vice-Chairperson cited several specific studies. She stated that according to the field of chronobiology, substances were absorbed differently depending upon the time of exposure, and this must be considered with regard to night workers. An Employer member emphasised that this Point would create special difficulties of application in the chemical industry. Emission levels may have to be the same during the night as during the day. The Workers' Vice-Chairperson stated that the Point would not necessarily mean that limit values would be different, but that the different effects on night workers would

have to be taken into account in organising work. One Government member reiterated her remarks during the general discussion that it had been conclusively established that there were harmful effects of night work. Put to the vote, the amendment was rejected by a vote of 88,800 in favour, 117,660 against, with 21,090 abstentions.

247. The Workers' members withdrew an amendment to delete "as far as possible", but wished the record to reflect their view that in most cases the problems could be dealt with through improvements in work organisation.

248. Point 53 was adopted without change.

Point 54

249. The Employers' members submitted an amendment to delete the reference to trade unions so that the Point would refer only to workers' representation functions. They felt that "trade union functions" was not normal ILO terminology and that only functions related to the enterprise were appropriate; these were workers' representation functions. The Workers' members and some Government members felt that the terminology was appropriate and that night workers should not be prevented from engaging in trade union activities just because they worked at night. Put to the vote, the amendment was rejected by a vote of 89,910 in favour, 135,420 against, with 4,440 abstentions.

250. Point 54 was adopted without change.

New Point

251. The Workers' members sought to add a new point as follows: "Assignment to night work should not be used to restrict activities of trade unions or of workers' representatives." The Employers' Vice-Chairperson rejected the implication that employers would exhibit such bad faith. The previous Point stated the same idea in a positive way. Put to the vote, the amendment was rejected with 97,680 votes in favour, 102,120 against, with 27,750 abstentions.

Point 55

252. The Representative of the Secretary-General of the Conference pointed out that this Point had been included in the Preamble of the Convention. In accordance with the Committee's decision not to repeat Points from the Convention in the Recommendation it should not be included here. The Workers' Vice-Chairperson asked whether the fact that it was in the Preamble to the Convention, where it had no operative effect, had the same legal value as if it were in the Recommendation. The representative of the Secretary-General of the Conference considered that a paragraph in the Preamble to a Convention would have value close to that of a substantive provision in a Recommendation. The Workers' Vice-Chairperson stated it was upon this interpretation that they agreed to the deletion of the Point from the Recommendation. It was an issue that needed further reflection.

253. Point 55 was deleted from the Recommendation.

Point 56

254. Point 56 was deleted from the Recommendation as it was contained in the Convention.

New Point

255. The Workers' members submitted an amendment to add the following Point: "Statistics on night work should be improved and studies on the effects of different forms of work organisation, particularly of shift work systems, should be intensified." The Employers' members agreed and the amendment was adopted. The Government member of Cyprus asked that the record reflect that in some countries this might not be possible or be within national priorities.

256. A new Point was adopted.

Point 57

257. The Workers' members proposed to replace Point 57 with the following text: "The forms of organisation of night work that are best adapted to each undertaking and to its personnel, as well as other issues relating to night work such as occupational health and social services, should be subject to an agreement between the employers and the workers' representatives concerned and the workers' organisations." They wished to strengthen the Office text. The Employers' members felt the amendment went too far. They had no problem with consultation, but the proposal was in contradiction with employers' decision-making on these matters. The Workers' members withdrew the amendment but said they would come back to this issue in the second discussion.

258. The Workers' members submitted an amendment to provide that there should be consultation "as well as on other issues relating to night work such as occupational health and social services". Workers needed to participate in the protection of their own health. The Employers' members submitted a subamendment so that the amendment would read as follows: "as well as on occupational health measures and social services". The subamendment was adopted and the amendment as subamended was adopted.

259. Point 57 as amended was adopted.

Proposed partial revision of the Night Work (Women) Convention (Revised), 1948, (No. 89)

260. Consideration of the Protocol to revise Convention No. 89 was begun by a general discussion. The Workers' Vice-Chairperson recalled the historical background of Convention No. 89. She paid tribute to the countries which had accepted to refrain from recourse to night work of women in industry despite the problems posed by international competition. The Convention still had an important role to play, especially in countries where women workers were seen as a cheap and docile labour force and needed protection. In many countries, protective legislation to limit night work of women had been inspired by the Convention. Equality of opportunity was advanced as an argument against the prohibition of night work of women, but such equality was slow to be realised in practice. Women still received inferior wages and still had the major burden of family responsibilities. Different studies had shown that due to women's double responsibilities, women night workers had on average four hours less sleep than men. This was a serious threat to health. As long as women still suffered from discrimination, they need-

ed protection. In countries which had ratified the Convention, trade unions had used it in their struggle to limit night work and to improve working conditions. The Workers' members had therefore concluded that the Convention was still important and a minority opposed even discussing the Protocol since it introduced the possibility of derogations. However, the majority of the group believed that with certain changes, the Protocol could give new vigour to the Convention and could be used to the advantage of women. For this reason they were willing to collaborate constructively and follow the general orientation of the Protocol as proposed. She warned, however, that if the Protocol was to be used to destroy the Convention the Workers' members would resist such a move with all their force. She also appealed to Government members which had not ratified the Convention to abstain from weakening protection of women through changes to an instrument they did not plan to ratify.

261. The Employers' Vice-Chairperson recalled that the adoption of the Protocol had been the priority issue for the Employers. For them Convention No. 89 was no longer appropriate as it was out of step with the promotion of equality of opportunity and in contradiction with Convention No. 111. The changing character of industrial work and advances in technology had permitted great improvements in working conditions. The preference of the Employers' members was to adopt a Protocol which would remove the prohibition on night work of women in industry. Several countries which had ratified Convention No. 89 were having difficulty in abiding by it, some had denounced it, and others were considering denouncing it. On the other hand, the Employers recognised that there were specific circumstances when women needed special protection, in particular concerning maternity. But instead of a prohibition of night work, women should be allowed to choose.

262. The Government member of Denmark announced that the Nordic countries had not ratified Convention No. 89 because national legislation did not permit differential treatment between men and women. However, they considered the Protocol important, supported the Office text and wanted to participate in the discussion.

263. The Government member of Canada stated that Canada had not ratified Convention No. 89 and did not support the Protocol. They believed that only maternity should be protected, and were satisfied with the terms of the proposed Convention which helped to improve working conditions for all night workers. Canada would abstain from the adoption of the Protocol.

264. The Government member of Uruguay said that his country had ratified Convention No. 89 but later denounced it. A national debate on the subject in his country had reached the conclusion that the Convention was discriminatory. Even if it were made more flexible, it would still contain a principle to which they were opposed. They felt that the proposed new Convention and Recommendation should replace Convention No. 89. They would abstain from the adoption of a Protocol.

265. The Government member of Belgium asked Committee members to be realistic. Even though

there were excellent instruments against discrimination, they were not sufficiently applied. Few countries, for example, had ratified Convention No. 156 on workers with family responsibilities. In practice inequality still existed and protection was therefore still necessary. Belgium had ratified Convention No. 89 and would support the Protocol.

266. The Government member of Switzerland said that his country had ratified Convention No. 89 but would consider denunciation if it was not made more flexible. In his opinion, the emancipation of women had advanced a great deal over the last 40 years. The majority of working women were employed in non-industrial work to which the Convention did not apply. The Convention was not only discriminatory, but was no longer adapted to modern needs.

267. The Government member of the German Democratic Republic said that a general prohibition was no longer acceptable because it prevented women from having access to employment in high technology fields for which they had acquired skills and advanced education. Instead, governments should take measures to help women cope with family responsibilities.

268. The Government member of Malta said that his country had ratified Convention No. 89. In the Protocol they wished to include the same provisions on maternity protection as those in Point 17 of the proposed Convention.

Point 1

269. Point 1 was adopted without change.

Point 2

270. The Workers' members presented an amendment to delete this Point. They did not understand why the Protocol should have such a Preamble when Convention No. 89 did not have one. As the Protocol would only partially revise the Convention, a minimal text which showed the link between the Convention and the Protocol would be sufficient. The Employers' members opposed the deletion of the Preamble. It showed the basis for the provisions of Point 3. Several Government members supported the Preamble because it explained the reasons behind the Protocol. The amendment was withdrawn.

271. The Workers' members presented another amendment to insert a new clause to "recall that, as long as equality between men and women is not fully realised in society or in the enterprise, the drawbacks and hazards inherent in night work particularly affect women". The Committee's preceding discussions had shown that night work affected women more adversely due to the inequalities in society. This should be reflected in the Preamble. The Employers' members were opposed to such a subjective statement since the other two clauses dealt with factual information. In order to prevent the creation of a platform to limit the scope of the Protocol, they proposed a subamendment to add "in the periods before and after childbirth". This was immediately rejected by the Workers' members and the subamendment was withdrawn. The amendment was put to a vote and rejected by 97,680 votes in favour, 101,010 votes against, and 23,310 abstentions.

272. Another amendment was submitted by the Workers' members to insert a new clause after clause (a) to "note that the obstacles to the promotion of women in professional life, through access to skilled and highly paid occupations, should be removed". There was a need to encourage the access of women to better careers and to supplement Article 8 of Convention No. 89. The Employers' members found the arguments convincing and the amendment was adopted.

273. The Government member of Australia withdrew an amendment but expressed the view that the Preamble did not adequately reflect the aim of eliminating discrimination between workers on grounds of sex.

274. Point 2 as amended was adopted.

Point 3

275. Before the discussion of Point 3 began, the Employers' Vice-Chairperson addressed a question to the Office with regard to the scope of action that could be taken by Protocol. He noted that the Proposed Conclusions provided that the variations from Article 2 and the exemptions from Article 3 that might be allowed could only be introduced by means of an agreement between employers and workers. Would it be possible for the Protocol to provide for variations or exemptions directly by law? There had been some amendments submitted to this end. The Representative of the Secretary-General of the Conference stated that any amendments which had been submitted by the deadline would be considered and that it would be for the Committee to decide, based on the amendments that would come before it, how far to go in the revision of Convention No. 89 and by which means.

Clause (a)

276. The Government member of Japan submitted an amendment to modify clause (a) to read as follows: "National laws or regulations, adopted after consulting the most representative organisations of employers and workers, may determine variations in the duration of the night period as defined in Article 2 and exemptions from the prohibition of night work contained in Article 3 or may provide that such variations and exemptions be introduced by means of an agreement between an employer or group of employers or one or more organisations representative of the employers concerned, and one or more organisations representative of the workers concerned." This would have the effect of permitting variations and exemptions by national legislation as well as by agreement. The Government of Japan believed that the competent authorities should have this possibility in order to accommodate the various situations in different countries. Consultation with the most representative organisations of employers and workers would still be required. The Employers' members supported the amendment because it provided great flexibility.

277. The Workers' Vice-Chairperson argued against the amendment. The Workers' opposed any proposal that would put into the Protocol a negation of the Convention. Even if the Committee were legally competent to adopt such a provision, it would

be unthinkable to let member States decide whether to apply the Convention. She expressed her consternation that the proposal had been submitted by a country which had not ratified the Convention since it would have a significant effect on those countries which had. She appealed to the Government members who might support such an amendment to have the courage to denounce the Convention rather than to undermine its integrity in this fashion.

278. One Government member expressed support for the flexibility offered by the amendment. There were some countries in which collective bargaining was not a very widespread practice. In such countries, governments should be able to act. It was also important to consider developing countries. Development should not be impeded. Another Government member also supported the amendment. Employers would be seeking variations and exemptions and workers, in principle, would be against them. A neutral authority should be able to decide under what conditions variations and exemptions should take place.

279. One Government member pointed out that this was a very important question of principle. It appeared that the amendment would open the way to allowing completely optional enforcement of Convention No. 89. This seemed a very unusual procedure and he wondered if it had been done before. Another Government member expressed opposition to the amendment. First, consultation was not sufficient. There must be agreement between the social partners. Second, the amendment removed the sense of the Protocol. It would mean the ability to denounce the Convention by acceptance of the Protocol.

280. A Government member sought clarification about the ability of a government to give its final consent to an agreement that might have been reached regarding variations and exemptions. For example, could it reject an agreement providing for exemptions? The representative of the Secretary-General of the Conference pointed out that the Office commentary in Report V(2) stated that final review by the national authorities was exactly the sort of condition which governments could establish under clause (b) of Point 3.

281. The Committee asked the Legal Adviser to comment on the receivability of the proposed amendments to the Protocol which would permit derogations directly by national laws and regulations or by the competent authority. He began by distinguishing between the intention of the decision to consider a Protocol and the limits which were applicable under the Constitution and the Standing Orders. The intention, as clearly expressed in the documents submitted to the Governing Body, was to allow variations and exemptions without other limits than the requirement of an agreement between the social partners under conditions fixed by national laws and regulations. There were cases in which the prohibition of night work of women might not be considered to be to their advantage; but the claim that variations and exemptions were more favourable required confirmation by the women workers concerned through their representative organisations. This was clearly stated in the Office commentary in Report V (2) under Point 3.

282. The Legal Adviser continued by examining the question of how far the Committee could go in enlarging the possibilities for variations and exemptions. Nothing in the decisions of the Governing Body or the provisions of the Constitution or Standing Orders permitted the conclusion that the Conference was strictly bound by the intentions behind the work which had led to the Proposed Conclusions. The only limit was that the revision must be partial. It was, however, necessary to recognise that the amendments which allowed variations and exemptions directly by national laws and regulations went beyond usual practice in that they fixed no limits on the power to derogate through legislation. If this path were followed, it would be quite possible to introduce such limits through subamendments.

283. The Employers' Vice-Chairperson stated that after having heard the Legal Adviser's comments, he understood that the Committee and the Conference were free to take the courses of action that had been proposed in various amendments. These would give authority to governments to determine variations and the scope of exemptions from certain provisions. However, such a course went beyond other revisions of Conventions. Some of the amendments that had been proposed to bring about variations and exemptions did not stipulate limits on government action. The Employers' members had thus decided to propose a subamendment. After "Article 3" in the amendment, the following would be added: "in respect of limited categories of women workers when the application of the provisions of the Convention to them would raise special problems of a substantial nature".

284. The Workers' Vice-Chairperson opposed the subamendment. As she understood the Legal Adviser's remarks, the amendment submitted by the Government member of Japan and others which were similar were receivable. However, she had three questions. What was the effect on other articles of the Convention? Since the Governing Body did not intend for the revision to go beyond Articles 2 and 3, could Governments be relieved of the obligations of the Convention without limit in contradiction to Article 15? Finally, would this procedure create a dangerous precedent with regard to future standard-setting activities of the ILO? Though it might not contradict this Committee's mandate, did it not affect the legal context of other standards? After all, ratifying States expected that other ratifying States would maintain their obligations. Otherwise the entire mechanism of control would make no sense.

285. The Legal Adviser responded that, from a strictly legal point of view, Article 15 would not be modified by the Protocol. As far as the wider implications were concerned, it was up to the Committee and the Conference to decide.

286. Regarding the subamendment that the Employers' members had submitted, the Employers' Vice-Chairperson stated that it was designed to meet the concerns expressed in the discussion and to take into account the remarks of the Legal Adviser. It was an attempt to give Governments greater flexibility, but to place some limits on how far they could go in order to meet the practical problems that had arisen with regard to Convention No. 89. It would permit a

whole range of possibilities: continuing the prohibition as provided in the Convention and applying it according to the present provisions, introducing variations or exemptions by agreement, requiring the government authority to give final approval of agreements, and, finally, introducing limited variations and exemptions by law where there were substantial reasons and subject to the requirement for consultation.

287. The Workers' members opposed the sub-amendment. In their view, it was cosmetic in nature. No guidance was given as to what problems of a substantial nature might be. The original text of Convention No. 89 described conditions which warranted exceptions, such as cases of *force majeure* or where perishable materials might be lost. But in the sub-amendment, the determination of the meaning of "substantial" would be left to governments.

288. A Government member asked the Legal Adviser to verify that some ILO instruments allowed decisions to be taken by governments, even on exemptions, after consulting the employers' and workers organisations concerned. The Legal Adviser responded that some instruments contained such clauses. However, the issue was different with a revising instrument. The question was not how to place limits in a Convention that would be submitted for ratification, but how, through a revising instrument, the requirements of an existing Convention would be reduced.

289. The Government member of Japan explained further the reasons for submitting the amendment. There had been no intention to undo the intent of Convention No. 89, but rather to take into account the need to make the instrument more flexible. In Japan, women were prohibited from working at night, not just in the manufacturing industry, but in all industries. Exceptions were determined by national laws. Before their enactment, labour laws, including such exceptions, were submitted for agreement to an advisory council composed of representatives of employers' and workers' organisations and independent experts. The amendment reflected the Japanese context and it had not been expected that it would create conflict or confusion. Therefore the amendment would be withdrawn and the issue could be taken up again in the second discussion. The Employers' Vice-Chairperson announced that the Employers would move the amendment. He added that their intention was not to remove or negate the prohibition in the Convention, but to provide more flexibility without giving total freedom of action to governments.

290. One Government member commented that though he appreciated the efforts of the Employers to limit the sweeping provisions of the amendment, it would be difficult for governments to define the limited categories or the special problems. In many cases, governments would want to allow exemptions for economic reasons rather than because of difficulties of application. The Workers' Vice-Chairperson warned that a dangerous decision was being proposed. The criteria in the subamendment were not clearly defined and it did not refer to the need to protect women. Furthermore, clause (b) allowed governments to determine the level at which negotiations regarding variations and exemptions would take

place and the conditions to which they would be subject. The Employers' Vice-Chairperson pointed out that the criteria were the same as those in Point 12 and there had been no objection. The Workers' Vice-Chairperson stated that the new Convention, where there had been no pre-existing prohibition, was not the same as the Protocol. Put to the vote, the sub-amendment was rejected by a vote of 83,266 in favour, 111,724 against, with 16,864 abstentions. The Government member of Japan withdrew the amendment in favour of continuing the discussion in the following year. The Employers' members also withdrew support for the amendment but would support other amendments with similar objectives.

291. The Employers' members submitted an amendment to add at the end of clause (a) "or, in the case of no agreement being reached, by decision of the competent authority". If no agreement could be reached regarding variations or exemptions, it was necessary to provide a possibility for the competent authority to intervene. The priority accorded to agreements was preserved. They offered a sub-amendment which would add at the end of the amendment "provided that the decision of the competent authority shall relate to limited categories of women workers when the application of the Convention to them would raise special problems of a substantial nature". The Workers' members opposed the amendment with or without the subamendment. It still left authority to States to decide without including criteria for such decisions. There were two paths that could have been taken to provide more flexibility in the application of Convention No. 89. One was to allow States to decide on variations in the definition of night and exemptions from the prohibition according to criteria established in the Protocol. The second was to establish a procedure which would safeguard the interests of women workers by requiring an agreement. The Office had chosen the procedural approach. The amendment, however, would mix the two approaches and give authority to States without establishing clear limits. A Government member offered a subamendment to the subamendment to insert: "be taken after consultation with the most representative organisations of employers and workers and shall" after "shall". The Employers' members agreed to the change. They considered that their proposal now contained adequately clear limits, in fact the same ones that had been accepted for the new Convention. A Government member supported the Employers' amendment. Without a provision of this type, his Government would have to seriously consider denouncing Convention No. 89. Decisions on exemptions allowing women to work at night could not be left solely to the social partners. If no agreement was reached, a neutral body, namely the competent authority, should be able to decide. The Workers' members remained opposed to the amendment as subamended. The words "special problems of a substantial nature" were far too vague in the context of the Protocol. Put to the vote, the amendment as subamended and further subamended was rejected with 87,482 votes in favour, 101,184 votes against, and 22,134 abstentions.

Clause (b)

292. The Government member of India submitted an amendment that would add at the end of clause

(b), "including the approval of any agreement in this regard by the competent authority, if considered necessary". After a clarification from the Representative of the Secretary-General that this type of provision could be included in national laws or regulations under clause (b) as it stood, the amendment was withdrawn.

Clause (c)

293. The Employers' members submitted an amendment which would replace clauses (c), (d), (e) and (f) with alternative provisions on pregnancy and maternity protection. The Employers' Vice-Chairperson stated that it was appropriate to provide protection during a period before and after childbirth. The Committee had taken a decision on this by its adoption of Point 17. However, the amendment differed from the new text of Point 17. They were prepared to subamend it to conform. In addition, they pointed out that the Office text started with the premise of a prohibition in clause (c). The prohibition could be lifted if certain conditions were met. In contrast, the amendment dealt directly with cases where exemptions had been granted. The Employers felt that their amendment was a less complex approach. The Workers' members preferred the Office text with a few minor changes. The Protocol should differ from the new Convention on night work. The Committee had found a formulation in Point 17 of the Convention that was relevant both for countries which had a prohibition and for those which provided free choice. However, the Protocol concerned only Convention No. 89 which prohibited the night work of women. The limits on derogations therefore must be more rigorous. The flexibility that the Protocol would provide should be particularly restricted with regard to maternity protection. Put to the vote, the amendment as subamended was rejected with 85,374 votes in favour, 99,076 votes against, with 22,134 abstentions.

294. The Workers' members submitted an amendment to replace the words following "lifted" in the fourth line by "at the specific request of the woman worker concerned provided that neither her health nor that of her child will be endangered". The Employers' members, on the understanding that the amendment replaced all words in clause (c) after "lifted" agreed and the amendment was adopted.

295. Point 3 as amended was adopted.

Adoption of the report, proposed Conclusions and resolution

296. At its 19th session, the Committee adopted its report, subject to changes requested by various members, as well as the proposed Conclusions as they had been amended by the Drafting Committee.

297. The Workers' member of France stated that in his opinion the work of the Committee had resulted in decisions which went against the interests of the workers and the vocation of the ILO. While the new standards might one day permit reduction and partial compensation of the hazards of night work, the socially indispensable protection provided by a prohibition was lacking. In addition, the protection provided by Convention No. 89 had been practically eliminated on the pretext of equality of treatment of women. The Workers' Vice-Chairperson pointed out that this

statement represented the views of a small minority of the Workers' members and that the Workers' members as a whole supported the approval of the resolution to place "night work" on the agenda of next year's Conference.

298. The Committee adopted the resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Night Work".

299. Concerning the resolution, the Employers' Vice-Chairperson stated the strong reservations of the Employers' members. They were not favourable to the adoption of a Convention and Recommendation on night work, especially as found in the proposed Conclusions. The resolution was consistent with the decisions that the Committee had taken, but it did not have the Employers' support.

300. The Employers' Vice-Chairperson expressed the attitude of the Employers' members toward the Committee's work thus far and the proposed Conclusions that it had reached. They remained unconvinced of the need to regulate night work through the adoption of new instruments, in particular a Convention. The extremely varied nature of night work, its complexity and the variety of circumstances under which it was carried out made it unsuitable for international regulation. By analogy, one could imagine the difficulties of covering all forms of day work by a single Convention. The draft instruments were unacceptable because they proceeded from the premise that all night work was hazardous to health and disturbed social life. This premise was incorrect, and it had led to errors in the provisions of the instrument. Moreover, the instruments were insufficiently flexible and did not take into account all forms of night work. Some persons seemed to believe that night work was only carried out in large industrial undertakings, whereas night work increasingly was found in small enterprises and the service sector. The proposed Convention in its present form was not capable of wide ratification nor of effective application. Insufficient attention had been given in the Committee's discussion to the essential nature of night work in national economies and to its benefits, in particular job creation. With respect to the revision of Convention No. 89, some limited improvement had been made. However, the discriminatory nature of the prohibition of night work of women remained and required further attention in the second discussion.

301. The Workers' Vice-Chairperson considered that the position of the Employers' members was inconsistent with that of the Employers' members on the Governing Body, who had agreed that new standards on night work in general would be considered by this Committee in addition to the revision of Convention No. 89. She also regretted that there was still disagreement over the fact that night work has drawbacks for workers. There was still much important work to come. She would identify remaining problems with the texts of the proposed Conclusions during the plenary session at the Conference. Some of these related to the definitions of "night" and "night work", which would deprive too many workers of the protection provided by the Convention and Recommendation.

302. The Employers' Vice-Chairperson pointed out that his statement on the Employers' position

with respect to the new instruments was not inconsistent with the decision that had been taken by the Governing Body. The Governing Body had called for the examination of the possibility of new standards on night work. After such examination, the Employers' members continued to maintain that the nature of night work made it inappropriate for regulation by new standards, in particular by a Convention.

303. Several Government members felt that the Committee had carried out a very constructive dialogue. They hoped that common ground could be found for achieving the best possible texts in the second discussion.

304. The Chairman thanked the Committee for its co-operation and for the very important work that it had carried out.

305. The present report, the proposed Conclusions, and the resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Night Work" are submitted for consideration.

Geneva, 26 June 1989

(Signed) P. K. SUMA'MUR
Chairman

J. WALGRAVE
Reporter

Proposed Conclusions

I. PROPOSED INSTRUMENTS ON NIGHT WORK

A. Form of the instruments

1. The International Labour Conference should adopt new standards on night work.

2. These new standards should take the form of a Convention supplemented by a Recommendation.

B. Content of the proposed Convention

3. The Preamble should refer to the provisions of international labour Conventions and Recommendations on the night work of children and young persons, and specifically to the provisions in the Night Work of Young Persons (Non-Industrial Occupations) Convention and Recommendation, 1946, the Night Work of Young Persons (Industry) Convention (Revised), 1948, and the Night Work of Children and Young Persons (Agriculture) Recommendation, 1921.

4. The Preamble should also refer to the provisions of international labour Conventions and Recommendations on night work of women, and specifically to the provisions in the Night Work (Women) Convention (Revised), 1948, and the proposed Protocol thereto, the Night Work of Women (Agriculture) Recommendation, 1921, and Paragraph 5 of the Maternity Protection Recommendation, 1952.

5. The Preamble should also refer to the Maternity Protection Convention, 1952.

6. The Preamble should state that night work is detrimental to health and disturbs the social and fam-

ily life of workers. The drawbacks and hazards to which workers are exposed should be reduced and compensated.

7. The Preamble should state that in some cases night work is indispensable for social or technical reasons, and that in other cases it allows for more intensive use of equipment and installations, thus helping to raise the productivity of undertakings and to create employment.

8. The Preamble should state that, wherever possible, advantage should be taken of scientific and technical progress and of innovations relating to work organisation in order to limit recourse to night work.

9. For the purposes of the Convention:

- (a) the term "night" should mean a period, which should comprise not less than seven consecutive hours, determined by the competent authority after consulting the most representative organisations of employers and workers;
- (b) the term "night work" should mean a period of work which includes a part of the night to be determined by the competent authority after consulting the most representative organisations of employers and workers;
- (c) the term "night worker" should mean an employed person who is engaged in night work on a permanent basis, or within the framework of a shift work system, or on a certain number of days in any calendar year to be determined by the competent authority after consulting the most representative organisations of employers and workers.

10. The Convention should apply to all employed persons of both sexes.

11. A Member which ratifies the Convention may, after consulting the representative organisations of employers and workers concerned, exclude wholly or partly from its scope limited categories of workers when the application of the Convention to them would raise special problems of a substantial nature.

12. A Member which avails itself of the possibility afforded in the preceding Point should, in its reports on the application of the Convention under article 22 of the Constitution of the ILO, indicate the particular categories of workers thus excluded and the reasons for their exclusion. It should also describe all measures taken with a view to progressively extending the provisions of the Convention to the workers concerned.

13. The Convention should provide that specific measures should be taken with a view to reducing drawbacks inherent in night work and eliminating, where possible, hazards in night work and properly compensating employees. These measures may be introduced progressively and should include, as a minimum, those referred to in Points 14 to 20 below.

14. Workers should have the right, before taking up an assignment as a night worker and at regular intervals thereafter, to undergo a health assessment without charge and to receive advice designed to reduce the harmful effects of night work on health. There should be a guarantee that the medical findings which concern them will not be transmitted to

others without their consent and will not be used to their detriment.

15. Arrangements should be made to ensure that at all hours of the night workers who have an accident or are taken ill at the workplace should receive first aid and, where necessary, be taken quickly to a medical centre.

16. Safeguards should be established for night workers recognised, for reasons of health, as incapable of performing this type of work for a given period.

17. (1) Measures should be taken to ensure that an alternative to night work is available to women workers who would otherwise be called upon to perform such work –

- (a) for a period of at least three months before the expected date of childbirth and at least three months after childbirth;
- (b) for additional periods during pregnancy, or during a specified time beyond three months after childbirth the length of which should be determined by the competent authority after consulting the most representative organisations of employers and workers, in respect of which a medical certificate is produced stating that this is necessary for the health of the mother or child.

(2) The measures referred to in Paragraph (1) above may include transfer to day work where this is possible, the provision of social security benefits or an extension of maternity leave.

(3) During the periods referred to in Paragraph (1) above –

- (a) a woman worker should not be dismissed or given notice of dismissal, except for justifiable reasons not connected with pregnancy or childbirth;
- (b) the income of the woman worker should be maintained at a level sufficient for the full and healthy maintenance of herself and her child in accordance with a suitable standard of living. This income maintenance may be ensured by any of the measures listed in (2) above, by other appropriate measures or by a combination of these measures.

(4) The provisions of this Point should not have the effect of reducing the protection and benefits connected with maternity leave.

18. Night workers should be granted reduced working time without loss of earnings or receive extra pay.

19. Appropriate social services should be provided for night workers.

20. Before introducing night work, the employer should consult the workers' representatives concerned.

21. The provisions of the Convention may be implemented by laws or regulations, collective agreements, works rules, arbitration awards or court decisions, a combination of these means or in any other manner appropriate to national conditions and practice. In so far as they have not been given effect by other means, they should be implemented by laws or regulations.

22. Where the provisions of the Convention are implemented by laws or regulations, there should be

prior consultation with the most representative organisations of employers and workers.

C. Content of the proposed Recommendation

General provisions

23. For the purposes of the Recommendation:

- (a) the term "night" should mean a period, which should comprise not less than seven consecutive hours, determined by the competent authority after consulting the most representative organisations of employers and workers;
- (b) the term "night work" should mean a period of work which includes a part of the night to be determined by the competent authority after consulting the most representative organisations of employers and workers;
- (c) the term "night worker" should mean an employed person who is engaged in night work on a permanent basis, or within the framework of a shift work system, or on a certain number of days in any calendar year to be determined by the competent authority after consulting the most representative organisations of employers and workers.

24. The Recommendation should apply to all employed persons of both sexes.

25. The provisions of the Recommendation may be implemented by laws or regulations, collective agreements, works rules, arbitration awards or court decisions, a combination of these means or in any other manner appropriate to national conditions and practice. In so far as they have not been given effect by other means, they should be implemented by laws or regulations.

26. Where the provisions of the Recommendation are implemented by laws or regulations, there should be prior consultation with the most representative organisations of employers and workers.

Hours of work and rest periods

27. Normal hours of work for night work should not exceed eight in any 24-hour period, except in the case of work which includes substantial periods of mere attendance or stand-by or in cases in which alternative working schedules have been agreed upon through collective bargaining.

28. Normal weekly hours of work of night workers should not exceed on average those of workers performing the same work by day in the branch of activity or the undertaking concerned.

29. Night workers should have priority in the application of measures for reducing normal weekly hours of work or should be granted additional days of paid leave.

30. Work should be organised in such a way as to avoid, as far as possible, overtime before or after night work.

31. In occupations involving special hazards or heavy physical or mental strain, overtime before or after night work should be prohibited, except in cases of *force majeure* or of actual or imminent accident.

32. In cases of shift work involving night work, the working of two consecutive full-time shifts should be

prohibited, except in cases of *force majeure* or of actual or imminent accident.

33. In cases of shift work involving night work, a rest period of 11 hours between two shifts should be guaranteed as far as possible.

34. Night work should include a break or breaks to enable workers to rest and eat.

35. The scheduling and total length of the breaks referred to in Point 34 above should take account of the more demanding nature of night work compared with the same work performed during the day.

Financial compensation

36. Night work should give rise to the payment of appropriate financial compensation. Such compensation should be additional to the remuneration paid to day workers performing the same work and –

- (a) should respect the principle of equal pay for men and women for identical work, or work of equal value; and
- (b) may by agreement be taken in the form of reduced working time.

37. Where financial compensation for night work is a normal element in a worker's earnings, it should be incorporated in the basic wage or added to it for the purposes of calculating the remuneration of paid annual leave, paid public holidays and other absences that are normally paid as well as for the fixing of social security contributions and benefits.

Health

38. Employers and the workers' representatives concerned should be able to consult the occupational health services, where they exist, on the consequences of various forms of organisation of night work, especially when undertaken by rotating crews.

39. (1) Night workers who are recognised, for reasons of health, as incapable of performing night work during a given period should be transferred, whenever possible, to day work.

(2) If transfer to day work is not possible, these workers should be granted, during the period referred to in paragraph 1 above, appropriate benefits, in accordance with national law and practice.

Social services

40. Measures should be taken to limit or reduce the time spent by night workers in travelling between their homes and workplaces and to improve their safety when travelling at night. Such measures may include –

- (a) co-ordination between the starting and finishing times of night work and the schedules of local public transport services;
- (b) provision by the employer of collective means of transport for night workers where public transport services are not available;
- (c) assistance to night workers in the acquisition of appropriate means of transport;
- (d) the building of housing complexes within a reasonable distance of the workplace.

41. Where night workers incur heavier expenses in travelling between their home and their workplace

than those borne by other workers in the undertaking, the employer should pay appropriate compensation.

42. Suitably equipped rest rooms should be made available to night workers in appropriate places in the undertaking.

43. The facilities provided by employers for their personnel to obtain meals and beverages while at work should be devised in such a way as to meet the needs of night workers.

44. So far as possible, the employer should make available to night workers, at appropriate places in the undertaking, food and beverages suitable for consumption at night.

45. Night workers should at least have access to a place where they may prepare or heat and eat food which they have brought.

46. The extent to which night work is performed locally should be one of the factors to be taken into consideration when deciding on the establishment of crèches or other services for the care of small children, choosing their location and determining their opening hours.

47. Within the framework of measures adopted by the public authorities, by other institutions and by employers to encourage training and retraining, as well as cultural, sporting or recreational activities for workers, the specific constraints on night workers should be duly taken into consideration.

Other measures

48. In cases of shift work, the special situations of workers with family responsibilities, of workers undergoing training and of older workers should be taken into consideration when decisions are taken on the composition of night crews.

49. Except in cases of *force majeure* or of actual or imminent accident, workers should be given sufficient notice of a requirement to work at night.

50. Measures should be taken, where appropriate, to enable night workers, like other workers, to benefit from training opportunities including paid educational leave.

51. (1) Night workers who have completed a given number of years on night work should be given special consideration with respect to vacancies for day work for which they have the necessary qualifications.

(2) Preparations should be made for such transfers by facilitating the training of night workers where necessary for tasks normally performed by day.

52. Night workers who have completed a considerable number of years on night work should be given special consideration with respect to facilities for voluntary early retirement or phased retirement where such facilities exist.

53. The employer should take the necessary measures to maintain by night the same level of protection against occupational safety and health hazards as by day, in particular avoiding, as far as possible, the isolation of workers.

54. In determining the content of night work, account should be taken, as far as possible, of the fact that the human organism is more sensitive at night to certain environmental disturbances such as toxic substances, noise and vibrations, as well as to certain forms of work organisation such as piece work, assembly-line work, or work according to a pre-established rhythm.

55. Night workers who have a trade union or workers' representation function should, like their colleagues who assume such a function by day, be able to exercise it in appropriate conditions.

56. The workers' representatives concerned should be consulted regularly on the forms of organisation of night work that are best adapted to each undertaking and to its personnel, as well as on occupational health measures and social services.

57. Statistics on night work should be improved and studies on the effects of different forms of work organisation, particularly of shift work systems, should be intensified.

II. PROPOSED PARTIAL REVISION OF THE NIGHT WORK (WOMEN) CONVENTION (REVISED), 1948 (No. 89)

58. The International Labour Conference should revise the Night Work (Women) Convention (Revised), 1948 (No. 89), by adopting a Protocol authorising:

- (a) variations in the duration of the night period as defined in Article 2;
- (b) exemptions from the prohibition on night work contained in Article 3.

59. The Preamble to the Protocol should:

- (a) note the on-going discussion and developments in national law and practice concerning the prohibition of night work by women workers, in particular with regard to equality of opportunity and treatment for men and women in employment;
- (b) note that obstacles to the advancement of women in working life, through access to skilled and well paid occupations, should be removed;
- (c) indicate that these developments should take place with full respect for the interests of women workers, including the need for maternity protection.

60. The Protocol should add an Article to Part I of the Convention which should provide as follows:

- (a) National laws or regulations, adopted after consulting the most representative organisations of employers and workers, may provide that variations in the duration of the night period as defined in Article 2 and exemptions from the prohibition of night work contained in Article 3 may be introduced by means of an agreement between an employer or group of employers or one or more organisations representative of the employers concerned, and one or more organisations representative of the workers concerned.
- (b) These national laws or regulations should determine the circumstances in which such variations and exemptions may be permitted, the level at which they may be negotiated and the conditions to which they should be subject.
- (c) It should be prohibited to apply the variations and exemptions permitted pursuant to Point 60 (a) and (b) above to women workers during periods of at least three months before the expected date of childbirth and at least three months after childbirth. This prohibition may be lifted at the express request of the woman worker concerned on condition that neither her health nor that of her child will be endangered.
- (d) The prohibition provided for in Point 60 (c) above should also apply to additional periods during pregnancy or during a specified time beyond three months after childbirth, in respect of which a medical certificate is produced stating that this is necessary for the health of the mother or child.
- (e) During the periods referred to in Point 60 (c) and (d) above, women workers should be protected against dismissal and their income should be protected through assignment to day work, extended maternity leave, social security benefits or any other appropriate means, or through a combination of these means.
- (f) The provisions referred to in Point 60 (c), (d) and (e) above should not have the effect of reducing the protection and benefits connected with maternity leave.
- (g) Information on the variations and exemptions in force should be included in the reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation.

**Resolution to place on the agenda of the next ordinary session of the
Conference an item entitled "Night Work"**

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Convention and a Recommendation concerning night work and for a Protocol revising the Night Work (Women) Convention (Revised), 1948,

Decides that an item entitled "Night work" shall be included in the agenda of its next ordinary session for a second discussion with a view to the adoption of a Convention and a Recommendation concerning night work and of a Protocol revising the Night Work (Women) Convention (Revised), 1948.

CONTENTS

	Page
<i>Fifth Item on the Agenda: Night Work:</i>	
Report of the Committee on Night Work .	1
Proposed Conclusions	35
Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Night Work"	39



Provisional Record

Seventy-sixth Session, Geneva, 1989

Thirty-fourth sitting

Monday, 26 June 1989, 10.15 a.m.

President: Mr. Nkomo

REPORT OF THE COMMITTEE ON CONVENTION NO. 107: SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT – The first item on our agenda is the report of the Committee on Convention No. 107. I should like to invite the officers of the Committee – the Chairman, Mr. España-Smith, Government delegate, Bolivia, the Employers' Vice-Chairman, Mr. de Regil Gómez, Employers' delegate, Mexico, the Workers' Vice-Chairman, Mr. Svenningsen, Workers' delegate, Denmark, as well as the Reporter, Mr. Helms, Government adviser, Denmark, to come to the rostrum.

I give the floor to Mr. Helms, the Reporter of the Committee, to submit the report

Mr. HELMS (*Government adviser, Denmark; Reporter of the Committee on Convention No. 107*) – I have the honour to submit the report of the Committee on Convention No. 107, as contained in the *Provisional Record*, No. 25.

The Committee carried out the second discussion on the revision of Convention No. 107. I should stress that the proposed Convention is an all-embracing Convention and goes well beyond the normal scope of ILO instruments. It attempts to deal with the major problems faced by indigenous and tribal peoples, without breaking these problems up into small segments to suit the fields of competence of the organisations of the United Nations system. The whole exercise has been carried out with the full co-operation and support of the United Nations and the specialised agencies.

This has also meant that we had to deal with a number of extremely difficult and sensitive questions, on which opinions were deeply divided and strongly held. The Committee had to find a balance between language which would, on the one hand, have expressed the aspirations of the indigenous and tribal peoples themselves, as well as the concern felt by the international community for their problems; and, on the other, the need to have a realistic text that could be ratified and provide a basis for national and international action. I would like to think that we have been reasonably successful in this.

Amongst the difficult issues we have before us, I would draw your special attention to three. The first was the use of the term "peoples" rather than "populations", with implications and interpretations going far beyond dictionary meanings. The Committee accepted, without voting, the word "peoples" with a clause to explain that this should not be construed as having any implications as regards the rights which

may attach to the term under international law. This provision again was supplemented by a statement from the Chair, which I have incorporated in my report and which you will find in paragraph 31.

The second was the requirement to consult these people, in good faith and in a form appropriate to the circumstances, with the objective of achieving agreement or consent. This wording was adopted by the Committee after a vote. I am certain that the importance of this provision will not be lost on you, nor I trust, on the indigenous and tribal peoples themselves.

The third major issue was the whole question of land rights: the concept of territories, ownership, possession, and transmission of land rights, surface and subsurface resources, and relocations. The text that the Committee adopted and submits to you is contained in Articles 13 to 19 of the proposed Convention. Agreement on this text was only reached after long and sometimes painful discussions as the Committee sought to cover a wide variety of situations and of concepts. Several times it looked as if agreement was not possible. The consensus at the end could not have been finally reached but the determined and diplomatic efforts of the Chairman, the leaders of the two groups, and a number of governments.

The Committee adopted, with much less difficulty, the provisions on recruitment and conditions of employment, on vocational training, handicrafts and rural industries, on social security and health, on migration across borders and on administration. These had been discussed last year and by and large the Committee was satisfied with the draft text before it. That they were more easily adopted does not diminish their importance.

I believe that the proposed Convention represents a significant expression of the international community's concern for peoples who have suffered discrimination, injustice, dispossession and shameful treatment. A text alone cannot atone for centuries of wrongs, but it can make a statement of intent. I hope that this proposed Convention, which will take the place of Convention No. 107 as the only major international instrument in this field, does make that statement.

In its work, the Committee was fortunate in having the participation of several organisations representing indigenous and tribal peoples. This was an element lacking in the 1956 and 1957 discussions, and we are grateful for the representatives of international non-governmental organisations who spent many patient hours with us so that we could have the benefit of their views and their attitudes.

I also thank the representatives of national non-governmental organisations who attended our discussions.

I know that the indigenous representatives were often very dissatisfied with our procedures and our decisions, and that some felt obliged to leave the room on a couple of occasions. One can sympathise with their strong feelings but, nevertheless, I am confident that the ILO must establish ever closer links with these organisations as it develops its programmes for indigenous and tribal peoples. We feel that this should be a relationship of partnership in a common endeavour. The representatives of these peoples who are attending the Conference are not all satisfied with the results of our discussions, and they will inform you of their reservations themselves from this podium. The Committee, however, was able to accomplish the objectives set for us by the Governing Body three years ago, that is the removal of the assumption in Convention No. 107 that these peoples should disappear; it is the replacement of this assumption by the principle of respect for their cultures and ways of life and the improvement of many of the already positive protections offered in the old Convention. None of us can be entirely satisfied – such is the price of compromise – but we can use the very considerable achievements in the proposed Convention to continue the efforts of the international community for the improvement of these peoples' treatment in every country where they live.

The partnership we hope to continue with indigenous and tribal peoples becomes all the more important in the light of the resolution on ILO action concerning indigenous and tribal peoples which the Committee unanimously adopted and which I now also submit to you along with the report. It is important that the ILO should seize on this opportunity to strengthen its activities for indigenous and tribal peoples. We feel that special efforts must be made to promote the ratification of the Convention and to carry out a programme of surveys, studies and technical co-operation projects. We are confident that the Governing Body and the Director-General will lend their full support to such a programme. We are also confident that the other agencies of the United Nations system and other international organisations will join the ILO in these efforts.

It is my hope that the plenary will adopt the proposed Convention and the resolution unanimously, thus showing the importance that we all attach to the problems of indigenous and tribal peoples and demonstrating your intention of a new role for them in our common future.

I cannot end without expressing my admiration and gratitude to the Chairman of the Committee, Ambassador España-Smith, and to the two Vice-Chairmen, Mr. de Regil Gómez and Mr. Svenningesen, for their devoted efforts to bring our work to a successful conclusion. Without the high statesmanship and spirit of accommodation that they showed, we would never have reached agreement. I also want to express my thanks to the secretariat and the interpreters, and with these words I commend the report, the proposed Convention and resolution to the plenary for adoption.

The PRESIDENT – The report is now open for discussion.

Original – Spanish : Mr. DE REGIL GOMEZ (*Employers' adviser, Mexico; Vice-Chairman of the Committee on Convention No. 107*) – Mr President, first of all allow me to congratulate you on your election and on the success of this Conference.

There is no doubt as to the international prestige of the ILO today, prestige earned over 70 years of an existence dedicated to the solution of the major social problems of the entire world, with particular emphasis on problems of labour and social security. The tripartite composition of our Organisation has enabled it to have a unique perspective, totally different from that of other international bodies. We in the ILO have a special and unique advantage in that we see the problems confronting us from a political, technical and profoundly pragmatic point of view and for that reason our work has contributed the element of change which is required by our times. This is confirmed and ratified by the international community on the occasion of the revision of Convention No. 107.

In 1957 Convention No. 107 was a milestone for the international community. At the time it was a basic instrument to adapt the national reality of many countries, then emerging from colonialism or underdevelopment, to a totally new and different world situation from that existing at the end of the Second World War. At that time the ILO heeded the demands that did exist, took up many people's concerns and took on the task of acting as the crucible to forge many points of view into a new reality.

However, the political and social dynamics of the second half of the twentieth century have moved very quickly, in some areas breathtakingly, so the political field has been one of these areas and thus in three decades we have seen more independence movements and national liberation movements than we did at the beginning of the century. The world has changed and the ILO cannot be indifferent to the need for change.

It is clear that Convention No. 107 was an instrument with a high political content. For that reason, perhaps, the international community and its organisations felt that the ideal place for revising and amending a text relating to the groupings thought of as indigenous or tribal should be this Organisation. Thus, many bodies, including the United Nations, encouraged us to revise the only existing international instrument in the international community on indigenous and tribal populations.

The challenge was undoubtedly of universal interest. Governments with indigenous or tribal communities living in their countries reviewed their internal structure. Governments which did not have such communities saw an opportunity to practise diplomacy in human rights and to give their own views. The workers, whose ranks include many members of such communities, took up the banner, while employers endeavoured to put what is basically political, with a high degree of regional emotiveness, which we feel goes beyond the framework of action and responsibility of this Organisation, into a social context.

In was on this basis that we began our second discussion on the revision of Convention No. 107.

As is clear from the text of the report submitted, the first political element resolved was the one relating to peoples, the term now used instead of "populations", as in the past. The concept of a "people", adopted by consensus, clearly avoids the political

connotation of that term in the language of international law and takes on a definition which implies a community of persons living in an independent and sovereign country whose population includes such communities.

It is right and just to point out that the consensus achieved in the Committee was possible largely thanks to our Chairman, Mr. Raúl España-Smith, the Ambassador of Bolivia, who with his gifts as diplomat, jurist and negotiator managed to come up with a wording to denominate these communities as "people" without implying any conclusions as to self-determination, secession or separatism in the countries concerned. The Workers' Vice-Chairman, Mr. Svenningsen of Denmark, immediately understood the draft solution and thanks to his experience and skill the Workers' group was also able to express its support for this wording.

However, we should point out that the matter of political concepts relating to national sovereignty should not be dealt with in the ILO in the future.

In our opinion, the report gives a suitable clarification of the polemic which has arisen in the last few years with respect to the term "territories" and its relation to indigenous communities and itinerant or territorially mobile tribal groups. The terms "people" and "territories" raise the thorny problem of sovereignty with respect to a given area, particularly if we consider that such a region does belong to an independent country if it has the three necessary traditional requisites for a nation, namely territory, people and government.

The problem becomes more acute when we consider that certain countries have used the term "territory" to refer to a region inhabited by indigenous communities, including territorial reservations, whereas many other countries, perhaps the majority, use "territory" as a definition of the national region and they use it to qualify the sovereignty of the country. The term "lands" was fortunately in the original text and has been translated in the text approved by the Committee. "Territory" therefore should be considered as an area of geographical habitat.

Once again we are dealing with a political matter which has great problems of national interpretation and a high degree of emotional sentiment. This of course is matter which goes beyond the normal framework of the ILO, however, despite the difficulties, the Working Group established to review this part managed after many hours of discussion and analysis to reach a consensus which covered practically the entire content.

I must here express my thanks to those participated in the Group for their skill in negotiation, their wise points of view and their perseverance.

The few remaining matters on which there was no consensus in the Working Group were solved by the Committee in a series of votes which show that the following points must be taken into account. First of all political matters should not be dealt with in the ILO; secondly, many countries have reservations on this part; and thirdly, natural resources and subsoil products is the domain of each individual country.

Fortunately, the wisdom of our Chairman and the great skill of the delegates of the Committee in the three different groups enabled us to reach a satisfactory conclusion. On this particular point it should be noted that the Employers' group cannot accept any responsibility since it does not have political control

in the respective countries. Governments must solve problems regarding lands in the light of their respective legal, political and economic systems.

The part relating to technical aspects was dealt with quickly, not only because it is a matter which really belongs to the ILO, but also because the first discussion on Convention 107 dealt in detail with this.

Finally, I should like to say that, for our group, the report adequately covers technical and political solutions and we feel that the report and proposed Convention should therefore be adopted by the Conference.

The ILO should not deal with matters which do not relate to the working world and should avoid dealing with political matters.

The solution to this exceptional problem has been found thanks to the good offices and the great skill of those who participated in the Committee, particularly our Chairman. I also wish to thank the members of the Office, particularly, Mr. Ali and Mr. Swepson for their interest in our point of view and the attention that they have given us. I should like to thank the Workers' group for their contributions to the debate and, particularly, I should like to thank Mr. Svenningsen and his close co-workers. In my group I must express my thanks to all delegates for their participation, their great knowledge of the matter and their great loyalty and discipline. To the Secretary of the IOE I should like to express thanks for their experience and guidance in complicated terms of the Conference.

I recommend the proposed Convention to the Conference for adoption.

Mr. SVENNINGSEN (*Workers' delegate, Denmark; Vice-Chairman of the Committee on Convention No. 107*) – I wish, on behalf of the Workers' group, to make some comments with regard to the revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107).

The Workers' group is satisfied that the term "peoples" is used throughout the proposed Convention in line with the aspirations of these peoples.

While the term "peoples" is used in the proposed Convention, other parties in the tripartite discussion insisted that this could only be on the basis of a qualification that the use of the term should have no implications as regards the rights which may be attached to the term under international law.

The Workers' Group felt that this qualification was unnecessary, but was faced with the alternative of seeing the word "populations" retained in the text.

This would have been detrimental to the interests of the peoples concerned and contrary to the notion that the revision of Convention No. 107 should be progressive and not retrogressive. On this basis we reluctantly came to the view that there was no alternative but to accept this qualification.

The Committee was faced with many complex and difficult questions. Our task was not easy and the drawing-up of this instrument was the result of the efforts of the parties concerned to find common ground.

While the proposed Convention does not satisfy all the expectations of the Workers' group, we believe it is certainly an improvement on the present Convention as well as a basis for future progress.

The section relating to land and resources was one of the most difficult for the Committee to reach

agreement on. The result concerning this part of the proposed Convention falls well short of our aspirations, particularly with regard to rights to resources and the explicit recognition of rights to ownership and possession of territories. We are also of the view that the provisions relating to the removal of indigenous and tribal peoples from their land and the inalienability of land ownership could have been much stronger.

The Workers' group felt strongly that, in line with the removal of assimilationist sentiments from the text, the proposed Convention should require the consent of the peoples concerned on matters affecting them.

In the final analysis, we were able to obtain only a provision that government should engage in consultations with a view to obtaining agreement or consent. It is regrettable that some parties have stated that even this provision is too onerous.

The Workers' group worked closely with representatives of indigenous and tribal peoples' groups, in line with our strong commitment to and support for their involvement in decision-making on issues which affect them.

The Workers' group included persons from indigenous and tribal backgrounds and their input was invaluable in the work of the group and the Committee as a whole. However, we regret that we were unable to accept all proposals from the indigenous NGOs and that we were not always able to fulfill their expectations.

In summary, the Workers' group believes that the proposed Convention will pave the way for a great deal of work in the coming years, including technical assistance by the ILO.

We are aware that the ILO already has extensive contacts with groups and institutions representing tribal and indigenous peoples. We would urge the ILO to expand and intensify these relationships as we believe they have a good deal to offer in this area.

While the expectations of many were high, the result represents progress and we believe that the proposed Convention will prove to be a valuable instrument.

Finally, I would draw your attention to the resolution submitted by the Nordic Governments. The resolution is comprehensive, self-explanatory and has received broad support in the Committee. The Workers' group is pleased to associate itself with this resolution. In conclusion, I would like to thank all the members of the Committee and also the officers working so closely with us. We are very proud to say that we have had really a fantastic time at this Committee. It was difficult for all of us to reach agreement but I am sure that we achieved a good result seen from the Workers' group and I would like to thank all the Committee members and the officers.

Original - Spanish: Mr. ESPAÑA-SMITH (Government delegate, Bolivia; Chairman of the Committee on Convention No. 107) - I had the honour of chairing for the second time the Committee dealing with the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107). The Committee at the end of its work drafted the report and the proposed Convention which have now been submitted to the Conference for consideration.

First of all I should like to highlight the dedicated and fruitful co-operation given me by the Vice-Chair-

men of the Committee. Under the sure guidance of Mr. Jorge de Regil, Vice-Chairman and spokesman for the Employers' group, and Mr. John Svenning-sen, Vice-Chairman and spokesman for the Workers' group, both groups participated in a spirit of intense co-operation and dialogue, which was matched by that of the Government representatives participating in the Committee.

With a view to conciliation, the three groups dealt with the thorny matters covered in the Convention, many of which pertain to areas and matters which are not usually dealt with in this Office - a difficult exercise to be sure. The fact that we have come to terms with such a complex matter by drafting a text which is sufficiently universal and flexible to deal with a great variety of situations constitutes, to my way of thinking, a demonstration and a product of the great conciliatory potential and capacity of tripartism.

I should also like to underscore the ongoing and efficient support given us by the Office, particularly through the representative of the Director-General, Mr. Aamir Ali, and through Mr. Lee Swepson.

It is worth recalling that the revision of the Convention began last year, during the 75th Session of the International Labour Conference, when we were celebrating the 40th anniversary of the Universal Declaration of Human Rights. That time of reflection coincided with the first stage of revision of one of the most famous ILO Conventions in the field of human rights. This year is also significant in that, as the ILO is celebrating its 70th anniversary, the Conference has before it a proposed Convention designed to perfect and consolidate an uncompleted and important task for the benefit of the indigenous and tribal peoples in the world.

The time is now ripe for a new international Convention which is revised and updated to take into account evolving perspectives and the aspirations of the indigenous and tribal peoples themselves. With a view to understanding and heeding the opinions and needs of those peoples the Commission heard the delegates of various non-governmental organisations directly representing them. Moreover, various delegations of the three groups also included indigenous representatives.

I should once again like to express my thanks to the representatives of those peoples for having told us about the reality of their lives and for having let us know about their frustrations, hopes and aspirations.

The Committee dealt with more elements than it did in the first reading, which enabled us to move more easily towards a consensus and to focus debate on certain topics on which there was a great diversity of opinions and perspectives. Fortunately, we were able to achieve a proposed Convention based on broad agreement. Perhaps it would be appropriate now to highlight some of the central aspects of the proposed Convention now before the Conference.

First of all, we managed to completely overcome the integrationalist and assimilationist approach of the original Convention No. 107. The proposed Convention takes as its basic premise respect for the specific characteristics and the differences among indigenous and tribal peoples in the cultural, social and economic spheres. It consecrates respect for the integrity of the values, practices and institutions of these peoples in the general framework of guarantees enabling them to maintain their own different identities and ensuring self-identification, totally exempt from

pressures which might lead to forced assimilation, but without ruling out the possibility of their integration with other societies and life-styles as long as this is freely and voluntarily chosen.

In the new and modern approach taken by the proposed Convention, a fundamental innovation is the introduction of the term "peoples" as a concept which suitably expresses the identity which each and every one of these peoples has or feels it has within the context and framework of the national States in which they live. It should also be pointed out that the Committee decided to include a clause explaining the scope of the term "peoples" within this proposed Convention. Article 1, paragraph 3, expressly states that "the use of the term 'peoples' in this Convention shall not be construed as having any implications as regards the rights which may attach to the term under international law". This explanatory text was supplemented by a statement which I made in the report, on behalf of the Committee, to the effect that the interpretation of the word "peoples" has no implications with respect to the right to self-determination as understood in international law. In my own opinion, this statement is relevant, since the ILO's mandate and scope of action does not enable the Organisation to define, grant or restrict the right to self-determination, a responsibility which belongs to other fora.

Another of the most important aspects is the part on land. The proposed Convention contains a general provision which establishes the special importance for the cultures of these peoples, of their relationship with the lands or territories, or both as applicable, which indigenous peoples occupy or otherwise use, and in particular the collective aspects of this relationship. The proposed Convention also provides that the rights of ownership and possession of the peoples concerned over the lands which they traditionally occupy shall be recognised, and, in other cases, the right to use lands not exclusively occupied by them, but to which they have traditionally had access for their subsistence and traditional activities. On the same subject, the proposed Convention stipulates that governments must take steps as necessary, within the national legal system, to resolve land claims by the peoples concerned.

Governments must also identify the lands which these peoples traditionally occupy, in order to guarantee effective protection of their rights of ownership and possession.

The proposed Convention also recognises the broader concept of access to habitat, which includes the right to use of environmental resources. This is the meaning given in the Convention to the term "territories".

Another extremely complex and thorny issue was that of natural resources. In the discussion on this topic, due account was taken of the fact that national legislation and ways of dealing with this matter vary considerably. Therefore, in addition to drafting a basic standard aimed at protecting the rights of these peoples with respect to natural resources in their lands, a complete exception is made for cases in which the State retains the ownership or other rights to natural resources.

The proposed Convention also stipulates that adequate procedures for consultation and free consent must be applied when the relocation of these peoples is considered necessary as an exceptional measure, and provides for their right to return to their tradi-

tonal lands, whenever possible, as soon as the grounds for relocation cease to exist or, if this is not possible, the right to appropriate compensation.

The proposed Convention provides for the establishment of ways and means of ensuring that these peoples actively participate in decision-making and in planning and administering programmes which concern them.

I should also highlight the fact that the proposed Convention improves the provisions relating to the elimination of negative discrimination and the enjoyment by indigenous peoples of internationally recognised human rights. In this context, the proposed Convention stipulates that in application of national laws and regulations to these peoples, due regard shall be paid to their customs and cultures. It also stipulates that indigenous and tribal peoples must have access to adequate health services and social security schemes and the opportunity to acquire professional and vocational training and education, with due regard for the specific characteristics of their cultures, languages and way of life, on an equal footing with the rest of the national community and with adequate participation in planning and decision-making. The proposed Convention also contains an improved part on recruitment and conditions of employment.

There is no doubt that after the Conference has adopted the proposed Convention, which I hope will be the case, member States will give active and speedy consideration to its subsequent ratification. This would open up new vistas for work within the ILO, as set out in the resolution accompanying our report to the Conference, with measures to enhance dialogue between governments, employers' and workers' organisations concerning the objectives and contents of the Convention, with the active participation of the organisations of the peoples concerned. This resolution also urges the ILO to issue updated studies and reports on the social and economic situation of these peoples and to implement programmes and projects of technical co-operation which would directly benefit indigenous peoples, most of whom, as we know, are still facing a situation of great economic vulnerability, poverty and unemployment. I should like to point out, as a useful example, the fact that in my country, Bolivia, the ILO has been providing efficient technical co-operation for the benefit of our indigenous peoples, which make up most of our population. I hope that these programmes will be supplemented by others carried out for the benefit of the indigenous peoples of the Amazonian region of Bolivia. I feel that this type of ILO activity should go hand in hand with the joint support of other agencies of the United Nations system, and can also be part of multi-bilateral programmes.

To conclude, I am convinced that the proposed Convention submitted to the Conference today is a text which has been qualitatively improved, enriched and modernised, and one which, within the scope and terms of reference of the ILO, has achieved a balance between the possibilities of member States and the genuine aspirations of indigenous and tribal peoples. I consider that this will be a fundamental instrument; it is the only international instrument now in existence which aims to guarantee the rights and improve the living conditions of the 300 million people who make up the indigenous and tribal peoples of the world.

Mr. CRATE (*representative of the International Organisation of Indigenous Resource Development*) – I would like to comment very briefly on our own ideals and objectives as indigenous peoples. We did not come here to be passive observers while diplomats, labour leaders and executives decided what to do with us. We did not come here to give your deliberations our tacit approval by our presence. Finally, we did not come here so that the International Labour Organisation could tell the world it had consulted indigenous peoples during the revision of Convention No. 107. Because in point of fact we have not been consulted.

What I have observed here during the past few days has been a shameful display of greed, justification of genocide, and an attempt to gain international approval for a continuing process of oppression of the weak and poor by the rich and powerful.

The Employers' representatives and the States appear to have forgotten the very purpose of international law. Over and over again I have listened to arguments that a particular human right cannot be recognised for indigenous peoples because it would conflict with the national laws in some States. There is not a single State in this room that will permit this Conference to make any provisions that will require changes in its own domestic law. Somehow, the domestic laws of States have become sacrosanct. Apparently we already live in that ideal world where each State has adopted national laws that can no longer be improved. I am forced to conclude that existing domestic law represents the highest standard that the International Labour Organisation is willing to set.

I say that you have forgotten the objective of international human rights law, the objective of standards setting. International human rights standards have been established specifically because States do approve domestic legislation that legalises the abuse of human rights. How can we forget that Hitler's Jewish Decrees were valid domestic German law? German domestic law between 1939 and 1945 legalised murder and torture.

We as indigenous peoples have as our objective the establishment of international law that will encourage States to revise, improve, and raise their standards for the protection of human rights. We thought that was also your objective here. Existing national law has provided the legal basis for our subjugation and oppression. If existing national law establishes the basis for your standards, why do you come here?

Some States, those States that have entered into treaties with indigenous peoples, have decided to use this occasion to rewrite history. They are disturbed by the fact that they have entered into treaties with indigenous peoples. These diplomats have been instructed to tell this International Labour Conference that there are no treaties with indigenous peoples. Treaties, they say, can only be entered into between States and intergovernmental organisations. Their legal logic leads them to conclude that the treaties signed with indigenous peoples are therefore not really treaties at all. Two or three hundred years after the treaties were signed with our people, which provided the basis in international law for the establishment of their States, they have decided that no treaties were signed at all. They claim now, in retrospect, that the treaties are only contracts signed with corporate "persons".

I want to remind these States that the treaties with our nations were signed because you required our approval, our assistance, our co-operation, our land, our resources, our friendship and our trust. Those States came to treat with us in international law. You recognised our sovereignty then because you wanted our land. Now you want to declare by proclamation that we are no longer sovereign. When and how did we cease to be sovereign? When did our territories become yours? By what process did you gain ownership and possession other than by your own proclamation?

I am appalled and saddened by the discussions that are taking place. You have already our territories. You have left us almost nothing. What have you really got to fear if we ask you now to leave enough for us to live on? What is the difference between our claim and the claim of oppressed colonial peoples who want to live in their own homelands? Why, when it comes to human rights, do your ideals suddenly vanish? Why are the few States who stole indigenous land to establish their territories allowed to set the standards for the entire world?

I do not know what you are going to do with us now. Most of the States that established the existing minimal standards in 1957 have not ratified them. I think those States will continue to evade ratification of the proposed Convention. They will have succeeded in weakening this Convention, but nevertheless, they will not ratify it. Those States have set as their objective the weakening of indigenous human rights.

We call upon the international community this one last time – remember what you told the world when you came here. You wanted to eliminate forced assimilation and prejudice. That is what you told us.

Ms. VENNE (*representative of the International Work Group for Indigenous Affairs*) – My name is Sharon Venne; I am a Cree from the Treaty Six territory in western Canada. I have been asked by representatives of indigenous peoples to address this plenary. We come from indigenous territories in Canada, South America, the United States, the Nordic countries, Japan, Australia and Greenland.

Our purpose is to express our views and positions in regard to the ILO revision process on the Indigenous and Tribal Populations Convention, 1957 (No. 107).

Firstly, we want to raise the issue of the sorely inadequate ILO procedures that relegated us to an indirect and demeaning level of participation during the ILO Meeting of Experts on the Revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), in September 1986 and during the two-year revision process.

We appreciate the efforts of the workers who put forward amendments which reflected our positions. It must be pointed out, however, that the most critical provisions were not agreed upon in an open and viable fashion within the Committee on Convention No. 107. Instead, amendments were negotiated in private where we were barred. This is true for all the land and resource provisions which are the "soul" of the proposed Convention. The issue of indigenous peoples was determined in the same fashion: behind closed doors.

Critical matters regarding our fundamental economic, social and cultural rights have been discussed and decided by Government, Employers' and Work-

ers' delegations. We were silent observers as our rights were bartered and settled. It is an indescribable feeling to sit and have people who know nothing about us make decisions and judgements. The pain of being invisible in a room makes one wonder about the state of mankind.

We are of the firm view that the inadequacy and inappropriateness of the ILO procedures contributed to the failure of the proposed Convention to provide fair and objective standards on our most essential issues. The direct and effective input with the consent of indigenous peoples on major questions affecting us should be the central principle of all international forums, including the ILO.

It is highly inappropriate and prejudicial for governments which have been cited for violations of Convention No. 107 to have been in a position of influence throughout the process. We urge that more respect be demonstrated in the future.

In the proposed Convention, there are a number of violations of the principal objectives which are as follows:

First the use of the term "peoples" (Article 1, paragraph 3): it is unfair and racially discriminatory to limit our rights as peoples under international law. We are entitled to the same rights as other peoples and any possible double standard in this regard should be eliminated without question.

Second, denial of indigenous consent: one of the underlying principles in the proposed Convention is the need to respect indigenous peoples and cultures. Yet, Article 6 provides only for consultations with indigenous peoples when government measures directly affecting us are carried out. Unless the principle of consent by indigenous peoples is entrenched in the proposed Convention, our lives and territories will remain vulnerable to destructive government action.

Third, indigenous customs and institutions (Articles 8 and 9): the proposed Convention only recognises our rights to our own customs and institutions to the extent that they are not incompatible with fundamental rights defined by the national legal system. Such a limitation is an invitation for further assimilative measures by governments and is therefore contrary to the objectives of the ILO revision process.

Fourth, indigenous lands and resources (Articles 13-19): let me only highlight the following: first, the revised Convention stipulates respect for the relationship we have with our lands or territories but then proposes an unacceptably ambiguous definition of the term "lands" in a manner that could curtail our territorial rights. Second, only land rights based on present, and not past, occupation are explicitly recognised. Third, Article 15, paragraph 2, is likely to open the door to all forms of resource exploitation on indigenous lands by governments without indigenous consent. In this way, Article 15, paragraph 2, may render meaningless any guarantees to effectively protect our land rights under Article 14, paragraph 2, and would thus result in an application more regressive than the original Convention No. 107.

We are outraged and bitter at the prejudicial treatment of our territorial and resources rights by the Employers' group in the tripartite Committee. This group consistently sought to limit and deny us full recognition of our rights to land, resources and other matters. This persistent insensitivity and opposition is difficult to understand. The Employers' narrow ap-

proach of self-interest renders the proposed Convention deficient and fatally flawed.

We want to pay full tribute to the Governments of Botswana, Colombia, Portugal and Ecuador, who never wavered in their commitment and determination to establish uplifting and appropriate international norms. We will not forget their positive and enlightened input. We should also like to call attention to the spirit of co-operation of the Nordic countries.

The countries which have constantly sought to weaken government obligations in the proposed Convention and facilitate circumvention of their obligations in the future will learn from the example of the representatives from the States mentioned. We believe that some governments were especially detrimental to the revision process.

Indigenous peoples world-wide are concerned that unacceptable standards are being set. Harmful precedents could result which could adversely affect standard-setting processes in other international forums.

The proposed Convention is saturated with unnecessary qualifications, such as "where appropriate" and "where possible", in respect to government obligations. This will make enforcement highly problematic.

We urge the delegates to carefully consider the impact of this proposed Convention from an indigenous perspective.

Original - Spanish: Mr. ONTIVEROS YUL-QUILA (*representative of the Indian Council of South America*) - I am speaking on behalf of the Indian Council of South America. I am the general coordinator of the organisation and a member of the Kolla nation, which inhabits northern Argentina.

As regards the revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), the Indian Council of South America promoted its revision by participating in 1986 in Cosquín, Argentina, where we adhered to the principles of decolonisation of the United Nations, the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and International Covenant on Civil and Political Rights.

Since 1977, when we indigenous peoples participated in the sessions of working groups, and the Sub-commission and Commission on Human Rights, Convention No. 107 has been denounced as having a content which is colonialist, integrationist and advocates forced assimilation of our peoples into the so-called "national societies" of the member States of the ILO. We indigenous peoples are considered indirectly as "cheap labour" in that Convention. It is very important to recall that in 1957 most of the African continent and other regions of the world, including South America, were subjected to a latent colonialism, a scourge which still exists today.

In 1988, when the pertinent committee of the 75th Session of the International Labour Conference dealt with the revision of the Convention, we recognised that a colonialist and despotic spirit still prevailed with respect to our peoples; it was present in the minds of most of the representatives of governments and employers, particularly those representatives of States which have an indigenous majority in their territories; what these States have in common is the deplorable existence of racial discrimination and rac-

ism similar to, and in some cases even worse than, the segregation which prevails in Southern Africa.

In 1989, at this 76th Session of the Conference, it has been absurd for us to watch, from the observers' seats, deprived as we were of the right to speak or to vote by the regulations and structures of the ILO, the Government and Employers' delegates of a large part of the world (Canada, the United States, Argentina, Brazil, Bolivia and Venezuela) behave like representatives of the old colonial empires which despoiled the Americas, denying us the right to exist and express our identity as peoples in the cultural, social and economic fields.

On the other hand, I am gratified to see the change of approach and the objective attitudes adopted by the delegations of Colombia and Ecuador and most of the Workers here. We also appreciate the fact that the delegations of Portugal and Botswana have understood our demands, which are based on the present moral and ethical way of thinking of peoples.

The indigenous organisations of South America are aware of the fact that the proposed Convention adopted is weaker than the original as regards the articles dealing with lands and territories, because it "denies" the existence of indigenous peoples and their future. What rights have States which constituted themselves by usurping the territories of our ancestors peoples and governments? What rights have member States to deny us the use of natural resources of the surface and sub-surface? What rights have States and employers to deny us food, education, and housing appropriate to our cultures at our workplaces?

Distinguished representatives of States, what has our continent come to? The Americas, a continent which has been ruined by man's exploitation of man and the usurping not only of indigenous territories but also of the right to exist as peoples, which we began to do long before any State existed.

We are convinced that the democracy of peoples, of cultures and of labour, have suffered a setback at this 76th Session of the Conference, not because anyone wished this to happen, but because the economic interests of governments require the consolidation of their existence at the cost of indigenous territories and peoples.

Lastly, as regards the proposed Convention, will we be able to improve it? We are firm in our commitment to continue working to improve it, without denying those who are attempting to deny us as indigenous peoples.

We would appeal to the International Labour Organisation to broaden the existing channels of communication with our peoples and our organisations, which are just as representative as those of employers and workers, and we ask that measures aimed at a better understanding between the governors and the governed be undertaken to ensure that we are recognised as equal to any of the other peoples with whom we live in this world, for the good of humanity.

Mr. BARSH (*representative of the Four Directions Council*) – The Four Directions Council is an association of indigenous North American people, working together in the fields of human rights and development. Grand Captain Alexander Denny, traditional leader of the Mikmaq people of maritime Canada, was originally to have spoken to you today, but has

experienced some passport difficulties. He conveys to you through me, his warmest greetings and his regrets.

It was a very different world when the ILO was born 70 years ago. Since that time, decolonisation has quadrupled the number of independent States, and the problems of modernisation and social inequalities have globalised. New problems, new vicissitudes, and new forms of economic organisation have appeared, challenging the continued vitality of the ILO's tripartite structure. The role of the employers, for example, is ambiguous now that national economies are dominated in many cases by state bureaucracies or by transnational corporations. Traditional trade union structures are being stretched to include peasant farmers, rural craftsmen, informal workers, and the armies of the unemployed.

The principle of social partnership is still basically sound, but the nature of the relevant social partners has been changing, and it must change. The revision of ILO Convention No. 107 involves far more than labour standards. It involves, and it must involve, redefining and revitalising the concept of social partnership, by bringing indigenous and tribal peoples into co-operation and partnership with governments, workers and employers at both the national and international levels.

Indigenous people are not all workers, employers, or members of governments, but some of them fall into each of these categories. Some are factory workers, migrant farmworkers, fishermen, and trade unionists. Some are independent businesspeople and employers. Many indigenous peoples have their own governments. In the tripartite Committee on the revision of Convention No. 107, there were indigenous people sitting as delegates in all three groups. So you must understand that indigenous peoples are discriminated against as whole societies, not just as workers, or any other category within the current tripartite structure. Indigenous peoples are discriminated against as workers, as employers and as governments, because racism cuts across the lines of the traditional social partnership.

The ILO first examined the situation of indigenous peoples more than 30 years ago. At that time, the concerns of the ILO were chiefly segregation, exclusion, and landlessness, which combined to concentrate indigenous peoples in the least-paid, least-protected ranks of labour. The aims of the original 1957 Convention were to stem the loss of land, and at the same time ensure equality of access to education, training and employment for those who left the land. But this has not been enough. Indigenous peoples need to be able to develop their remaining lands, rebuild and strengthen their own families and communities, and reverse the corrosive effects of powerlessness and despair. They need to enjoy equality as societies and cultures, not merely as individuals.

The spirit of the old Convention was to achieve the equality of individuals through assimilation. The spirit of the revision must be to achieve the equality and development of peoples, through social partnership.

The proposed Convention introduces a number of broad principles of social participation and co-operation: respecting and supporting the full development of indigenous peoples' own values and institutions; affording indigenous peoples a measure of control over their own social and economic development, as well as a role in regional and national development

planning; consulting with indigenous peoples in good faith, and with the aim of achieving their agreement to measures which may affect them; and devolution of control over social, educational and health programmes, to the greatest possible extent.

The revision includes, within this general framework, a variety of specific social and economic rights, among which the right to land deserves particular mention. The issue of land rights posed considerable difficulty for the Committee because of the need to adopt general principles which could be applied to widely differing legal and economic systems. It was impossible to draft these provisions of the revised Convention with precision. But we think their meaning in the final text is clear, when read together with the Articles of the proposed Convention on non-discrimination (Article 3), consultation (Article 6), control of the development process (Article 7), flexibility of application (Article 34), and compatibility with other international standards and Conventions (Article 35).

As under Convention No. 107, indigenous peoples have the fundamental right to own the lands they occupy, including the use of all associated natural resources. In addition, they may now have the right to the continued use of resources on land they do not exclusively occupy, as for hunting, fishing or herding, as well as the right to the consideration of claims to lands which they may have lost.

In those legal systems where the State ordinarily retains ownership of subsoil resources such as minerals, the proposed Convention discourages any unnecessary state interference with indigenous people's continued enjoyment of other rights and resources. Exploration must be preceded by good-faith consultations and by impact assessments, which would then constitute fundamental criteria for project approval. If exploitation is approved, indigenous peoples have the right to share in the benefits, participate in the management and be compensated for any damage to their lands.

We think this formula, while somewhat more complex, and perhaps confusing, than that contained in Convention No. 107, is compatible with a wider range of national conditions, and offers indigenous peoples at least as much protection if it is faithfully applied. As Article 13 of the proposed Convention indicates, land is of special importance to indigenous peoples and their cultures, and the provisions of the proposed Convention as a whole must be considered in favour of undiminished land rights.

I had the privilege of participating in the 1986 Meeting of Experts which established the aims and broad outlines of this revision process. The three aims we recommended at that time were: deletion of the original Convention's integrationist or assimilationist orientation, strengthening land rights and promoting the right to self-development. I would not say that the text we now have before us represents the full aspirations of the member peoples of the Four Directions Council, or of any other indigenous peoples. The proposed Convention is nevertheless a very small step forward. It is valid and necessary as a basic minimum charter for increasing indigenous peoples' participation in the decisions that affect their future.

Indeed, we see the proposed Convention chiefly as a challenge for States and indigenous peoples to begin to get together and to build a future co-operative-

ly based on mutual respect and dignity. Therefore, we urge you to adopt it and take up the challenge it poses.

. Ms. SAYERS (*Workers' advisers, Canada*) – I am here as a Workers' adviser, but more importantly as an indigenous person representing approximately half a million people in Canada. Being a Workers' adviser was a small way in which indigenous peoples could have input in this process. I should like to express my appreciation to the Canadian Labour Congress for allowing me to be a part of their delegation even though I am not a trade unionist.

Indigenous peoples, our rights and priorities, are not a subject that falls within the ILO's competence or expertise. Yet in 1957, the ILO, in some way hoping to "help" indigenous peoples, passed the Indigenous and Tribal Populations Convention, 1957 (No. 107). In 1985, a revision process was begun and discussions took place. At no time was input from indigenous peoples ever considered in detail.

Ordinarily, when the ILO is facing a sophisticated and technical question, experts or specialists are called in. Their advice and input are taken seriously in the adoption of appropriate standards because otherwise lives could be endangered. The question of indigenous peoples is an extremely involved and technical question, yet the ILO did not call on the experts, the indigenous peoples. The governments, employers and workers are not experts on indigenous peoples, yet it was they who had the power to make decisions. The Workers' group was the only one which took the time to listen to us. I would like to thank the Workers' group for their untiring and persistent efforts on our behalf.

Previous speakers have outlined the minimal amount of input by indigenous peoples in this process. I shall not go into detail, but because indigenous peoples themselves did not fully advise and because their input was not thoroughly and seriously considered, our lives may be endangered by the setting of standards that do not adequately address the issues that determine our very existence.

This forum is one which is used for bargaining and negotiating to achieve a desired result. But how can you negotiate and bargain over who we are and what our rights are? This is not a normal labour issue concerning which each party gives and takes something of what they want. How can you bargain away something which does not belong to you?

No one is happy with this proposed Convention; certainly not the Workers, and many governments have expressed reservations. Having participated fully in this process and having been involved in the Working Party on lands, I know that the results are the best that can currently be achieved in this forum, where countries retain their polarised positions, insisting that their legislations cannot accommodate the proposed Convention, and where employers take a hard line. Concern has been expressed about the political overtones of the references to peoples, territories, ownership of lands and resources and retaining jurisdiction over our lives. But even if this is the best result that can be obtained here in this forum, it does not mean that we, as indigenous peoples, have to accept it, especially if it does nothing for us.

I warned the Committee during the discussions on land that they needed the support of indigenous peoples and that without it Convention No. 107

would be meaningless. I cannot look on the result as one to which indigenous peoples can give credence. As indigenous peoples all over the world come to know of the contents of this Convention, condemnation of the ILO will begin again and the Organisation will be in the same boat as before the revision process began. I believe that in the next few years the ILO will be scrambling to keep the standards set by other international forums.

I have been told by governments, by workers and by employers that my expectations for this Convention were too high. But is it too much to ask for respect – respect for who we are, respect for our rights, respect for our way of life and institutions. We, as indigenous peoples, have suffered the greatest loss here, for in trying to help us, this Convention is bound to hurt us.

The terms peoples and territories have been qualified, our customary laws failed to be recognised and respected, our inherent right to consent watered down to consultations. No, we, as indigenous peoples, do not have to accept this and we do not. We will continue to survive, along with our laws and institutions, in spite of Convention No. 107.

The objectives of the revision were to keep the Convention in line with developments in international law and to remove the assimilationist orientation. These objectives have not been met. The proposed Convention is now subtly assimilationist as opposed to being blatantly assimilationist, and instead of being a leading instrument in international law, it is an instrument which fails to reflect current developments in that field.

I ask all of you today, what has been the purpose of this two-year revision process? What has been achieved? Perhaps it would have been better to address these issues in other appropriate forums where time is not limited and input from indigenous peoples' positions are respected and taken into account.

Before closing I should like to recall that the person who presented the report talked about painful discussions. All the pain he referred to was the pain of the indigenous peoples that were present. As a worker, I was privy to all of the decisions that were being made and I want you to know that they were the hardest ones of my life. Choosing between the lesser of two evils, do we choose a standard that is not high enough? Or do we let it go and end up with standards that are even lower than those contained in the proposed Convention? These were not easy decisions and I am not sure that we made the right ones. All I can say is that I should like you to think very seriously when you are considering this Convention what your decision will be with regard to it.

Original – Spanish: Mr. ROZAS (Workers' adviser, Peru) – We have just concluded our revision of Convention No. 107 of 1957, trying to include the best intentions of the various sectors with regard to a minimum legal basis for the respect and promotion of the rights of indigenous peoples throughout the world.

In the proposed Convention there are terms, such as "peoples", adopted after long debates, whose scope and meaning will be determined in accordance with the competence of the International Labour Office. Agreement was also reached on rights of ownership to the territories which are necessary for indigenous peoples if they are to develop and exist as

peoples and sectors separately from other sectors of the national societies in which they are living. Moreover, one must understand very clearly the positions of various countries and what effective social participation means in some of them.

In the last 30 years, the world has developed and changed, since most of the African countries have achieved their independence in that period. This has had a great impact on the approach to world problems. What has happened with respect to the problems of land, the respect and proper use of resources which are held in trust for future generations? On the other hand, there is a need for some sectors to use certain resources if they are to continue their civilisations. This gives rise to a need for standards with a legal framework for indigenous peoples who often live in regions with great natural resources. All of this has been said and I would not repeat what has been said.

When moving towards the adoption of this proposed Convention, I think that each of us must be aware of the very difficult task that lies ahead: the task of making it possible to ratify this new instrument in each of the member States in which these indigenous peoples live. This will make it possible to move towards the development of basic and inalienable rights which have not been respected thus far. This has brought about a situation of social injustice which opens the door to the development of violence, as in my country, which is currently afflicted by violence and irrational extremism.

We have, then, an arduous task ahead of us. We must use this proposed Convention to protect and promote the rights which will serve as a basis for harmonious development within the national societies where the indigenous peoples live.

The principles of this proposed Convention must also serve to generate more realistic development in the underdeveloped regions where the force of the world economic system is felt most keenly and has turned our countries into the lowest-ranked in the world.

It is now in your hands to adopt an instrument which seeks to meet the needs of our time, since the values which motivated the adoption of Convention No. 107 30 years ago cannot prevail today. It is therefore our responsibility to implement it fully and I would appeal to the International Labour Office to ensure a working dynamic. I also hope that States will ratify this proposed Convention so that, in close co-operation with workers, employers and representatives of the indigenous groups, they can put into effect an international legal instrument like the one proposed, which is intended to be a minimum platform for rights on which we should build, in accordance with the differing realities in the various countries prepared to ratify this proposed Convention.

It only remains for me to express my thanks to my fellow workers, who have taken up our proposals in a fine spirit of solidarity. I should also like to express my thanks to some Employers and Governments who have lived up to their responsibilities, thus showing that the ILO is prepared to take up claims whose importance is such as to qualify for examination at this forum.

My particular thanks go to all members of the International Labour Office, especially the Office for Latin America and the Caribbean, which has given significant support over the past years to consultation

within the South American region. Once again thank you and I hope that this august assembly will adopt the proposed Convention.'

Ms. SALWAY (*Employers' adviser, United States*) – I am honoured to be here today in support of the proposed Convention concerning indigenous and tribal peoples in independent countries. I am here as a member of the United States Employers' group and also a member of the Lakota people, commonly known as the Sioux, and extend the greeting "How kola" which is a greeting of friendship.

This year marks the 70th anniversary of the founding of the International Labour Organisation. The vision of this Organisation is to help countries put into practice the principles of social justice, freedom, economic security and equal opportunity for all. The mission is to contribute to balanced economic and social progress in each nation and to the well-being and fulfilment of the individual.

The focus on indigenous and tribal peoples in this special anniversary year is appropriate as these peoples constitute the largest disadvantaged group in the world. In their 70 years, the ILO has done much to achieve its mission but, as the need to revise Convention No. 107 indicates, much remains to be done to achieve equality and social justice. The adoption of the proposed Convention is one small, albeit very important, first step to reverse the disintegration and disenfranchisement of indigenous and tribal peoples.

Convention No. 107 was adopted in 1957 in an atmosphere of integration and assimilation policies of many nations and international groups. In the ensuing 32 years, changes have occurred in the thinking about the integration approach at both the national and international levels. However, there are still many governments that believe that integration is the ultimate solution to indigenous and tribal peoples.

In the United States, the "termination" policy became law in the 1950s. Many tribes no longer had their unique status as sovereign nations, and the assimilation of Indian people in general was the policy. In the Indian Self-Determination Act, enacted in 1975, the United States Congress flatly states: "The Indian people will never surrender their desire to control their relationships both among themselves and with non-Indian governments, organisations and persons." The termination laws and assimilation policies were revoked in less than 20 years. While the integration and assimilation laws and policies did not work the way the Government envisioned, an unforeseen positive benefit occurred for Indian people. The children of those Indian people who lived through and bore the brunt of the integration and assimilation policies are grown and well-educated.

These children have grown up either without a cultural identity or a poor sense of pride in their people. Their parents were hesitant to pass on culture, traditions, or a sense of pride in a heritage for which they were punished for practising; these children have demanded recognition of that culture. These children have grown up during the social upheaval of the civil rights movement for human rights and recognised that development at the expense of people and the environment should not be pursued. They have recognised and continue to recognise that the political, economic, cultural, and social rights of their people must be protected, maintained and developed.

I urge you to adopt the proposed Convention, with its freedom of choice spirit, rather than continue with the integration approach. It did not work in the United States, we have not been integrated, we exist as a separate people. In fact, American Indians are the fastest growing minority group in the United States. Do not let even one generation go by without a sense of culture and peoplehood, your nations will be diminished for it.

In adopting the proposed Convention, you will acknowledge the use of the term "peoples" in an international instrument. Many governments fear the unqualified use of the term because it is thought to convey the right of self-determination, contained in other international instruments. By virtue of this right, people may freely decide their political status among other rights. Because the ILO does not have the competence to acknowledge a political right, the use of the term "peoples" in this proposed Convention has been qualified and shall not be construed as regards the rights which may attach to the term under international law.

In their deliberations, the social partners reached a consensus on the term "peoples" and the qualification of its use, therefore I support its inclusion in this proposed Convention. The use of the term "peoples" strengthens the existing Convention even in its qualification because no other term reflects the cultural collective and indigenous society as a whole. What indigenous people are seeking is not the creation of a new State, but the recognition of their right to be different and to maintain their identity, and a degree of autonomy within existing States. As peoples, they are advocating social, economic and cultural pluralism.

The indigenous people, who participated in discussions on the revision of Convention No. 107 as non-governmental organisations, rightfully sought the unqualified use of "peoples"; they are not entirely satisfied with the outcome. Many governments wanted to maintain the use of the word "populations" or a stronger qualification of the word "peoples"; they are not entirely satisfied with the outcome. To both of these groups I say, self-determination is a right that is inherent to peoples. This does not change, regardless of the fact that a government may not recognise it or an international Convention attempts to qualify it. It is a recognised human right and, as such, is living, dynamic and evolutionary and must continue to be exercised by all peoples.

In the United States, Indian nations are and have always been sovereign nations. The settled doctrine of the law of nations is that "a weaker power does not surrender its independence, its right to self-government, by associating with a stronger and taking its protection". Thus, the right to self-determination of a people does not cease when independence or another possible status is achieved. The rights of governments to rule and nations to exist emanates from the people, and not the other way around.

I put forth a question to all of us here, to ask ourselves "What is the true state of the rights of indigenous and tribal peoples in those nations who have voiced the most concern over the use of peoples and self-determination?"

One of the most crucial questions contained within Convention No. 107 deals with indigenous land rights. This Convention provides standards for protecting economic, cultural and social rights for indig-

enous people. The flourishing of indigenous peoples, the strengthening and development – let alone the very survival – of their societies, economies, cultures and lifestyles depends upon adequate land and resource bases.

The Committee has tried to arrive at a text which would be relevant to a wide variety of countries, and which would not present constitutional and other legal impediments to ratification. This revision expands the 1957 text, which made certain assumptions.

First, it defined and ensured the individual's right to own land; and, second, it recognised that the practice of displacing indigenous peoples or dispersing them from the land and territories they occupied should not go unchecked. This revision recognises collective ownership and that the right of possession equals that of ownership. It also provides procedures for protecting and guaranteeing those rights which have, in the past, been violated and threatened. The proposed Convention also outlines (in Article 15) the rights to natural resources in their lands and territories.

Again, I repeat, indigenous peoples' very survival depends upon adequate land and resource bases.

In concluding my remarks on the revision of Convention No. 107, I would like to draw attention to three important areas.

Firstly, these revised standards are only a minimum level. Governments should strive to seek national legal standards that exceed these minimum levels. Indigenous people must be involved in setting and implementing higher standards than are in this Convention, in a national process.

Secondly, the Articles in this revision call for the government to do many things. Beware of laws, programmes, institutions, organisations and other vehicles in which indigenous people do not have a genuine role as decision-makers, managers and implementers. As Indian people in the United States have learned, we must control our own resources and institutions for self-determination to be truly exercised and recognised.

We have spent many, many years overcoming an entrenched government bureaucracy for Indian people, but not participated in by Indian people.

Finally, the true value and force of the ILO and these instruments lie in the application of the standards. Many countries have been called to task, even during this session, for not meeting the standards of the existing Convention. This is a critical area where indigenous people can and must participate to the fullest extent possible – their very lives depend on it.

As an indigenous person, I personally feel the proposed Convention could have and should have been much stronger; however, I support the proposed Convention and urge you to adopt it.

Mr. FORTUNE (*Government adviser, New Zealand*) – The proposed Convention concerning indigenous and tribal peoples in independent countries deals with issues that are of considerable and direct importance to New Zealand. We are a country with a significant indigenous people, a people whose rights are enshrined in a Treaty which will be 150 years old next year.

Discussion in the Committee on Convention No. 107 has been very useful. It has focused international attention on the values and aspirations of an important sector of the population in many countries: in-

digenous peoples. We have endeavoured to play an active and constructive part in the proceedings of the Committee, in the hope that the proposed Convention emerging from it is in accord with the principles of partnership being followed by my Government as regards relations between the indigenous and non-indigenous people of New Zealand. Many of the proposals we have made have been designed to take account of the developments that have and are taking place within New Zealand on issues that are directly relevant to the proposed Convention. Others have been designed to make more clear the expectations and obligations envisaged under the proposed Convention.

The tripartite nature of the ILO system and the way the Committee operated were not conducive to producing a simple text which could accommodate all the concerns of all those involved. We now have before us a text which, while it represents a commendable effort of negotiation and compromise, causes us some difficulties. We think it appropriate to place on record some comments on the proposed Convention.

The proposed Convention deals with rights of indigenous and tribal peoples. It is our clear understanding from the record of the Committee meeting and from the language of Article 1, paragraph 3, itself that the use of the term "peoples" is not to be taken as granting or implying rights that go beyond the scope of this Convention.

The spiritual dimension of life is of great importance to indigenous people and lies at the heart of their relationship with the environment. We are particularly pleased that the proposed Convention now contains explicit reference to the spiritual values of indigenous and tribal peoples.

Article 8 gives the peoples covered by this proposed Convention the right to retain their own customs and institutions, where these are not incompatible with fundamental rights defined by the national legal system or with internationally recognised human rights. The Article also provides that procedures shall be established to resolve any conflicts which may arise. While New Zealand does not have any procedures specifically for this purpose, we should note that an existing tribunal, the Waitangi Tribunal, could conceivably consider disputes of this nature.

Articles 9 and 10 deal with the relationship between national legal systems and customary laws of indigenous peoples. As we have already noted, the Criminal Justice Act in New Zealand has been designed to accommodate the needs of more than one culture and permits the court to commit offenders to the care of the Maori community itself. None the less, preference cannot be given in all cases to non-custodial sentencing, for example in the case of repeated violent offending. In the absence of an adequate qualifier, my delegation has some difficulties with these Articles as presently worded.

We recognise that the Articles relating to land were the result of a long and difficult negotiation and formed part of a package. Acceptance of this package has allowed us to complete our work. However, we must note that much of the language of these Articles is, in New Zealand's view, unclear. We have already expressed our particular concern with the vagueness of the concept of benefits in Article 15, paragraph 2. If the intention of this Article is to ensure that indigenous peoples are not excluded or dis-

criminated against in relation to the benefits received by the larger community, we have no need to reserve our position on this point.

We should also like to make clear that our understanding is that Article 16 should in no way be interpreted to encompass the situation of illegal occupation.

As we have stated in the Committee, we consider that Article 17 could have been improved by providing for the recognition rather than mere respect of the procedures established for the transmission of land rights in Article 17, paragraph 1.

The New Zealand Government acknowledges the rights of indigenous peoples to the control and enjoyment of those resources which they wish to retain. At the same time, it may be appropriate for Governments to take measures to re-endow indigenous peoples with certain lands and resources to ensure self-management and self-reliance in the true spirit of partnership.

Negotiation of the package precluded discussion of Articles 20 to 36. However, we would like to note that we had the following concerns about these Articles.

New Zealand would have liked the Articles relating to health and social security to have made clearer that social security schemes should be applied on a non-discriminatory basis and that indigenous people are entitled to enjoy the optimum standard of health consistent with that enjoyed by the rest of the community. The holistic and community nature of indigenous health could also have been emphasised.

With respect to Article 31, our view is that educational measures should be taken not only to eliminate prejudices but to ensure that the values of indigenous peoples are understood.

It is the intention of the New Zealand Government, if the proposed Convention is adopted, to take it back for further study and consultation, in partnership with the Maori people in New Zealand. It is the Maori people who are indirectly affected by its contents. We will then be in a position to make a decision on ratification.

Mr. ARNESEN (*Government adviser, Norway*) – I have the honour to speak on behalf of the four Nordic Governments represented in the Committee – Denmark, Finland, Norway and Sweden.

We have not ratified the Indigenous and Tribal Populations Convention, 1957 (No. 107), even though we do have indigenous peoples within our States, namely, the Sami people of Norway, Sweden and Finland, and the people of Greenland who have home-rule within Denmark.

The reason for our non-ratification of Convention No. 107 is to be found in its integrationist approach and paternalistic form, which is acceptable neither to our indigenous peoples nor to our Governments. In our countries, we seek to establish a situation of co-operation and mutual respect between governments and indigenous peoples, with self-identification and cultural freedom as keywords.

The land rights of the Sami are being revised by government commissions in Finland, Norway and Sweden. Finland has for a long time had an elected body representing the Sami, while in Norway the first elections to such a body will take place in September this year. A proposal to establish an elected assembly was presented to the Swedish Government just a few

days ago. Greenland's home-rule status has its ten-year anniversary this year and includes political autonomy and extensive land rights.

Against this background, our Governments have been happy to support and participate actively in the revision of Convention No. 107, with the aim of creating an instrument based on the principles I have just mentioned. More so, because our indigenous peoples themselves have for a number of years been very active in the support of indigenous peoples around the world and in helping to develop standards for indigenous rights in international law. One might say that in this case governments are now following in the footsteps of indigenous peoples in recognising and addressing the need for such standards.

Even though we have before us a proposed Convention, it is virtually a new instrument we have created, with a quite different scope from that of the old Convention No. 107. The keywords in the new instrument are "co-operation" and "mutual respect". The standards set are minimum standards and governments should consider going beyond these.

The resolution on ILO action concerning indigenous and tribal peoples, adopted by consensus in the Committee, points to the importance of co-operation in order to give effect to the new instrument. It calls upon the combined efforts of governments, indigenous peoples and international organisations, including the ILO, to help fulfil the aims of the proposed Convention.

In the course of our work, the need for flexibility in the instrument's provisions and in their national implementation, has been repeatedly pointed out. Given the enormous variations of national circumstances and of the position of indigenous peoples, flexibility stands out as a sheer necessity.

This is especially true in the part dealing with land rights. As an example I would like to quote the explanation given by the ILO of the term "ownership" as this has been understood in the proposed Convention, as it reads in our Committee report, paragraph 163:

The Government member of the United States sought a clarification from the Office on the term "ownership" as used in Convention No. 107. A representative of the Secretary-General said that the problem of dealing with the meaning of "ownership" in Convention No. 107 had often arisen in the Committee of Experts on the Application of Conventions and Recommendations, which had recognised on a number of occasions that the exact contents of the concept of ownership varied in different countries and under different legal systems. The Committee of Experts had concluded that it was difficult to say precisely that what was called "ownership" in one country had exactly the same implications in another country. The Committee of Experts had also concluded on a number of occasions that firm, permanent and assured possession did not constitute a violation of the requirement of ownership in Convention No. 107, which was considered to be among the ILO's "promotional" Conventions in many respects. This concept had been considered to be a good interim measure until full conformity with Convention No. 107 had been achieved. While the Committee of Experts had not found an exact equivalence between "possession" and "ownership", it had not found the firm assurance of pos-

session and use to be in violation of the requirement for "ownership".

As we all know, indigenous peoples and their cultures cannot survive without the retention of their lands. This is reflected in many provisions of the instrument. Our governments are especially happy to see the need for environmental protection included in the text. In this connection I would like to quote a few, but highly relevant lines from the report of the Brundtland Commission of 1987:

Tribal and indigenous peoples will need special attention as the forces of economic development disrupt their traditional life-styles – life-styles that can offer modern societies many lessons in the management of resources in complex forest, mountains and dryland ecosystems. Some are threatened with virtual extinction by insensitive development over which they have no control. Their traditional rights should be recognised and they should be given a decisive voice in formulating policies about resource development in their areas.

I cannot end this intervention without giving the most well-deserved praise to the secretariat of our Committee, Mr. Ali and Mr. Swepston, as well as our able Chairman Ambassador España-Smith and our Vice-Chairmen Mr. De Regil Gómez and Mr. Svenningsen. The task before the Committee has been extremely difficult, and it gives great credit to the tripartite system of the ILO and its office that this task has been fulfilled to such a high degree.

Mr. KICKINGBIRD (*Government adviser, United States*) – Before I refer to my prepared text I would like you to know that I am a member of the Kiowa Tribe of Indians. I have felt fortunate because on the Committee on Convention No. 107 several members of the United States delegation are also Indians: on the Workers' bench, Mr. Jim Murry, my Blackfoot brother, on the Employers' bench, my Lakota sister, Miss Salway whose speech you have already heard. The Lakota are also known as the Sioux. Miss Salway forgot to mention that yesterday was a Sioux national holiday. In 1876 General Custer took 200 cavalrymen into the Valley of the Little Bighorn to interrupt a Sioux family picnic. There were 6,000 Sioux family members gathered and the response was overwhelming. It has become enshrined in United States history as the Battle of the Little Bighorn.

What I would like to urge is that tomorrow you show an overwhelming response in favour of adopting our proposed Convention. To explain why let me return to my prepared text.

The United States is pleased to have been involved in the revision of Convention No. 107. We believe our goal of removing language and policy focused on integration and assimilation has been achieved. The ideas of integration and assimilation of indigenous peoples are not in keeping with the abilities or aspirations of indigenous peoples throughout the world. During the committee work on the revision of Convention No. 107 I described several measures in United States law and policy which: provide recognition and support of American-Indian governments in the United States; acknowledge the authority of tribal

rights to surface and sub-surface lands, minerals and other natural resources.

Thus, the language of the proposed Convention is in keeping with the domestic policies of the United States. This was another of my goals that I described at the beginning of our work in the Committee.

The third goal was to focus on issues and adopt language that would attract a wide consensus to permit ratification by many member States and thereby benefit indigenous peoples around the world. One area of warning that the United States supported was a qualified use of the term "peoples". We felt that the use of "peoples" was important so that indigenous people knew that governments were listening to the desires that they had expressed. We felt that a qualified phrase was important to keep a focus on the issues of Convention No. 107 and the work of the ILO as well as the concerns of many governments.

The Committee on Convention No 107 achieved a consensus that the use of the term "peoples" in the proposed text does not imply any rights except those set forth therein, and in particular, the Committee report makes clear that "peoples" does not imply the right to self-determination as that term is used and understood in international law. Because this is the clear understanding of the use of the word "peoples" in the proposed Convention the United States was able to support the wording of the said Convention. Adoption of the proposed Convention remains the final test of the work of our Committee. It is my hope that we have written a document that can live in the laws of the nations who are Members of the ILO. It is my hope that we have written a document that will live through the lives of the indigenous peoples who dwell in our nations.

Original – Spanish: Mr. APUNTE FRANCO (*Government adviser, Ecuador*) The delegation of Ecuador would like to express its position with respect to the discussion at this session of the Conference concerning the revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107).

My delegation put forward a series of amendments to the Office text on the basis of the results of the first discussion on the proposed Convention at the 75th Session of the International Labour Conference. The proposals were based on the guiding principles of my Government's policy in favour of indigenous people, who make up a considerable part of the Ecuadorian population, as well as on the recognition of the fact that Ecuador is a multi-ethnic and multi-cultural State.

Some of these proposed amendments were accepted by the Committee on Convention No. 107 and have been incorporated in the final text submitted to this plenary sitting. Others, however, were rejected during the consultations, so judiciously guided by the Chairman of the Committee, on Part II of the proposed Convention (Land); however, despite this, my Government did not oppose the adoption by consensus of the proposed text.

My country's delegation, however, would have preferred Article 13 of the proposed Convention to read as follows: "In applying the provisions of this Part of the Convention governments shall respect the special importance for the cultures and spiritual values of the peoples concerned of their relationship with the territories which they occupy and, in particular, the collective, global, unitary, inalienable and

imprescriptible aspects which the legal possession of such land should have”.

Likewise, my delegation would have wished Article 15, paragraph 2, to include the elements proposed in the amendment put forward by my country, namely: (a) state ownership of sub-surface resources, (b) notwithstanding such state ownership, the Government should promote agreements with organisations representing indigenous peoples before proceeding with prospecting or exploration of such resources when the latter are located in the territories inhabited by such peoples and (c) such agreements must contain clauses concerning compensation for damages or expropriation of indigenous peoples' shares in profits derived from subsurface resources, concerning employment of local labour, concerning the prohibition of foreign colonisation, concerning the presence of foreign technicians and workmen only subject to authorisation, and concerning supervision by indigenous organisations of compliance with the agreement.

My delegation deplores the failure to take account of its proposal on the inclusion of a new Article 10 which would guarantee, through international agreements, the right of indigenous peoples to freedom of movement within their territories when the latter are divided by borders between countries.

My delegation also had to associate itself with the proposal to withdraw all the amendments put forward regarding Articles 20 to 36; however, in these very amendments, Ecuador proposed social policy measures aimed at raising the standard of living of indigenous peoples. Thus, as regards recruitment and conditions of employment, my country would have welcomed the inclusion of the principle of remuneration equal to that fixed for equivalent work in other sectors of the population. Likewise, Ecuador proposed that the crafts, rural and community industries, traditional and subsistence activities be recognised as a right of indigenous peoples, for the realisation of which the State should provide the necessary resources, as well as access to technology.

We also proposed that the promotion of non-agricultural production alternatives be considered as a priority programme of States faced with the problem of migration of indigenous peoples to the cities for lack of land.

My country also proposed that the State should replace its concept of self-sustained and limited economic development with one which is compatible with an ecological balance. With regard to health we feel that there should be agreements between the representative organisations of indigenous peoples and the State. With respect to recognition of the right of intercultural bilingual education at all levels – primary, secondary and higher – there was another Ecuadorian proposal. We also wanted to have the various languages of indigenous peoples put on an official footing, together with the adoption of a national official language.

We also proposed self-management in education programmes and services for indigenous people in administering and managing such educational policies and should involve the representative organisations in developing bilingual intercultural education.

The Government of Ecuador also raised the matter of participation by indigenous organisations in legal reforms to draw up legal instruments enabling indigenous peoples to exercise the right to create their

own educational institutions. The implementation of intercultural education should gradually correspond with the human, economic and other resources available, to put such resources on an equal footing with other sectors of the national population. Indigenous children should learn to read and write in their indigenous language and should choose whether they want education in their own language or the national language. Literacy training should be structured to ensure that it contains national and indigenous aspects.

Ecuador proposed that indigenous peoples should be informed of their rights and obligations in their various languages and dialects.

My delegation finally raised the matter that indigenous peoples should participate in preserving their own cultural heritage and that research on indigenous culture should be carried out in consultation with the various indigenous organisations. The results of such research should at least be conveyed to the indigenous peoples in the national language. Archaeology, ethnography and culture would be best served by setting up museums, by agreement with the representative organisations.

These are the main aspects with Ecuador would like to have had included in the proposed Convention. We regret the fact that they did not receive due consideration in the Committee.

My delegation hopes that the work of this Conference committee will lead to a better life for indigenous peoples in conditions equal to those enjoyed by the other sectors of the population.

Mr. MURRY (*Workers' adviser, United States*) – I would like to join the supporters who have spoken in favour of the proposed Convention.

It was a difficult task to arrive at an agreement within our Committee. There were many, many areas of disagreement, and with that disagreement there was much controversy. Both as a Workers' representative and as an indigenous person, I share the frustration of my brothers and sisters within the indigenous groups who assisted us in our work. Workers' representatives would have liked to have had more say in adopting the term “peoples” in place of “populations”. We would have liked to have had expanded rights under the land section of the document. But the fact of the matter is the proposed Convention is an improvement over Convention No. 107, and that of course means an extension; it means an expansion of human rights for the indigenous peoples of the world.

With the adoption of the proposed Convention, it is imperative that there be an intensification of ILO activities in connection with indigenous and tribal peoples: These peoples deserve no less.

In closing I thank our Committee Chairman, the Employers' Vice-Chairman and our Workers' Vice-Chairman, John Svenningsen, for their hard work. But, my friends, the adoption of this proposed Convention is only the beginning. We have much more work to do to ensure the basic human rights of the indigenous peoples of the world in which we live.

As a worker, as an indigenous person, I have confidence that the ILO can meet this challenge.

Original – Spanish: Mr. NIÑO (*Government adviser, Venezuela*) – First of all, might I express the thanks of the Government delegation of Venezuela to Ambassador Raúl España-Smith of Bolivia, the

Chairman of the Committee on the Revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), for his dedication, skill and excellent chairmanship during the second reading of the proposed Convention. The unanimous decision of the Committee to entrust him with the not easy task of presiding over its discussions was a just recognition of his work in 1988. My delegation would also like to express its thanks to Mr. de Regil Gómez, the Employers' Vice-Chairman from Denmark for their constant co-operation and for the work achieved.

Venezuela participated in the first and second discussions of the proposed Convention. During this exercise of revision, which has been arduous and difficult, we have always been guided by a spirit of co-operation and understanding. We spared no effort to ensure that the proposed Convention would be definitively universal in character; we worked to create a multilateral legal system based on equity and which would yield results that would be balanced, satisfactory and acceptable for all. From the outset of the Committee's work we maintained that the proposed Convention should be analysed in the light both of generally recognised legal concepts and institutions enshrined in national legal systems, and of the relevant principles of international law.

Despite all of these efforts Venezuela, like other countries of the Latin American region, has serious difficulties with the text submitted to us today for adoption. We are aware that this is a thorny and multi-faceted problem and we recognise that it is an important one, but the proposed Convention – as we said clearly in the Committee – includes concepts which by their nature and scope are in conflict with standards contained in the Venezuelan national Constitution and with some specific provisions of our legislation on the subject. Our Government will examine the proposed Convention carefully and constructively but, given the circumstances I have just outlined, the delegation of Venezuela can but reserve its position with respect to the text submitted for adoption.

Original – Spanish: Mr. RIOS MUÑOZ (*Government adviser, Colombia*) – When the ILO decided to revise Convention No. 107 this was a major decision: on the one hand it showed that the area of its competence extends to all human groups who work for their livelihood, and, on the other, it recognised that after 32 years, the Convention needed to be brought into line with changes in the rights of peoples, and human rights, understanding of others and awareness of the importance of ecosystems.

This is the spirit in which Colombia participated in the meeting. Twenty-two years ago it ratified Convention No. 107, and as a consequence, followed a policy of co-habitation with its indigenous peoples and recognition of their basic rights. Colombia has respected the right of ownership, recognising the right of indigenous people to over 12 million hectares of land in the Colombian Amazon region. In the same way it has undertaken major efforts to offer these peoples basic services, to protect their fundamental rights and in particular their social and cultural identity, developing machinery so that they can participate in decision-making processes on the policies, plans and actions affecting them. This policy is closely linked to the environmental policy which aims to ensure the protection, recovery and sustained en-

joyment of natural resources, particularly in fragile ecosystems of the Amazon area, where my Government considers the indigenous peoples to be the guardians of these resources.

In concluding the revision of Convention No. 107, there is no doubt that significant progress has been made on aspects related to the recognition of the authenticity of indigenous peoples, their customs and cultures as well as their health and education. We have gone beyond the paternalist and integrationist approach which previously characterised the Convention. Here, Convention No. 107 has been enriched. In other areas, however, we have very serious concerns.

In achieving a broad and flexible document we have left to free interpretation terms and concepts which, since they can be dealt with differently within the constitutional framework of each country, should have been clearly defined for the future; expressions such as "land", "territory", "environment", for example, which were not defined, will create confusion when implementing the proposed Convention.

For the first time mention is made in the proposed Convention of sub-surface resources but nothing is said of the rights of the indigenous peoples, the protection of their habitat and crops or their community as regards the consequences of the exploitation of these resources.

Lastly, we regret that the opportunity was not taken, when revising Convention No. 107, to introduce topics of vital importance for the development of indigenous peoples, topics such as the study and structure of customary law, and the protection of ecosystems.

We feel, therefore that the proposed Convention only partially satisfies the expectations that we had when the revision of Convention No. 107 began. If it is adopted, Colombia will make it known to the indigenous communities and their representative organisations, before submitting it to the Congress of the Republic for ratification. In any case, we will continue to implement our policies in respect of indigenous peoples in a progressive spirit and to ensure that their rights are recognised.

The PRESIDENT – There being no other speakers, we shall move on to the adoption of the report of the Committee on Convention No. 107, paragraphs 1 to 179. If there are no objections, I take it that the report is adopted.

(The report, paragraphs 1-179, is adopted.)

PROPOSED CONVENTION CONCERNING INDIGENOUS AND TRIBAL PEOPLES IN INDEPENDENT COUNTRIES, SUBMITTED BY THE COMMITTEE ON CONVENTION NO. 107: ADOPTION

The PRESIDENT – We shall now proceed to the adoption of the proposed Convention concerning indigenous and tribal peoples in independent countries, appended to the report, beginning with the Preamble.

(The Preamble is adopted.)

The PRESIDENT – We now move on to the operative part of the proposed Convention, which we shall adopt Article by Article.

(Articles 1 to 36 are adopted seriatim.)

The PRESIDENT – May I take it that the proposed Convention is adopted as a whole?

The PRESIDENT – In accordance with article 40, paragraph 6, of the Standing Orders of the Conference, the provisions of the Convention concerning indigenous and tribal peoples in independent countries, as adopted by the Conference, will be referred to the Drafting Committee of the Conference for the preparation of the final text.

RESOLUTION ON ILO ACTION CONCERNING INDIGENOUS
AND TRIBAL PEOPLES, SUBMITTED BY THE COMMITTEE ON
CONVENTION NO. 107: ADOPTION

The PRESIDENT – The Conference has before it a resolution on ILO action concerning indigenous and tribal peoples. If there are no objections, I take it that the resolution is adopted.

(The resolution is adopted.)

The PRESIDENT – We have now concluded our consideration and adoption of the report, proposed Convention and resolution on indigenous and tribal peoples in independent countries. May I take this opportunity to thank the Chairman of the Committee, Mr. España-Smith, the Employers' Vice-Chairman, Mr. de Regil Gómez, the Workers' Vice-Chairman, Mr. Svenningsen, the Reporter, Mr. Helms, as well as all the Committee's members and the secretariat for the excellent work they have performed.

(The Conference adjourned at 12.45 p.m.)

Thirty-fifth sitting

Monday, 26 June 1989, 3 p.m.

President: Mr. Nkomo

REPORT OF THE COMMITTEE ON SAFETY IN THE USE OF CHEMICALS AT WORK: SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT – The first item on our agenda this afternoon is the report of the Committee on Safety in the Use of Chemicals at Work.

I invite Mr. Adewoye, Government adviser, Nigeria, Chairman of the Committee, Mr. Tarnow, Employers' adviser, United States, Vice-Chairman, Mr. Wright, Workers' adviser, United States, Vice-Chairman, as well as Mr. McLellan, Government adviser, Canada, Reporter, to come to the rostrum.

I call on Mr. McLellan, to submit the report.

Mr. McLELLAN (*Government adviser, Canada; Reporter of the Committee on Safety in the Use of Chemicals at Work*) – Initially, I should like to take this opportunity to congratulate you, Mr. Nkomo, on your unanimous election as President of this important session of the Conference.

This afternoon I am pleased to submit to the International Labour Conference the report of the Committee on Safety in the Use of Chemicals at Work. The report, which can be found in *Provisional Record* No. 23, covers the proceedings of the meetings which, on the basis of a first discussion, have led to Conclusions proposed with a view to a Convention and a Recommendation.

The report also contains the texts of two resolutions, one proposed by the Government delegate of India concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work, and another to place on the agenda of the next session of the Conference an item entitled "Safety in the Use of Chemicals at Work".

Our Committee held 16 sittings and examined 481 amendments. Many of these amendments required long deliberation, careful analysis and the establishment of working groups, and had far-reaching effects on the final text. I must stress, however, that the discussion in the Committee clearly demonstrated a spirit of shared concern for the workers' safety and health at work. As a result, the Committee was able to arrive at a consensus or an acceptable compromise on a vast majority of the issues, and voting was only necessary on four occasions.

The most significant development during these Committee proceedings concerned the broadening of the scope of the document from coverage of hazardous chemicals only to coverage of all chemicals used at work. This proposal by the Workers' group was raised earlier in our discussions and several governments indicated their support for this approach. As a

result, the Workers' and Employers' groups developed a compromise position for coverage of all chemicals, which is reflected in the final text.

Our task in the Committee was facilitated by previous ILO action, including the Conventions and Recommendations listed in the preamble to the Proposed Conclusions, and the report of the Meeting of Experts on Harmful Substances in Work Establishments, which was held in May 1987.

The first section of the proposed conclusions, Scope and Definitions of the Conclusions proposed with a view to a Convention, refers to the fact that the Convention should apply to all branches of economic activities in which chemicals are used. The term "chemicals", "hazardous chemicals", "use of chemicals at work" and "branches of economic activity", have been defined for the purposes of the Convention.

The section entitled Preventive and Protective Measures contains general principles for a national policy on chemical safety, such as the classification of chemicals, the responsibility of the supplier for labelling, and the provision of chemical safety data and information sheets. It also provides for the identification of chemicals by the user, and also the responsibility of employers for labelling or marking, for providing information for workers' training and for operational control measures, including the monitoring of exposure to chemicals.

Other sections refer to the duties and rights of workers.

The conclusions proposed with a view to a Recommendation provide guidance on how to transpose the principles of the Convention into national legislation. As a result, these conclusions contain more detailed provisions which could be included in national legislation. Although the large number of amendments placed a heavy burden on our Committee, our deliberations and our activities were greatly facilitated by the able guidance of our Chairman, Doctor Adewoye, and thanks to him the final conclusions were accepted in a spirit of co-operation.

Our equally able Vice-Chairmen, Mr. Tarnow for the Employers' group, and Mr. Wright for the Workers' group, in addition to being professionals, shared a strong sense of concern and responsibility for the health of workers. They shared a tolerance for the ideas of others, and also demonstrated creativity in the development of solutions to key issues. The delegates, who considered the 481 amendments and the development of this report, are commended.

In addition, I would like to acknowledge the work of those who served on the Drafting Committee. All have earned a well-deserved word of thanks.

Last but not least, I would like to express the gratitude of our Committee members for the excellent help and assistance we received at all times from the representative of the Secretary-General, Mr. Kliesch, and his team of experts, secretaries, translators, clerks, typists and all others, who so ably carried out their tasks and were available at all times to respond to our wishes good humour and efficiency. In my opinion, their hard work helped bring the activities of our Committee to a successful conclusion.

In summary, it gives me great pleasure to submit and recommend the adoption of report of the Committee on Safety in the Use of Chemicals at Work, the Proposed Conclusions and the two resolutions, to the 76th Session of the International Labour Conference.

The PRESIDENT – The report of the Committee on Safety in the Use of Chemicals at Work is now open for discussion.

Mr. BARKER (*Employers' adviser, United Kingdom*) – I am speaking in place of Mr. Michael Tarnow, who was elected as the Employers' Vice-Chairman of the Committee on Safety in the Use of Chemicals at Work.

On behalf of the Employers' members of that Committee, it is my pleasure today to commend the report of the Committee to the Conference. We believe that we have produced in this report the basis of an important future instrument, designed to protect the safety and health of all those who work with chemicals.

I should like, first, to pay tribute to the Chairman of the Committee, Doctor Adewoye, who has shown great skill, understanding and diligence in guiding us through our deliberations. We have also appreciated the responsible and courteous way in which contributions to our debate have been made and received, and the spirit of co-operation and reconciliation which has been a feature of most of our work for these past two weeks. For that, we are indebted to the Committee as a whole. The way in which the Committee has worked has reflected the genuine interest of all three sides in our subject and a shared belief in its importance.

I must also place on record our gratitude to the ILO for an excellent document as the starting point for this year's discussion.

Based on this discussion, we have reached conclusions proposed with a view to a Convention and a Recommendation, which reflect the compromises reached as a result of our debate in the Committee.

Over the next year, and before we return to our subject at the 1990 Session of the Conference, the text of our report will need to be carefully reviewed. We need to determine the modifications that could be introduced to it in order to maximise the potential for ratification. Any such modifications would certainly receive serious consideration by Employers' delegates at next year's Conference. In that regard, we would draw attention to three issues: first, the scope of the instrument, especially as it defines chemicals and as it refers to requirements involving non-hazardous chemicals; second, areas of potential overlap and conflict with other international instruments; third, the substantial level of recognition and redundancy of words in our report as it currently stands.

The report is not perfect, but we endorse it. We will support modifications, in the main, only for the purposes which I have just described. Further, we encourage Government and Workers' members to minimise duplication and to seek to avoid the enormous number of amendments which we have seen this year.

No one should expect that there can be anything gained next year from a return to issues which have been rejected this year.

We look forward, therefore, to the finalisation of these documents at next year's session, and we leave this year with the resolve to think further and constructively on our subject during the intervening period of review.

Mr. WRIGHT (*Workers' adviser, United States; Vice-Chairman of the Committee on Safety in the Use of Chemicals at Work*) – Four-and-a-half years ago, on the night of 4 December 1984, the world suffered the worst industrial accident in its history when a cloud of toxic gas was released from a Union Carbide chemical plant in Bhopal, India. More than 2,000 people died that night. Victims continue to die from respiratory damage at the rate of several a week. But as terrible as the Bhopal disaster was, we must remember that most chemical injuries and diseases occur in ways that are far less dramatic and far more routine. It may be a plantation worker poisoned by pesticides after entering a sprayed field, or a transport worker breathing toxic vapours when unloading his cargo, or a maintenance worker on a chemical plant burned by a gas flare when he opens the line, or a worker in virtually any industry dying of cancer 20 years after first exposure to a chemical no-one thought was hazardous at that time.

These tragedies occur in ones and twos. Some are accidents, many more from diseases caused by the long-term effects of toxic chemicals. Many of these illnesses are not even recognised as occupational since they occur only after a long latency period.

No-one knows how many such cases there are. Only a few countries have made estimates and they are largely guess work. But if we use those estimates and extrapolate to the world as a whole, the number of deaths each year resulting from chemical accidents and the illness at work is at least several hundred thousand and may exceed 1 million. That is a tragedy equal in size to Bhopal every day. I repeat, every day. And yet those deaths are preventable, for even the most hazardous chemical can be used safely.

Many of the Employers' members of our Committee represent companies with excellent safety records who work in co-operation with employees and their representatives to keep their plants safe, and so the goal before us of ensuring safety in the use of chemicals at work is achievable.

The report of the Committee represents one small step towards that goal. This is not the first time the ILO has considered the issue of chemical safety. Conventions and Recommendations now exist on benzene, asbestos, occupational cancer, the working environment and occupational safety and health generally. In 1987, a meeting of experts convened by the ILO agreed that a new instrument was needed on the subject of safety in the use of chemicals at work, including provisions for disseminating information on chemicals to employers and workers, education and training, monitoring and control measures in the

choice of safe technology. As a result, the Governing Body placed this question on the agenda of this 76th Session of the Conference for the first stage of the double discussion procedure leading to the adoption of a Convention and a Recommendation.

The Workers' group believes that the document before you is a good one. It is not, of course, perfect. We would urge delegates to review it carefully over the intervening year so as to improve its language in the 77th Session of the Conference. But the principles in the Committee report form a strong basis for ensuring safety in the use of chemicals at work. Several issues deserve special mention. Most of the provisions of the proposed instruments deal with chemicals which have been defined as hazardous by the competent authority or the supplier. But just as any chemical can be used safely, if the proper precautions are taken, any chemical can be dangerous under some conditions. To give but one example, the Bhopal disaster occurred when water, simple water, a chemical not classified as hazardous by government, entered the wrong storage vessel. Then, too, the competent authority or the supplier may have failed to properly classify a chemical to which workers are exposed. Therefore, workers and their representatives must have the right to know the identities and the important properties of all chemicals in the workplace, not just those that the government agency or manufacturer happens to think are hazardous.

The proposed provisions maintain that right, while putting the least possible burden on chemical suppliers.

Trade secrets have been a contentious issue in the past. The report's conclusions will protect genuine confidential business information, but would make such protection subordinate to the protection of workers' health and safety. The conclusions leading to a Recommendation would give workers and their representatives access to this information, so long as they agree to use it only for the purpose of workers' protection and to take reasonable steps to prevent its disclosure to potential competitors. We think that strikes an appropriate balance.

One issue which sometimes divided the Committee concerns the export of hazardous chemicals, especially those which have been banned or restricted in the exporting country. The Workers' group believes that importers and importing countries deserve comprehensive information about such restrictions. That right is especially important in developing countries. We urge governments and employers in the developed countries to recognise this need and work co-operatively to include appropriate provisions in next year's instrument.

Over the intervening years, many governments will carefully study our conclusions, with a view toward possible ratification of the resulting Convention. We hope that review includes more than a narrow comparison with existing national law and practices; rather the guiding principle should be whether the provisions of a possible Convention are appropriate for the world as a whole. Indeed, Conventions would be useless if they did not sometimes lead to changes in national law and practice.

The report before you required the best efforts of all participants in the Committee. On the Workers' side, I would like to recognise the contributions of our Secretary, our Deputy Vice-Chairman, Mr. Passey and Mr. Sorokin, our assistant from the Workers'

Relations Branch, Mr. Maninat, and Mr. Trudel, who served on the Drafting Committee. I would like especially to commend the Employers' group and its Vice-Chairman, Mr. Tarnow. While we sometimes disagreed with the Employers, we never had cause to doubt their integrity or their commitment to workers' safety and health. Government members of the Committee also demonstrated great technical expertise, practical knowledge and an ability to look beyond narrow national or regional interests. The Office, represented by Mr. Kliesch and his staff, provided an excellent text and invaluable support, often working till 2 and 3 in the morning to prepare for the next day's meetings. Our reporter, Mr. McLellan, had the difficult task of summarising a lengthy and free-wheeling discussion. Most of all, our Chairman, Mr. Adewoye, deserves praise for his effective leadership and gentle humour without which we could not have succeeded.

I believe our deliberations represented tripartism at its best, a spirit not just of compromise but of working together to find the best possible solutions to complex problems.

On behalf of the Workers' group, indeed on behalf of workers throughout the world who so desperately need protection from the harmful effects of the chemicals they use, I respectfully urge the adoption of this report.

Mr. ADEWOYE (*Government adviser, Nigeria; Chairman of the Committee on Safety in the Use of Chemicals at Work*) – Mr. President, this being my first opportunity to address the plenary sitting of this Conference, please permit me to join others in congratulating you on your well-deserved election as the President of the 76th Session of the International Labour Conference. Also, as the Chairman of the Committee and on behalf of all its members, I should like to express our appreciation to the Governing Body and to the International Labour Organisation for the timely decision to place the item of safety in the use of chemicals at work on the agenda of this year's session of the Conference. It is thus apparent that the ILO has been fully conscious of the growing awareness in the world regarding the hazards associated with the use of chemicals.

Several Conventions and Recommendations already adopted by the International Labour Conference have direct or indirect relevance to the control of chemicals at work. Also, within the framework of the international programme for the improvement of working conditions and environment, the ILO assists governments and enterprises by means of Conventions and Recommendations, codes of practice, manuals, guides, technical advice and publications, research, information and technical co-operation projects. We are also informed that it was in response to the report of the Meeting of Experts on Harmful Substances in Work Establishments, which was held in May 1987, that the Governing Body decided to place the question of chemical safety on the agenda of this session of the International Labour Conference.

The committee set up by the Conference at its fourth sitting, which I had the honour and the pleasure of chairing, has in the first two weeks thoroughly applied itself to the problems associated with the use of chemicals at work.

The Committee has expressed these problems clearly in its report and it has proposed corresponding conclusions with a view to a Convention and a Recommendation on the issue.

The Committee worked very diligently throughout these sittings in a determined effort to support the standard-setting activities of the International Labour Organisation. Despite some disagreements on technical opinions, there was wide general agreement regarding the noble objective of protecting the life and health of workers through the improvement of working conditions, among others.

It is my belief that the amendments submitted to the Committee during its sittings were intended to cover as completely as possible the problems in the sector because of the general concern of members to protect the health of workers in the use of chemicals at work. It is also a reflection of the fact that fibre chemicals continue to contribute positively to the social and economic development of the world, where most workers handle chemicals in one form or the other.

Expressing concern about the various systems of classification and labelling for the use of chemicals at work and for the transport of dangerous goods, the Committee after thoughtful discussions adopted a resolution proposed by the Government member of India concerning the harmonisation of such systems. This resolution invites the Governing Body to request the Director-General to assess the size of the task of harmonising national and regional criteria and classification systems established for the use of chemicals at work; to prepare a report on the result of this assessment and present this report as soon as possible; to establish co-operation with other international bodies to ensure a system of harmonised national and regional criteria and classifications which protect workers using chemicals. The resolution is strongly recommended for serious consideration by the Conference.

Before I leave, I would like to inform the Conference that an excellent spirit of tripartism prevailed in the Committee throughout its sittings. First, I should thank the Government members – both as individuals and as groups – for performing their tasks creditably. Many thanks also go to the imaginative Vice-Chairman of the Employers' group, Mr. Tarnow, and to the resourceful Vice-Chairman of the Workers' group, Mr. Wright. These two gentlemen demonstrated considerable knowledge of the subject of our discussion and gave tremendous devotion to their respective tasks. With the efficient co-ordination of the well-blended efforts of members of their respective groups, the Committee was able to resolve most issues before it without resorting to voting – a clear demonstration of an excellent spirit of co-operation. Mr. McLellan, the Committee's distinguished Reporter, also deserves my thanks for demonstrating his vast expert knowledge in the Committee's main business and the preparation of its reports. Of course, my tribute should not end without expressing my special thanks and unreserved appreciation to the immense efforts of Mr. Kliesch and the devoted members of his team of the Committee's secretariat. Despite an unprecedented number of amendments received by its secretariat, the well-coordinated operational machinery already put in place at the secretariat for the whole exercise proved more than equal to the task.

As a result, the Committee enjoyed a flawless service throughout its sittings.

In conclusion, I would like to call on the Conference to accord to the report – the proposed conclusions and resolutions – its fullest support in the interest of all workers of the world.

Mr. NARAYAN (*Government adviser, India*) – Mr. President, since I am taking the floor for the first time I would like to congratulate you on your election as President of the 76th Session of the International Labour Conference. My delegation would like to congratulate the International Labour Office for producing an excellent working document for the preparation of international instruments for safety in the use of chemicals at work. My delegation also appreciates the strenuous tripartite efforts made to extend the scope of the proposed instruments and improve their contents.

The Committee as a whole has shown a great sense of commitment to the cause of safety at the workplace. It has been able to resolve many complex issues despite varying perceptions. The Government of India attaches considerable importance to the subject of chemical safety and supports the adoption of a Convention and a set of Recommendations on the subject as early as possible.

The subject is extremely complex and there is, in reality, no adequate and comprehensive legislative treatment. The Committee was therefore faced with an immensely difficult task. The basic problem is the very definition of the word "chemical". All substances, by their intrinsic nature, are chemicals. While many substances do not pose hazards in ordinary conditions, even water, which sustains most forms of life, many, in combination with other substances, cause a major hazard to life as we have witnessed in Bhopal.

The Committee has manfully tried to tackle the problem of hazards posed by substances which are innocuous in normal conditions by taking a broad meaning of the word "chemical". However, the definition proposed by the Committee requires considerable improvement so that, while we cover hazards from all chemicals, we also do not lose sight of the main object which is to deal effectively with chemicals which cause the greatest hazard. It is important to have an order of priority in dealing with the question of the safety of chemicals as they touch virtually every aspect of modern life.

We strongly believe that the International Labour Conference must adopt an instrument which can be implemented by a majority of its Members. We do not imply that the Convention should merely embody the existing national laws and practices. In that event the value of an international instrument would be greatly diminished. The instrument therefore should provide a goal which is capable of realisation.

We would be extremely pleased if due account was taken of the special problems facing the developing countries and a provision made for the extension of application of the proposed Convention to different branches of economic activities and different categories of persons in a phased manner. India has a vast unorganised sector of economic activity. Small farmers dominate its agricultural sector. It would be unrealistic to expect them to be able to discharge their responsibilities as employers in the manner you would expect of the managers of a factory.

There are examples of ILO instruments which provide for ratification by stages. We feel that this kind of flexibility should be built into as many Conventions as possible.

The main emphasis of the Conclusions proposed with a view to a Convention and the pre-requisite for its implementation relates to laying down the criteria for hazardous chemicals and establishing a system of classification and labelling of chemicals. This will require not only expertise but also allocation of resources for the setting up and maintenance of an organisation, and it will imply a heavy burden, especially for developing countries. Besides, a number of classification and labelling systems already exist; however, they are not appropriate to the workplace and they cause confusion in the mind of the user, because of their differences.

The Government delegation of India has therefore suggested that the ILO should take the lead in harmonising the system for the national and regional criteria for hazardous chemicals and their classification and labelling. The resolution moved by my delegation was amended to the effect that the International Labour Office should assess the problem and come up with a report. We expect the ILO to take up the task immediately and to submit a report as soon as possible, so that the Governing Body can study the matter and take appropriate action.

The proposed instrument does not address the control of major accident hazards, except in a peripheral manner. However, we appreciate the efforts made by the ILO in preparing a code of practice on the subject. We believe that the highest consideration must be given to safety in large chemical factories, as they pose a great hazard to the lives of workers and members of the public in the vicinity, as well as to the environment. It will be of immense value if the ILO proceeds expeditiously with the task and proposes a separate Convention on the subject.

With these observations, my delegation fully supports the recommendations made by the Committee.

The PRESIDENT – There being no other speakers, we shall now proceed to the adoption of the report of the Committee on Safety in the Use of Chemicals at Work, paragraphs 1 to 236. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

PROPOSED CONCLUSIONS SUBMITTED BY THE COMMITTEE ON SAFETY IN THE USE OF CHEMICALS AT WORK:
ADOPTION

The PRESIDENT – We shall now proceed to the adoption, point by point, of the Proposed Conclusions. We shall begin with Points 1-3. May I take it that these Points are adopted?

(Points 1-3 are adopted seriatim.)

CONCLUSIONS PROPOSED WITH A VIEW TO THE ADOPTION OF A CONVENTION, SUBMITTED BY THE COMMITTEE ON SAFETY IN THE USE OF CHEMICALS AT WORK: ADOPTION

The PRESIDENT – We now proceed to the adoption of the Conclusions proposed with a view to the

adoption of a Convention, Points 4-26. May I take it that these Points are adopted?

(Points 4-26 are adopted seriatim.)

CONCLUSIONS PROPOSED WITH A VIEW TO THE ADOPTION OF A RECOMMENDATION SUBMITTED BY THE COMMITTEE ON SAFETY IN THE USE OF CHEMICALS AT WORK:
ADOPTION

The PRESIDENT – We now proceed to the adoption of the Conclusions proposed with a view to the adoption of a Recommendation, Points 27-49. May I take it that these Points are adopted?

(Points 27-49 are adopted seriatim.)

The PRESIDENT – I now put for adoption as a whole the Proposed Conclusions submitted by the Committee on Safety in the Use of Chemicals at Work. May I take it that the Proposed Conclusions as a whole are adopted?

(The Proposed Conclusions as a whole are adopted.)

RESOLUTION TO PLACE ON THE AGENDA OF THE NEXT ORDINARY SESSION OF THE CONFERENCE AN ITEM ENTITLED "SAFETY IN THE USE OF CHEMICALS AT WORK", SUBMITTED BY THE COMMITTEE ON SAFETY IN THE USE OF CHEMICALS AT WORK: ADOPTION

The PRESIDENT – You now have before you a resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Safety in the Use of Chemicals at Work". May I take it that the resolution is adopted?

(The resolution is adopted.)

RESOLUTION CONCERNING HARMONISATION OF SYSTEMS OF CLASSIFICATION AND LABELLING FOR THE USE OF HAZARDOUS CHEMICALS AT WORK, SUBMITTED BY THE COMMITTEE ON SAFETY IN THE USE OF CHEMICALS AT WORK:
ADOPTION

The PRESIDENT – You now have before you a resolution concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work. May I take it that the resolution is adopted?

(The resolution is adopted.)

The PRESIDENT – That concludes our consideration and adoption of the report, conclusions and resolutions of the Committee on Safety in the Use of Chemicals at Work. May I take this opportunity to thank the Chairman, Vice-Chairmen and Reporter of the Committee, as well as all its members and the secretariat for the excellent work they have done.

REPORT OF THE COMMITTEE ON THE APPLICATION OF STANDARDS: SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT – The next item on our agenda is the Report of the Committee on the Application of

Standards. I would like to ask the officers of the Committee to come to the rostrum: Mr. Elmiger, Government delegate, Switzerland, Chairman; Mr. Wisskirchen, Employers' adviser, Federal Republic of Germany, Vice-Chairman; Mr. Houthuys, Workers' adviser, Belgium, Vice-Chairman; and Mr. Kchaou, Government adviser, Tunisia, Reporter.

I call on Mr. Kchaou, the Reporter, to present the report.

Original – Arabic: Mr. KCHAOU (*Government adviser, Tunisia; Reporter of the Committee on the Application of Standards*) – In the Name of God, the Merciful, the Compassionate! Speaking for the first time in plenary at this session of the Conference, I must say it is a pleasure for me to associate myself with previous speakers in congratulating you on your election as President of the 76th Session of the International Labour Conference.

It is an honour for me to be able to submit to the Conference the report of the Committee on the Application of Standards, contained in *Provisional Record* No. 26. The Committee was set up under article 7 of the Standing Orders of the Conference to discuss the third item on the agenda, "Information and reports on the application of Conventions and Recommendations".

In accordance with its customary practice, the Committee divided its work into three parts. Firstly, the Committee discussed the application of standards and the discharge of the obligations resulting therefrom; it then went on to discuss the general survey by the Committee of Experts on the Application of Conventions and Recommendations which this year concerned social security protection in old age. Thirdly, the Committee considered a number of individual cases.

The report of the Committee of Experts was the main basis for discussion both in the general discussion and in the consideration of individual cases.

The members of the Committee also engaged in an exchange of views concerning the report of the Fifth Session of the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers.

The Committee started with the first part, that is the obligations binding member States. In this way, it assessed the evaluation made by the Committee of Experts and studied the positive and negative aspects of the current situation.

Among the positive aspects, the Committee expressed its satisfaction with the increase in the number of ratifications. In 1988 90 new ratifications by 27 member States were registered. Thus, the total number of ratifications by 31 December 1988 was 5,401. This followed a decline in the number of new ratifications in previous years. However, this satisfaction did not prevent certain members of the Committee from emphasising that a large number of Conventions had still not been ratified by member States. These members also said that the number of Conventions concerning basic human rights that had been ratified recently was very low as was that of ratifications of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). The reasons for this low number of ratifications were discussed, and this is dealt with in paragraph 9 of the report. The Committee also took note of the ratifications that

had come in since 31 December 1988, of which paragraph 10 gives a detailed account.

As regards the negative aspects, they concern the denunciation by four States in 1988 of the Underground Work (Women) Convention, 1935 (No. 45) The Protection against Accidents (Dockers) Convention, 1929 (No. 28) was also denounced by one member State. Thus, the number of denunciations not accompanied by the ratification of a revised Convention is 53. The Workers' members in the Committee expressed their concern at the number of denunciations. Some members proposed that the Organisation should investigate the reasons for this, so as to be in a position to react more rapidly.

As regards general issues relating to international labour standards, the discussion this year, was richer than it has been in the past not only because of the unprecedented number of speakers – 53 – but also because of the content of what was said. The characteristic feature of this session as compared with earlier ones was that we spoke with one voice regarding major problems, after many years of difficult discussion aimed at reconciling contradictory interests and positions. Thus, this is the first time, as the Workers pointed out, that there was such unanimity regarding the principle of the universality of standards, the role and work of the Committee of Experts, and the nature of the relationship between the different supervisory bodies.

The discussion highlighted the Committee's unanimity regarding the permanence of the fundamental objectives of the ILO and the unique value and dynamism of its standard-setting activities, as well as the dedication of the member States and occupational groups to these objectives and values. Several speakers recalled the importance of the established standards of the ILO and noted the essential role played by the Organisation in promoting a balanced economic and social development. They also emphasised the impact of international standards in the search for solutions to the problems linked to the protection of human rights and those of the most underprivileged social groups, to the guarantee of full employment, and to health and safety at work. Thus, it was felt, international labour standards made an important contribution to the promotion of social justice, which is an essential pre-requisite for long-lasting peace.

As regards future standard-setting activities, some members considered that the Organisation should first try to review and modernise existing standards, while others considered that the Organisation should elaborate new standards, stressing the importance of broad active participation by all member States in this process. Some speakers expressed the hope that flexibility would be introduced in the different standards in order to reconcile the universality of these standards with the different national situations as regards political systems and levels of development. The required flexibility, however, should apply only to the formulation, and not to the implementation, of standard.

As regards the supervisory bodies, interventions this year showed a notable improvement. The representatives of the three groups, in the main, recognised the quality of the work of the Committee of Experts carried out faithfully with respect to its tradition of independence, objectivity and impartiality.

The question of the interpretation of Conventions and the role of the supervisory bodies in this respect

attracted comments from different delegations, whose positions are reflected in paragraphs 21 to 24 of the report.

The application of the Employment Policy Conventions, 1964 (No. 122) elicited a considerable amount of discussion. This discussion lays a new foundation for the dialogue that has been established between the Committee of Experts and the Conference Committee and the complementarity between the different supervisory bodies. It is particularly significant this year because it is a continuation of a much broader-based discussion which took place in plenary when delegates commented on the Director-General's Report, *Recovery and employment*.

Paragraphs 30 to 39 reflect the unanimity of the members of the Committee regarding the importance of employment and of the objectives laid down in Convention No. 122. There was also unanimity regarding the analysis given in the general comments made by the Committee of Experts. Some speakers requested that the Committee of Experts be encouraged to continue its activity in this field and to undertake similar action with respect to other Conventions. Most speakers attached special importance to the difficulties encountered by developing countries, particularly in Africa and Latin America, in drawing up and implementing valid employment policies in an international environment characterised by foreign indebtedness. Several speakers expressed their approval of the Committee of Experts' analysis of the high levels of foreign debt and the deterioration of the terms of trade. Numerous speakers also emphasised the negative impact of structural adjustment programmes on employment and incomes.

Some members of the Committee pointed out that these consequences gave rise to difficulties, not only in the application of Convention No. 122, but also in that of other essential Conventions, for they felt that the effect of these programmes was to restrict the exercise of trade union rights and human rights in general.

Some African speakers were of the view that the debt problem was critical from the economic and social point of view and might have very dangerous political repercussions. Many members of the Committee also emphasised the responsibility of international financial institutions, which had underestimated the social cost of structural adjustment policies and programmes. These speakers called upon the International Labour Organisation to play a more active part in this field than in the past. They also called for a follow-up to the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in November 1987.

The discussion also gave rise to comments on certain aspects of employment policy referred to in the report of the Committee of Experts, such as training schemes, incentives for the creation of self-employment for the unemployed, employment of young persons and the reduction of hours of work. The concern expressed by the Committee of Experts as regards certain forms of flexible employment contracts was the subject of an exchange of views and opinions between the members of the Committee.

Generally speaking, it was considered that the consultative and negotiating bodies were the best means of developing employment promotion policies.

Among other issues that were considered within the general discussion, we can include the role of em-

ployers' and workers' organisations. The Employers' representatives emphasised the large number of comments that the Committee of Experts had received from employers' and workers' organisations, which reflected the interest these organisations had in implementing ILO standards. Numerous members of the Committee shared the Committee of Experts' hope that a large number of States would be able to ratify Convention No. 144, in view of the positive results achieved by tripartite consultations.

There was also a very useful discussion on the need to send in reports on the application of Convention in good time.

In this respect, the Employers' and Workers' representatives and a large number of Government representatives expressed misgivings regarding the deterioration of the situation. They put forward proposals aimed at preventing the trend from continuing. These proposals included assistance that the ILO could afford to member States to help them to draw up their reports and to train qualified personnel, extension of the time limit for reports, and co-operation between the social partners.

There were other questions considered in the general discussion and contained in the report. These include the Seventh African Regional Conference of the ILO held in Harare from 27 November to 7 December 1988 (paragraphs 48 to 50) and the subject of relations with the European Communities (paragraphs 54 and 55).

The second part of our Committee's work was devoted to the Committee of Experts' general survey based on the reports requested under article 19 of the Constitution and regarding the application of the Social Security (Minimum Standards) Convention, 1952 (No. 102) and the Invalidity, Old-Age and Survivors' Benefits Convention (No. 128) and Recommendation (No. 131), 1967, in so far as they applied to old-age benefits.

Deliberation on this survey was very full; 25 paragraphs of the report are devoted to it, that is Part C, paragraphs 56 to 80.

The Committee unanimously appreciated the quality of the Committee of Experts' survey which supplied valuable information on the general situation of old-age protection through social security and on the problems facing States in this area. The Committee emphasised the role of general surveys since they allow a global view of the subjects covered by the specific instruments involved, independent of their ratification.

The Committee stressed the role of social security in general and the need to provide protection for the elderly, whose pensions are often their only means of support. It was recalled that social security has always been at the forefront of the ILO's concerns and that Conventions No. 102 and 128 and Recommendation No. 131 have been classified by the Governing Body as instruments requiring priority promotion.

The Committee expressed concern at the relatively low number of ratifications registered for Conventions No. 102 and 128, that is 32 and 14, respectively.

The Workers' representatives expressed hope that the general survey would give new impetus to ratification of the two Conventions, particularly because they contain certain flexibility clauses. The Employers' representatives for their part emphasised the need to launch an information campaign in order to

overcome the obstacles to ratification and they furthermore emphasised the importance of co-operation in that respect between the ILO and the member States.

The members of the Committee also discussed various aspects of old-age benefits, such as the maintenance of their purchasing power, the expansion of their scope and the conditions under which they are granted. With respect to equality of treatment, some speakers emphasised the special social security situation of migrant workers and the need for considering men and women on an equal footing. The Committee suggested to the representative of the Secretary-General that, at its forthcoming November Session, the Governing Body might study the desirability of elaborating a new instrument regarding equality of treatment for men and women in social security matters.

By a resolution of the Conference, the Committee on the Application of Conventions and Recommendations was invited to express its views on the report on the Fifth Session of the Joint ILO-UNESCO Committee of Experts on the Application of the recommendation concerning the Status of teachers, which took place in October 1988. The Committee listened to the representative of the Director-General of the United Nations Economic, Social and Cultural Organisation (UNESCO), who emphasised the close relationship that existed between improvements in the professionalism required of teachers, which concerned primarily UNESCO, and the working conditions of teachers, which fell within the fields of competence of the ILO. She also provided information regarding the opinions and recommendations contained in the report of the Joint Committee and expressed her organisation's desire to continue co-operating with the ILO in order to encourage States to improve teachers' working conditions and to grant them a social status corresponding to the importance of their tasks and of their role in society.

During the discussion, members of the Committee raised a number of questions, including the ways and means of implementing the recommendations contained in the report, the deterioration of education and the relationship between that deterioration and the professionalism of teachers, the extent to which existing labour Conventions apply to teachers and the possibility of elaborating international labour standards for this profession.

The Committee took note of the fact that the majority of international labour Conventions were applicable to the teaching profession, particularly the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Labour Relations (Public Service) Convention, 1978 (No. 151). It also observed that the ILO's supervisory bodies had already taken decisions establishing that the teaching profession was not to be considered an essential service and therefore enjoyed the right to strike, to collective bargaining and other trade union rights.

Discussion was continuing at present with UNESCO regarding the proposal to establish a Convention on teachers' working and employment conditions.

Most of the Committee's work was devoted to studying a series of individual cases which had been discussed by the Committee of Experts and which were contained in the latter's report. These cases concern

the implementation of ratified Conventions, the obligation to transmit reports in that respect and the obligation to submit Conventions and Recommendations to the competent authorities. The Committee devoted 14 of its 23 meetings, including two night sittings, to individual cases. The Committee followed the same working procedures as it had followed in earlier years when studying individual cases. You will find a summary of the Committee's discussion on individual cases in the second part of the report.

In the last section of the first part of the report, the Committee draws the Conference's attention to a certain number of conclusions that it reached after studying the individual cases. In paragraphs 103, 104 and 106 the Committee expressed its satisfaction with the measures taken by a number of governments to guarantee the application of ratified Conventions. The Committee was able to examine certain cases where progress had been made in addition to the 46 cases studied by the Committee of Experts concerning 29 member States. These conclusions were proof of the success of the various supervisory bodies and of the willingness of member States to participate in the supervisory machinery. Furthermore, the Committee drew the Conference's attention to a number of special cases that present particular difficulties, one of them being the application of ratified Conventions. These special cases are outlined in paragraphs 108 to 113.

The Committee also draws the Conference's attention to cases where it has observed considerable shortcomings in the constitutional obligations concerning either the submission of Conventions and Recommendations to the competent authorities (paragraph 94) or the supply of reports (paragraphs 98, 99, 101 and 118).

The Committee expressed its satisfaction about the large number of governments who had co-operated with it by submitting information regarding the situation in their countries, either in writing or orally when each individual case was studied. This year there were 50 such States.

The Committee also regretted that three governments had not participated in the discussions about their countries in spite of the repeated invitations addressed to them. The Committee also expressed regret that six other countries had been unable to participate in the discussion in the Committee, of cases which concerned them, either because they were not represented at the Conference or because their representatives had left before the work had been completed.

That was a summary of the important points that the Committee on the Application of Standards discussed and which are included in the report. It is my pleasure to be able to inform the Conference that the work of the Committee this year was characterised by a very positive atmosphere. All its members participated with constructive dialogue and in a spirit of collaboration and understanding.

This atmosphere certainly augurs well for our Organisation, which is celebrating the 70th anniversary of its foundation this year. The Organisation's standard-setting activities are, without a doubt, among the most important activities in our Organisation in its efforts to achieve the noble objectives which it was created to accomplish and which are those of all our peoples.

It is my pleasure to express my thanks and my congratulations to all those who have contributed in any way to the success of the Committee's work, for which I was the Reporter and for which it was my honour to draw up the report. In particular, I would like to mention the Chairman of the Committee, Mr. Elmiger (Government delegate of Switzerland) who guided the work of our Committee very competently and very wisely. I would also like to thank the two Vice-Chairmen, Mr. Wisskirchen, the Employers' Vice-Chairman and Mr. Houthuys, the Workers' Vice-Chairman, who demonstrated enormous experience and a great spirit of co-operation.

I would also like to mention Mr. Sidibé, the Director of the Department of Standards and representative of the Director-General in the Committee, and all his assistants for their devotion and their efficiency. Before I conclude my statement, I would like to inform you of an error in the report. Please insert the following correction on the last page of the report (p. 111), in the index by countries to observations and information contained in the report; concerning Papua New Guinea, Part One, General Report, add '102' after paragraphs 94, 101.

Finally, I invite the Conference to adopt the report presented to it after making the above correction.

The PRESIDENT – The report is now open for discussion.

Original – German: Mr. WISSKIRCHEN (*Employers' delegate, Federal Republic of Germany; Vice-Chairman of the Committee on the Application of Standards*) – Our Committee presents to the Conference its unanimously adopted report. This report contains all the essential elements of our very thorough consultations in the Committee. We are particularly gratified to note that in contrast to previous years there is no longer any fundamental dissent as to the significance, the importance and the content of an effective supervisory system of the ILO.

The reports of the member States and the report of the Committee of Experts on the Application of Conventions and Recommendations, which is based on a verification of these reports, belong to this supervisory system consisting of several stages. The report of the Committee of Experts is the indispensable basis of our work. Every step of this supervisory system is built upon the outcome of the previous steps. Our Committee reports to the Conference upon the results of its consultation in the report before you. It goes without saying that we hold the objectivity, independence and impartiality of the work of the Committee of Experts in the highest esteem. However, it is equally clear that we do not blindly accept all of the evaluations and interpretations of the Committee of Experts. We Employers have made this quite clear, as far as was necessary.

I should only like to say briefly here that we Employers have never recognised the virtually unlimited freedom to strike. We feel that the restriction referred to by the Committee of Experts – the endangering of the life of the population – is unrealistically broad. Such an extreme limit is not accepted in any member State.

Something else that is unclear is the line drawn by the Committee of Experts as regards political strikes. What is declared to be an admissible protest against the policy of a government in a democracy is in fact a

strike against the parliament elected by the entire people because in a democracy policies are ultimately determined solely by the freely elected parliament.

The Employers hope that a dialogue with the Committee of Experts will lead to a review of such interpretations. The Committee on Freedom of Association should also be included. In this year's report, for the first time, the Committee of Experts has explicitly mentioned the importance of the relationship between the two supervisory bodies – the Conference Committee on the Application of Standards and the Committee of Experts – and we feel that this implies the possibility of change through dialogue.

We have no doubt that peace in the 70th year of the ILO's existence depends on social justice to a very large extent. We have all witnessed many attempts to organise freedom anew and better. Should they succeed, in spite of many setbacks, this should also have a positive impact on social relations.

While continuity is an important plus for the ILO, a timely recognition of, and reaction to, structural change and a transformation of people's outlook are also important. Signs of such change are to be seen in the increase in denunciations of some Conventions or in new forms of employment. In this field of employment policy, the Committee of Experts expresses concern at the increase in part-time work and temporary contacts in the market-economy States. They take virtually no account here of the fact that in these States more and more individuals, for an increasing number of reasons, seek such forms of employment and engage in them of their own accord. These changes are the result of structural change in the production and service sectors as well as in social relations – that is, primarily, of the substantial increase in family incomes and the changed views concerning the possibility of combining a job, family obligations and other personal interests.

In this context, we feel that the Committee of Experts is being rather one-sided in asserting that these forms of employment do not correspond to the Convention's requirement of full employment. What is most illogical, however, is that the Committee of Experts views the same forms of employment in the centrally planned economies with interest, but without criticism. We refrain from making any forecast as to the chances of success of the centrally planned economies may have if they adopt only some features of the successful market economies.

The Committee of Experts has submitted a remarkable general survey on the legislation and practice with regard to the Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128), and Recommendation (No. 131). Unfortunately, the reports sent by member States under Article 19 of the ILO Constitution do not contain sufficient factual and, especially, statistical information. Despite the stress placed by the Committee of Experts on the flexibility of these instruments, they have been ratified by only a small number of States. This contrasts with the fact that almost every State today provides old-age benefits its citizens, and an increasing number of States do have some sort of system – albeit sometimes only for certain sectors of the population and often only for public servants.

The general survey and our Committee have dealt thoroughly with some major problems of old-age pro-

tection. Chief among these is the question of financing, intimately linked to other major problem such as the effect of the ageing population in industrialised States, coupled with earlier retirement and longer periods of training and generally shorter working life. With increasing life expectancy, this results in a significant increase in the length of time for which a pension is paid. Overall, the proportion of the population drawing pensions is increasing with respect to the active population, placing the old-age benefit systems under a great deal of pressure. The same applies to countries with a high rate of inflation. One cannot attack the causes of inflation simply by indexing of pensions. We feel it is superficial to assert, as does the Committee of Experts, that many of the problems currently besetting old-age protection are due to external economic factors. Old-age pensions are only a part of the overall economic and financial situation of a State. There are fluctuations in the situation and, in any case, today's active population must pay the pensions for yesterday's. To that extent, it comes down to the question of an equitable distribution of burdens among the generations. Therefore, the question of the retirement age is not only a factor of employment policy; a more flexible approach to retirement would, above all, broaden the opportunities for individual choice; such a choice is, of course, also linked to the financial consequences of the fluctuations referred to. Our Committee can agree with the Committee of Experts when they say that it is a matter of social justice to provide older people with a fair share of what they themselves contributed during their working life.

It must be pointed out that we spent one entire sitting on the report of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the status of Teachers. We employers attach a great deal of importance to these issues in a world of rapid change in which lifelong education must become the rule. We doubt, however, that it would be appropriate for this comprehensive report to be submitted to our Committee, because the impression remains that the various teachers' associations should have only one forum in which to put forward their claims.

The essential tasks of our Committee are, as always, to verify whether and to what extent member States have complied with their obligations under the Constitution and the Conventions they have ratified. These important discussions are clearly indicated in great clarity in the Appendix to our report, and I can only recommend most warmly to anyone who is interested to study these individual cases.

The conclusion on six cases contained in paragraphs 108 to 113 of the General Report reflect only a small part of this. Nicaragua is not included among these countries. We employers have a somewhat different view of this based on facts, negative experience and unfulfilled promises. We have just heard very bad news of a recent example reported in the international press. On the 21st of this month, three leaders of the Agricultural Employers' Association, an affiliate of the COSEP employers' association, were expropriated by the Nicaraguan Government. This happened immediately after COSEP and its agricultural members had criticised the Government's agrarian policy. Now that event, I think, blatantly contradicts the promises made by the President on 30 January this year in the National Assembly. It is ad-

mittedly often difficult to achieve an absolutely just evaluation in each individual case. However, the Employers do not regard and have never regarded as a criterion for decision whether a member State is a developing or an industrialised country or what political system it applies. The only determining factor is the degree of discrepancy between the Convention on the one hand and legislation and practice on the other, the duration of this discrepancy and especially its importance for the individuals affected. Naturally, particular importance is given to whether a large number of people or the whole population of the country are denied basic human rights. It seems quite pointless to endeavour to be evenhanded in dealing out praise and censure among member States or among the various categories of member States.

What we have achieved this year has called for a great effort of concentration and discipline on the part of the entire Committee. I should like none the less to make special mention of our Chairman, Mr. Elmiger, who guided our Committee gently yet successfully. Our thanks go also to our very assiduous Reporter, Mr. Kchaou, and especially to the very professional work done by the many staff members of the Office under the leadership of Mr. Sidibé. Excellent co-operation also took place between the Workers' and the Employers' groups in this Committee. We shall and we must criticise one another and put up with differences of opinion, but we should like to thank Mr. Houthuys for his co-operation.

I should like to thank personally the other members of the Employer's group who have fully supported me.

We recommend the report of our Committee to the Conference and to the Committee of Experts for their thorough examination.

Original French: Mr. HOUTHUYS (Workers' delegate, Belgium; Vice-Chairman of the Committee on the Application of Standards) – I recommend that you begin reading the report of the Committee on the Application of Standards from the end, as some people read the last page of a novel to see whether there is a happy ending and whether they finally fall in love.

In paragraphs 123, 124 and 125, we read, amongst other things: "As was pointed out in paragraph 13 of the report of the Committee of Experts, the general discussion, richer than ever, had enabled the Committee to observe that it had made an important step – a decisive one, it hoped – towards the reconciling of views and questions of substance such as: the universal value of standards, the complementary nature of the different supervisory bodies and the foundation of their working methods on the same principles of independence, objectivity and impartiality." Paragraph 124 continues that for this reasons "dialogue had progressively become a many-varied and irreplaceable thing, especially in its tripartite dimension, which made the Organisation unique. The Committee was one of those privileged places where dialogue could be pursued and deepened ..." And paragraph 125 tells us "Indeed, only the guarantee of the effective application of standards in good faith and on equal basis for all could confer credibility on the standard-setting work of the ILO. This carried the message that the Organisation addressed to the world 70 years ago, namely: that peace and social justice go hand in hand. Clearly the 70th anniversary has not

yet seen this hope become a reality, as shown particularly by the discussions within the Committee concerning the application of the Employment Policy Convention, No. 122." It ends by saying that in a rapidly and widely changing world, where economic and social structures and even systems are in flux, where the need to take account of the social cost of adjustment policies is apparently still not fully appreciated, where the right to work and social achievements are often questioned in the name of economic rationality, the ILO has to double its efforts so that its international standards can promote balanced economic and social development, integrating that human factor which it was set up to defend."

This is the spirit in which we have worked, and, I believe I can say without exaggeration, with success. Turning to the Employment Policy Convention, 1964 (No. 122), since employment is the first, major concern of workers, we must bear in mind the Director-General's Report, "Recovery and employment", discussion of which took place in the plenary session; mention should also be made of the resolution, which was not carried, on the very serious problem of external debt and its harmful consequences on a social level. In that field there are plenty of initiatives for the ILO to take together with the other international institutions such as the United Nations, the International Monetary Fund, the World Bank and others, because it is no longer possible to work in isolation; in other words we must pool our efforts and work together to achieve success. A great major concern of our Committee was the first or basic obligations of countries. Special efforts must be made to submit Conventions to legislative bodies, the maximum of information and assistance from the Organisation. Once they have been submitted, preparation and examination for ratification can be undertaken. We are pleased to note that there has been real progress, but there is still much to be done everywhere in the world to ratify and apply the essential Conventions which directly affect human rights, including the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) dealing with national tripartism.

After ratification, the submission of reports and replies to questions and direct requests should not only be sent in more regularly, but also be much fuller in content.

May I draw your attention to the meaning and value of article 19 of the Constitution? Under this article, it is possible, with the assistance of government, workers' and employers' organisations, for the Committee of Experts to carry out an overall study of an extremely important subject, both for the countries which have and which have not ratified the relevant Conventions.

What have we seen this year? Well, social security, the greatest social achievement after the war, is far from perfectly applied and at times of crisis or economic difficulty is what is affected most seriously. Within social security, old-age pensions are still the worst treated: the Social Security (Minimum Standards) Convention, 1952 (No. 102) has been ratified by only 32 countries and the Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128) by as few as 12 countries. We would insist that in both industrialised countries and developing countries dynamic action in solidarity with older workers and their families should be given priority. The Workers

also expressed the wish that the subject to be decided on by the Governing Body next November should take into account the general survey and the discussion in the Committee and not be limited to the question of equality of age between men and women.

Speaking of general surveys, we must also refer to the situation of teachers. The Joint ILO-UNESCO report on the Recommendation concerning the Status of Teachers is, I would say, rather alarming. One knows, nevertheless, or should know, that education is the first prerequisite for development and progress. The development of education around the world was described in the discussion in such terms as "lack of prestige", "decline", "deterioration", "discriminatory", "humiliating", etc. When you know the dual task for the teachers' organisations – on the one hand to contribute to the quality of education and on the other to defend professional interests – the public authorities should ensure that the status of teachers corresponds with the grandeur of their vocation. I believe it is also high time for a Convention to be drawn up for teachers, not just a Recommendation, as at present.

As a European, I would like to draw attention to paragraphs 54 and 55 of the report. While the single market for 330 million people is in full preparation for 1992, there are two points which concern us particularly. First, the relationship between the ILO and the EEC and here there is a great deal to clarify, because the EEC enjoys more and more authority and there must be good, clear co-operation between the EEC and the ILO. There are also a number of legal questions to be settled.

The other question concerns what we call the social dimension of the EEC. Today and tomorrow the European Summit is meeting in Madrid. Europe cannot just be economic, monetary, industrial and financial; the ILO, with its Conventions and Recommendations, has an important role in the EEC social system and the Director-General, Michel Hansenne, is well aware of this from the time when he was Minister of Labour in Belgium. We have had general discussions in three phases: the report of the Committee of Experts, the basic indispensable foundation, with its great, unquestionable authority, then the general survey of pensions and old-age and thirdly the Joint ILO-UNESCO report on the teaching profession. However, the longest, hardest and most delicate task was the dialogue with 50 governments this year on important questions which concern them. I would like first to thank, on behalf of the Workers, all the governments that were prepared to talk frankly, openly and encouragingly with the Committee. Of course, the number of cases unfortunately had to be limited. This, however, did not prevent, and I stress this, all countries having to make an effort to take to heart all the comments on all the Conventions in the Committee of Experts' substantial report. We are very happy this year to note the progress made in legislation and in practice in a number of countries, which may be found in the report of the Committee of Experts. I will mention only two particularly pleasing and satisfactory cases: Bangladesh's full implementation of the Indigenous and Tribal Populations Convention, 1957 (No. 107) and Poland's restoration of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). We hope that these countries and others will see real economic and social progress. But of course there

have also been many cases which give rise to great concern and anxiety and, I have to say, instances of default.

It is well put in the report and its Appendices. The most important result of our discussions may be found in the special paragraphs. But I want the meaning of the special paragraphs to be clearly understood. They are not sanctions or condemnations but an expression of the fact that we discussed important problems meriting special attention. For example, we asked, insistently but also with confidence, the Central African Republic, Colombia, the Dominican Republic, Ecuador, Romania and Turkey to take careful note of the conclusions, hoping – in a constructive spirit which may be seen in the paragraph – that changes would take place shortly. The fact that Islamic Republic of Iran is not mentioned does not mean that our concern over the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) has diminished. The fact that the United Kingdom does not have a special paragraph in the report does not mean that it does not deserve it. The roll-call vote that we just lost, as well as the very firm conclusions in the report, show that freedom of association is abused and misapplied in this co-founding member State of the ILO. We would also have liked to express ourselves more clearly with regard to Turkey.

One fact is clear, however. The Workers' Group unanimously feels that the ILO Conventions are today, like yesterday and like tomorrow, as valuable for industrialised democratic countries as for any other. This applies to all the Common Market countries as well as all the OECD countries. Unfortunately it seems that this has not been fully or properly understood by the Employers' side this year. In some cases, especially in industrialised countries, the traditional co-operation has failed and sometimes broken down completely. We have also felt some concern on hearing certain Employers' delegates criticising, in our opinion unfairly, and dangerously the work of the Experts and the interpretation of Conventions. As workers we regret these trends and hope that after due reflection we shall be able next year to resume co-operation more completely. This does not prevent me from sincerely and warmly thanking Mr. Wisskirchen for the work which we have been able to do together. We must become real social partners who, both in collective negotiations and here at the ILO, are capable of taking responsibility independently of governments. In conclusion, we very sincerely congratulate our Chairman, Mr. Elmiger, who has done so well that some of us would like to nominate him for life.

We thank the Reporter, Mr. Kchaou. Finally, thanks and congratulations are owed to Mr. Sidibé, Mr. Zenger and all the fine secretariat team, which contributed so well to the success of our work. To the workers on the Committee I wish good luck and real social progress next year. I ask the Conference to approve the report of the Committee on the Application of Standards.

Mr. AHMED (*Workers' delegate, Pakistan*) – I should be brief at this late hour, but what has been remarked today in the Workers' group is that in many committees the members have themselves been guilty of ILO standards by working late and not ob-

serving standards on hours of work. I think this is equally applicable to the members of this Committee. I also, as a member, as a result of the honour bestowed upon me by the Workers' group in appointing me as secretary, have been guilty of violating ILO standards by working even on weekends and at late hours on many days; but it was for the betterment of working men and women, helping to improve their working and living conditions and enhance their dignity.

We have spent almost three weeks in Geneva in this highest forum, the Conference of the ILO, which is considered as a world parliament of labour. One of our important tasks is to establish international labour standards. Coming from a Third World country, from Pakistan, we believe that this important constitutional task entrusted to the Conference is immense value to working men and women and that those who contribute their precious time are meant to bring something really positive to people who work all over the world.

The principles outlined in the form of ILO Conventions and Recommendations require not only to be ratified by member States in order to demonstrate their commitment to the ILO Constitution and the Declaration of Philadelphia, but also to be applied both in letter and spirit. This important Committee is meant to see that standards are observed in member countries; it therefore plays a very important role because universal and lasting peace based on social justice cannot be attained without respecting international labour standards, which relate both to human rights and to improving working and living conditions and enhancing the status and dignity of working men and women.

In this respect, we believe that the human rights which have been proclaimed by this assembly are indivisible. They are applicable to the working classes all over the world, whether they belong to the East, West, North or South, and at the same time require to be fully implemented. In my own country, we the workers' group, filed a complaint previously for failure to implement certain ILO Conventions, and our Government was placed on special list for many years for infringement of those ratified Conventions. Now that we have a newly-elected democratic Government, our Prime Minister has undertaken to devise a labour policy in conformity with ILO Conventions, as well as to establish a review board to reinstate those victimised trade unions that were dismissed previously. This is a positive aspect that has been brought to the notice of this Committee by the workers; the Committee has noted some progress in real terms.

We are thankful to the members of the Committee, and particularly the Workers' group who have been assisting us in this noble task; we hope that they will follow up the progress that the Committee hoped would be made by governments.

Secondly, I would mention some aspects which have to be considered – which have been stressed by the previous speaker – and which I will mention briefly. One is the development of promotional activities in member States by the ILO in the form of technical assistance so that member States, and particularly the Third World countries, can develop their infrastructures so as to ratify and implement ILO standards, in respect of both education and training. This has been outlined in the report very eloquently.

A further aspect, which has been also stressed by other distinguished colleagues, is employment. Full employment is very important for workers but, because of problems in connection with the international imbalance of trade, and consequent indebtedness, the situation in the Third World countries is very grim. We believe that for structural adjustment in terms of human resources development to be more effective, technical co-operation must be further extended.

We are sorry that one of the resolutions which was moved, about resolving the debt problem of Third World countries, could not come to the plenary although it was very relevant in terms of improving the employment situation.

Lastly, in relation to the review on social security in old age, while this is a very important review carried out by the Office, we would expect – as has been stressed in the paragraph on migrant workers – that the ILO would extend more help to member States to devise a social security scheme for migrant workers in those receiving countries which are still behind in this respect, because migrant workers contribute a lot to the development of those countries, in particular to the general welfare; therefore they deserve our full support and attention.

A final aspect that I would submit is about teachers, as eloquently set out in the report.

A further point, as stressed by the distinguished Vice-Chairman of the Employers' group, Mr. Wisskirchen, is the right to strike. We believe that freedom of association and the right to collective bargaining are meant to achieve harmonious industrial relations. A strike does not mean that workers are anti-State or that they intend to jeopardise the national interest; they are the most patriotic force in every country and they contribute to social and economic development. A strike is also a means of resolving disputes amicably and therefore it should not be taken as an act against the Parliament – what is called the elected Parliament. As governments ratify Conventions, they also enter into obligations to implement them by constitutional means. Therefore what has been stated by the experts and by the Committee on Freedom of Association is very important for the workers. When employers go into liquidation, efforts should be made to resolve the situation amicably.

Lastly, it is my duty to assert with other speakers what good work has been done by our Chairman, representing the Government of Switzerland, ably and dedicatedly, as well as by the distinguished Reporter, the representative of the Government of Tunisia, and by the Workers' Vice-Chairman, as well as in particular our spokesman and Vice-Chairman of the Workers' group who has been doing this work for the last many years with great dedication and assisted also by brother Thomas and brother Hickey and other officers – and particularly the members of the Workers' group of the Committee, and in general the members of the Committee who have been working late, as well as the representative of the Secretary-General, Mr. Sidibé and his good team. I thank them sincerely for the good work. Before concluding, I would also wish – because this might be the last occasion to speak in this plenary – a good and happy life in the struggle still to be waged and I would respectfully urge the adoption of this useful report.

(Mrs. Molkova takes the Chair.)

Original – Spanish: Mr. SANCHEZ SORIANO (Workers' delegate, Dominican Republic) – In reading the report that has been presented by the Committee on the Application of Standards, I would like to refer particularly to Freedom of Association and Protections of the Right to Organise Convention, 1948 (No. 87) and to the Abolition of Forced Labour Convention, 1957 (No. 105).

Concerning Convention 105, the context of the report submitted by the Committee (regrettably, neither the Minister of Labour nor the Employers of the Dominican Republic are present here) does not correspond to the reality of the treatment of the Haitian population in the Dominican Republic.

From the substance of the report, it would appear that the Dominican Republic is a paradise for Haitians.

We think that the Committee of Experts that went to the Dominican Republic last year, following a complaint that we submitted here in 1983 on forced labour led us to believe that, this year, the Dominican Republic would be condemned for its treatment of our Haitian brothers in the Dominican Republic.

However, there seems to be a routine as regards the contents.

The Minister of Labour of the Dominican Republic has made a pact with the Employers and before this Conference has distorted the facts regarding the Haitian nationals. Everyone will remember the massacre of more than 30 Haitians in the Dominican Republic this year which caused an international outcry and a protest against the forced labour there.

The Committee of Experts that went to the Dominican Republic and met trade union and government representatives and employers submitted a precise report on this subject, but it is not in this document. We think that the way in which it is drafted will in no way help us to change the situation affecting Haitian nationals in the Dominican Republic.

As regards Convention No. 87 referred to by the Vice-Chairman of the Drafting Committee, he spoke of the problem of strikes and those to be considered in a political context.

For instance, in the Dominican Republic on Monday and Tuesday of last week there was a national strike of 48 hours which was a plebiscite by the Dominican Republic to say 100 per cent "No" to the failed economic policy implemented by the central Government, a policy that is in accordance with terms laid down by the International Monetary Fund. This national strike has a great deal in common with Convention No. 87, because it is related to the solidarity strike of the public sectors which takes place when an economic policy affects the conditions of life and work of the Dominican Republic people. Then, the public service workers have an obligation to show solidarity with the sectors opposing the policy, and in this respect the workers in the public sector in the Dominican Republic did apply Convention No. 87 regarding the solidarity strike.

As a result of this strike 5,000 people were detained, of which more than 2,000 are still in prison. Hundreds of people were beaten, more than six were murdered, there were violation of domicile – such are the consequences of the repressive policy of the central government which the Minister, speaking before this Conference, did not even mention in connection with the situation in the Dominican Republic.

Quite apart from this brief digression on these two matters – I should like also to talk about the persecution to which we are subjected here in Switzerland.

I arrived here Friday night and therefore could not get here on time. I therefore sent a telegram to the people who are responsible for this event. The organisation that I am in charge of is that which is the main organiser of strikes against economic policy.

Saturday morning the Swiss political police, apparently on a report from the central Government, entered my hotel room without a search warrant or anything. They interrogated me on my trade union and political activities since 1970. My passport was taken away. I was frisked and they took note of everything that was in the place.

Today I sent a cable to my organisation and trade union in the Dominican Republic reporting this and also informing them that I am under surveillance by the Swiss political police. I have been photographed many times in the street by both video and ordinary cameras.

This is more proof that freedom of movement is restricted even in this so-called “paradise” in Switzerland. I formally protest against this treatment and I demand respect for my physical integrity.

Mr. HICKEY (*Workers' adviser, United States*) – On behalf of the United States Workers' delegation to this Conference, may I offer our warm congratulations to Mr. Nkomo on his election.

My purpose in taking the floor at this time is to support and amplify two of the points made by the Workers' Vice-Chairman of our Committee on the report which is now before us: points which Mr. Houthuys necessarily treated in summary fashion, but points which we consider it important to further discuss and stress.

These points arise as a result of the discussion this year of the United Kingdom case, which involved the Government's compliance with its obligations under Convention No. 87.

The case concerned the dismissal of 13 public service employees at Government Communications Headquarters (GCHQ) of the British Government because of their refusal to give up their membership of the unions of their choice. In the judgement of the Committee of Experts, this constituted a violation of Article 2 of Convention No. 87.

Time, of course, will not permit me to discuss the many legal ramifications of this case, the differences in legal view between the British Government and the Committee of Experts with respect to alleged or asserted confusion between Convention No. 87 and Convention No. 51, and the like.

In any event, this is not essential to the focal point of this discussion. Suffice it to say that, whatever their merit, this case reached an impasse when the Committee of Experts pointedly recommended further negotiations by the United Kingdom Government with the union to resolve the problem and the Government refused to do so.

Last year, when this recommendation was specifically called to the attention of the British Government, it was met with the same curt refusal to do so, on the ground that “it would serve no useful purpose”.

Again this year the same recommendation of the Experts that the United Kingdom Government “should undertake renewed negotiations” was ad-

mitted by the representative of the Government before our Committee with the further observation that the unions had formally rejected any negotiations of a non-strike clause which lay at the boundary line of their concerns over this case.

Again, however, the United Kingdom Government repeated its refusal to enter into further negotiations on the grounds that they “could serve no useful purpose”.

In the course of his reply to the United Kingdom Government, the Workers' delegate of the United Kingdom informed the Government representative that only a month or two ago the civil service trade unions had said that they would be prepared to negotiate a non-strike agreement and he urged the British Government to do what the Committee of Experts had asked them to do – “negotiate a non-strike deal”.

In the face of all this, the representative of the United Kingdom maintained his position and refused to enter into further negotiations.

The Committee's conclusions, which are contained in Part Two of this report now before you, *inter alia*, and I am quoting again, “note with regret that the Government had dismissed some GCHQ workers during the proceedings pending before the Committee on Freedom of Association” and further noted “that the Government does not consider it useful to hold negotiations with the workers' association” and “expressed the firm hope that the Government would reconsider its position”.

Accordingly, it was in this context that the Workers proposed that these conclusions be mentioned in a special paragraph of its report because this was an important case where the Government had emphatically refused negotiations with the trade unions concerned.

The Employers rejected the proposal of a special paragraph on the grounds that: (1) a complex legal question was at issue which could finally be resolved only by the International Court of Justice; (2) the case was not typical; (3) the existence and extent of freedom of association in the country were not at stake; and (4) it was merely an individual case discussed only for the third time.

The proposal then proceeded to a record vote which the Workers lost and, as Mr. Houthuys has just told you, by a surprisingly small margin because of the opposition of the Employers in combination with a sufficient number of Governments.

From what I have sketched for you thus far on the course of the discussion in the United Kingdom case, it should be apparent that the igniting force for the special paragraph proposed by the Workers was the adamant refusal of the United Kingdom Government to renew negotiations with the British trade unions concerned, despite the recommendation of the Experts to do so and despite the concession by the United Kingdom Workers' member that the British trade unions were willing to negotiate a no-strike agreement and thus give assurances that there would be no cessation of operations at GCHQ. In point of fact, this was the precise declaration of the Workers' Vice-Chairman, Mr. Houthuys, as the reason this was an important case and why it should be highlighted as such in a special paragraph.

It should be equally clear that this reason for the special paragraph was ignored by the Employers who obscured the heart of the issue before the Committee

and did not even address it but, on the contrary, described it as a complex legal issue which could be resolved only by the International Court of Justice.

This same misconception of the real issue on the special paragraph was evident from explanations given by a preponderance of Governments voting against the special paragraph.

Without taking your time to discuss these explanations in detail, let me characterise them as being clearly influenced by the United Kingdom Government's written position – which was given wide circulation throughout the Committee – that the case was a technical one and in no way a breach of freedom of association.

In short, it is our conviction that the effort by the Workers for a special paragraph in this case was lost because of a failure on the part of the Employers and certain Governments – for reasons extraneous to what was really involved – to perceive its real purpose, and that was to urge and encourage the British Government not to slam the door shut on further negotiations with the trade unions. If this does not represent a violation of freedom of association, then we Workers don't know what does.

Now, I give you this case as a background because the Workers in this Committee believe it illustrates – and in fact triggered – a perceptible trend towards inequality of treatment in cases involving large and powerful industrial countries – as contrasted with developing countries – when it comes to applying the observations of the Experts in an impartial manner, and you just heard Mr. Houthuys a few moments ago say that this was a worrisome development as between Workers and Employers.

We believe that this drift is dangerous and should be avoided, and I will try to tell you why.

This year in the general discussions, as you have heard from our Reporter, 53 members (which is the highest number of members ever recorded in the history of our Committee) after many years of difficult dialogue in the Committee, spoke with one common voice in stressing the vital importance of the principles consistently enunciated and followed by the Committee of Experts in maintaining the independence of the supervisory system, the universality of its standards and the necessity of applying them with objectivity and impartiality. These are not just words. You will find them recorded in paragraph 13 of our report which is before you and which was unanimously adopted by the Committee as very important principles.

You will also find in paragraph 20 of our report – also unanimously adopted by our Committee – that faithful adherence to these same principles equally applies to the Conference Committee in pursuance of its work.

In my own intervention on behalf of the United States Workers I emphasised the importance of this equality of application of these principles to all countries, regardless of their size or their power, their geographical location, or their political persuasion. In my view, our Committee cannot project two faces – one for the developing countries and another for the industrial States. In short, I try to stress the point that if this Committee is to continue to merit the accolade of “the conscience of the ILO”, it must be perceived as applying the standards impartially wherever breaches occur. If it did not do this, in my view our Committee would suffer a loss of credibility.

Now I said that on 8 June, and I repeat it now, because the Workers on this Committee perceive this drift I spoke of a moment ago, away from respect for the observations of the Experts and from a faithful application by our Committee of the principles of objectivity and impartiality. All you have to do, and I will not take the time to quote from it, is look at paragraph 21 of our report for confirmation of what I am saying.

Now we detect this trend on the part of the Employers (see again paragraph 21 of our report, where an industrial power is involved – a large industrial power) and by governments where public servants are concerned. We think it is clearly perceptible if you will take a look at the countries mentioned by Mr. Houthuys in the Committee's report on “Special cases” in paragraphs 108 through 113. Now he has already named them to you so I won't repeat them but you will note in those paragraphs the absence not only of the United Kingdom case but also of the cases of Japan, under Convention No. 87, and the Federal Republic of Germany, under Convention No. 111. All three of these cases are undeniably serious cases involving violations of fundamental human rights in the view of the Committee of Experts. They are undeniably important cases where, regrettably, acceptance of the observations of the Experts has been declined and in fact challenged, for reasons which are either politically inspired or otherwise extraneous, to an impartial application of universally applicable standards.

As our Workers' Vice-Chairman has already informed you, a special paragraph is not a condemnation of a court. In this Committee where dialogue is pre-eminent, its fundamental purpose is to highlight the case as one of importance and to encourage and to stimulate compliance with obligations freely assumed. That's its purpose. In some cases, but not all, the abuse is flagrant and long continued and is noted with grave concern, and is so described and articulated in the special paragraph, particularly by as able a man as our Chairman was this year – I can't pay him sufficiently compliments, he was that good. But, in other cases the infractions may not be this abusive or grave but they may, nevertheless, be viewed as matters of concern and importance, enough to highlight and encourage resolution.

Such was the situation, I respectfully submit, in the United Kingdom case when viewed from the perspective of the Government's adamant refusal – twice repeated – to re-enter into negotiations as recommended by the Experts, and, in particular, after an offer this year by the United Kingdom Workers' representative to negotiate a no-strike agreement which was, after all, the root cause of the British Government's difficulties.

Now in summary, with the United Kingdom case as a background and triggering force, I have tried to explain our concern for departure within this Committee from unanimity of respect for, and adherence to, the principles of impartiality and objectivity in the general discussion, inequality of treatment and application in the discussion of certain individual cases.

It is contradictory and it is alarming to hear, on the one hand, a pledge of allegiance to the observations of the Committee of Experts and the principles they espouse, and on the other hand, in certain individual cases, to hear that the Experts are wrong and that we can expect no change. The Workers' of this Commit-

tee view this contradiction as an alarming twist on a slippery slope. We think it is dangerous because if it persists and is not stopped, and now, it will do irreparable injury to the tripartite system which is the soul of the ILO as you all know, and so, also, of its Committee of Application of Standards.

If cleavage develops between Workers and Employers in their conceptions of what constitutes impartial assessments of powerful industrial countries, equally with those accorded developing countries, it could paralyse the effective and essential co-operation which has traditionally characterised the work of this Committee.

In short, in reaching our evaluation of a country's compliance with its obligations, the shadow of a double standard should be regarded as an unwelcome intrusion – whether it comes from the East or the West.

These are my thoughts. I felt strongly obliged to submit them for serious consideration by the delegates here assembled, by the esteemed Office staff with whom we work, and, in particular, by my colleagues in this Committee for whom I have the greatest respect.

(Mr. Mkomo takes the Chair.)

Original – Spanish: Mr. MEDINA GALVEZ (*Workers' delegate, Chile*) – This morning the Vice-Chairman of the Workers' Group, Mr. Muhr, recommended that we examine this report very carefully, because it contained much food for thought.

We Chilean Workers consider that it is also very important that we bear in mind *Provisional Record* No. 28 of 1988, which also concerned the work of this Committee. On that occasion we referred constantly to the anniversary of the Universal Declaration of Human Rights and of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

With regard to paragraph 8 of the report which refers to governments that have not ratified the international conventions of the ILO, the Workers' members of the Committee on the Application of Standards repeatedly called on those governments to ratify and apply properly Conventions Nos. 87, 98, 144 (on tripartite consultation), 135 (on workers' representatives) and 151 (on labour relations in the public service).

On 20 June the Minister of Labour and Social Welfare, Mr. Arthur Errazuriz, officially announced at this Conference that Chile was considering ratification of Convention No. 87. This is particularly important for the Chilean Workers who have frequently urged the Government to do so from this very rostrum. Trade union leaders from all over the world have regularly called for strict compliance with ratified Conventions. Many countries, including our own, have not ratified, for example, Convention No. 1 on the eight-hour working day, Convention No. 14 on the same subject and Convention No. 30. Why do I say this? Because when you think that in 1886 the Chicago martyrs gave their lives for an eight-hour day, it seems impossible that 103 years later there are still people working more than eight hours a day.

On 29 April last, Chile ratified the International Covenant on Civil and Political Rights. On 27 May it ratified the International Covenant on Economic, Social and Cultural Rights. I emphasise the ratification

of these covenants because article 7 of the latter embodies important principles of freedom for workers. Article 8 too is important because it is on the same lines as article 5 of Convention No. 7, which refers to the right of workers' and employers' organisations to establish and join federations and confederations. Paragraph 60 of *Provisional Record* No. 26 refers to old-age protection and calls on governments to ratify conventions Nos. 102 and 128, as the spokesman of the Workers' Group as already mentioned, and to implement Recommendation No. 131. What does the Constitution of the ILO say? That people who have paid their debt to society deserve just remuneration, exactly as the Director-General's Report says when it refers to a social wage. And what have we trade union leaders asked for? Comprehensive medical care for every worker on retirement. What have we asked for? A shorter working day for men and women, for women workers with family responsibilities, for men over the age of 55. What do we base this demand on? On the Forty-Hour Week Convention, 1935 (No. 47), which unfortunately only eight countries have ratified after 54 years. This should give us food for thought, because those who drafted Convention No. 47 in 1935 certainly had a view of the future in which technology, automation and demographic growth would inevitably lead to a shorter working day.

This is why the workers' delegate of Chile are asking the Committee on the Applications of Standards to look into the situation of workers next year.

To conclude, I would like to express my gratitude to the Chairman of the Committee, Mr. Elmiger, to the Employers' and Workers' and to the Reporter for the excellent and detailed report on the problems facing the world of work. I would also like to thank the members of the secretariat and the translators, who recorded so faithfully the opinions voiced by delegates from all over the world. I believe that this Committee on the Application of Standards, personified by its Chairman, its two vice-chairmen and its Reporter, meets the requirements voiced by Aristoteles who said that important decisions must be taken with wisdom, and prudence – which is exactly what happened in this Committee.

Original – French: Mr. MOURGUES (*Workers' delegate, France*) – Mr. President, before broaching the subject of my intervention, I would like to congratulate you and the other Officers for the way in which you have guided the work of the Conference.

In the appreciations from this rostrum concerning the work of the Committee on the Application of Conventions and Recommendations, it appeared that too much time was devoted to the consideration of critical situations in respect of which the Government of the countries concerned, after a great deal of discussion, made little response indicating willingness to enter into discussion in order to arrive at solutions.

Some of them even went so far as to consider the requests formulated last year or in previous years as an interference in the domestic affairs of their countries. However, it was proven during this session that the interest shown in dialogue within the Committee could lead to tangible results and was likely to get things moving – particularly as regards freedom of association. This dialogue, though necessary and constructive, cannot conceal the fact that in certain cases the situation remains unchanged, even if the govern-

ments do take part in the work of this Committee. In such cases participation goes no further than words.

In this context a number of countries could be classified according to the criterion of the continuous lack of will to implement.

During the coming years, therefore, we should be particularly careful on this point, otherwise the Committee on Standards will lose its credibility if in such cases it were to limit itself merely to fruitless dialogue producing no results.

From our point of view, we should consider that the very fact of being a Member of the ILO, of abiding by its Constitution and ratifying its Conventions, constitutes a commitment for governments not only to maintain dialogue but to implement these Conventions and to apply them effectively, to redress situations which are not satisfactory and to accept all the supervisory procedures prescribed in the Convention.

On the basis of these considerations, in view of the obvious fact – as we all know and many of us regret – that during discussions of the Conference Committee on the Application of Standards, the Romanian Government in particular contributed no new information which would have made it possible to shed light on the situation in so far as discrimination is concerned, we wish, together with other Workers' delegates and in accordance with the provisions of article 26 of the Constitution of the ILO, to lodge a complaint with the International Labour Office for violation of Convention No. 111 by the Government of Romania. We, the complainants, that is, the Workers' delegates of the Federal Republic of Germany, the United States, Ivory Coast, Canada, Denmark, Spain, Italy, Japan, the United Kingdom, Switzerland, Venezuela, Zambia and of course of France, we the complainants, request that in order to follow up this complaint a Commission of Inquiry be set up in conformity with the provisions of the Convention.

We sincerely hope that the situation which has prompted us to submit this request will cease to deteriorate as it has been doing during the past few days and that the Romanian Government will reconsider its attitude towards both the ethnic minorities and towards its own commitments with the International Labour Organisation.

Original – German: Mr. NOACK (Government delegate, German Democratic Republic) – On behalf of the tripartite delegation of the German Democratic Republic, I should like to reiterate the reservations contained in Part II of the report, page 85. These reservations are necessary in the light of the Committee's conclusions. The information provided orally by the Government representative of the German Democratic Republic concerning the implementation of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) in law and in practice were not appropriately reflected and not sufficiently heeded in the discussion. Once again, we have the impression that a double standard is being applied in the drafting of the conclusions. We believe that ways must be found of avoiding this in the future.

Original – Spanish: Mr. MEZA SOZA (Government delegate, Nicaragua) – In view of the hour I will be extremely brief. The Government delegation of Nicaragua would like to join those who this afternoon have commended the results of the work of our Com-

mittee on the Application of Standards. Without prejudice to the reservations noted in certain specific cases, and those that we have pointed out with respect to our country, we can but recognise the efforts that have been undertaken to obtain an overall positive balance from the work of this very important Committee. The excellent work done by the Chairman of our Committee and the other officers of the Committee, supported by the impartial high quality work of the ILO secretariat, has certainly been of great value.

In commenting upon the results, I must none the less deplore allusions made by the Employers' Vice-Chairman to my country. It was claimed that in the light of the major calls for a boycott of agricultural production launched in the past few days by a political sector of COSEP, the Government was going to take no measures and was going to yield to blackmail and pressures, thus allowing overt action by those who aim to use the economic crisis as a political weapon to destabilise our country. My Government and the Presidency of the State of Nicaragua have undertaken international commitments and are meeting them but we have never, never, agreed to treat with impunity those who would like to drag us and our nation into economic chaos. Our Employers' Vice-Chairman should reflect on what reaction a country should have if during or after a war, a politicised sector of entrepreneurs called for a boycott of economic activity in order to completely destroy the national economy. This tribunal should not be used to defend impunity under the pretext of freedom of enterprise. The tone used this afternoon of confrontation, of attack, of total intransigence encourages contradictions which are an obstacle to the different sectors in our country uniting their efforts to achieve national recovery.

Finally, the Government of Nicaragua would like to reiterate its call for economic co-operation and frank dialogue with the employers of Nicaragua, without prejudice, preconditions, blackmail or destabilising political attitudes, in the hope that the international organisation of employers will understand once and for all that instead of encouraging contradictions it would be better for it to use its good offices and its influence with a view to finding an alternative for a negotiation which would lead to greater results for all.

Let us hope that reason and maturity will win the day over the gratuitous enmity which has been demonstrated towards our Government for many years, for its energies and forces are surely worthy of a better cause.

Original – Arabic: Mr. AL-KHALIDI (Government delegate, Saudi Arabia) – In the name of God, the Merciful, the Compassionate! The spirit that has prevailed in our work during our deliberations in this Committee has been better than in previous years. It seems that there is a political agreement amongst the super powers on how to work together which is leading to dialogue. We are seeing this at present. The excellent leadership of Mr. Elmiger with the help of our Reporter, Mr. Kchaou, the co-operation, if limited, between the Workers and the Employers, the efforts by the experts who prepared our work and presented an excellent report, the untiring work of the Committee and the secretariat under the leadership

of Mr. Sidibé – all this enabled us to do our work and present the report you have before you.

In my statement when we were discussing the report, I put forward a few ideas that would help countries – especially developing countries – to live up to their constitutional obligations. The International Labour Office can help technically and provide guidance to countries that wish to ratify a treaty or a Convention. However, this help and assistance should be forthcoming before ratification, not after, as is the case at present; because many of the problems that we have witnessed in past years in this Committee, on which I have been working for more than 12 years, stem from the fact that a number of countries – member States – have ratified Conventions which are not consistent with their national legislation and the experts find contradictions between national legislation and Conventions.

This is why I should like to give the following advice to the International Labour Office and to the member States: first, member States that wish to ratify a Convention should consult the Office and ask its assistance to know how far their national legislation complies with the instrument texts; second, member States that wish to ratify a Convention and wish to get technical assistance from the International Labour Office should be able to do so; third, there should be a certain give and take between member States, which should be entitled to ratify in their own good time.

In conclusion, I would urge you to adopt this report immediately.

Original – French: Mr. DOLGU (*Government delegate, Romania*) – I have asked for the floor because my country has been mentioned by name on two occasions. I have some comments to make on the debate and on the conclusions of the Committee on the Application of Standards as concerns Romania's application of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

The work of the Conference and of its Committee on the Application of Standards has taken place this year in circumstances in which Western circles have stepped up their anti-communist offensive aimed at dismantling the socialist system. To that end, increasing pressures have been brought to bear as well as political and economic sanctions. A few minutes ago, you heard a representative asking for another sanction to be imposed on Romania, and this is not the first one, while the media do not hesitate to manipulate images and facts in order to present a distorted picture of the aims and objectives of the domestic and foreign policies of a number of countries including my own.

My country has in effect been put on trial by forces that have no appreciation of the calm and the civil order that in fact prevail in Romania. They may not like socialism, that is their business, but my own country does aspire to those values, and they have the right to do so, just as they have the right to aspire to freedom of association and human rights; but they must not be made use of for the pursuit of revisionist purposes.

There has been a deliberate attempt to distort knowingly and in bad faith the true state of affairs in my country which has already impelled us to reject as null and void the resolution on that subject adopted by the Human Rights Commission.

This was also our attitude about the case made in Budapest which was an understatement, so to speak, and there was also criticism from France as before without the slightest attempt at objectivity even going so far as using Hungarian names for specific localities in Romania.

I categorically deny that there has been any discrimination against ethnic Hungarians in Romania. As concerns training, employment, education or dismissals, the ethnic Hungarians in Romania are at home. Romania is their homeland and they enjoy full equality of rights with Romanians as well as with the other nationalities which all live together enjoying everything: the social and economic structures, the access to education, the newspapers and other cultural institutions, being free to make use of their mother-tongue in so doing.

Can we ask if it is the same situation that prevails in France in peripheral areas where there are local difficulties? In higher education there is no quota on the basis of criteria of national origin. I am well placed to know this and to say so since for nine years I served as a Rector of a university. There is no line, no orientation aimed at dispersing the ethnic Hungarians at the end of their studies to regions where the majority population is Romanian.

Romanian policy in regard to rural development has also been the subject of gross falsification. The Romanian authorities have repeatedly emphasised that that policy is designed to develop and modernise the whole economy, all rural areas by the establishment of new agricultural, industrial and service units by equipping them with facilities of all kinds – educational, sanitary and social and cultural – so as to bring living conditions in the countryside up to the level enjoyed in the towns. This is a process which involves the preservation of cultural values, too. I must emphasise, and access to those values as well as to the creation of legal and practical conditions to ensure the maintenance of rural housing or the rural habitat.

I also wish to emphasise that under the law these programmes are subject to public debate and are implemented after being adopted by the people's councils of the respective communes. I therefore deny categorically the fable which is current in France, Belgium and Switzerland concerning the mass destruction of villages and I reject the conclusions in this regard of the Committee, which are based on *a priori* policies and partisan approaches, going so far as unreservedly to accept information prepared by elements whose manifest aim is to bring about a revision of Romania's frontiers. How could we forget that the propaganda concerning the persecution of the Hungarian minority in Romania is strangely reminiscent of what went on under Regent Horthy, the propaganda that ended up in 1940, following Hitler's dictatorship over Vienna, with the dismemberment of my country and the atrocities which took place in northern Transylvania during four long years of occupation by the Horthy police and administration.

As concerns certain Western representatives who, in the Committee, have fired their poisoned arrows at us, I should like to say to them, and this is addressed first and foremost to the Workers' delegate of France, that their approach is hypocritical in that they make no mention of the fact that in some of their countries there is not even any awareness of the legal notion of minorities. Are there any minorities in France? They make no mention of the situation of

the French-born Maghrebians, of the millions and millions of migrant workers who have no chance at preserving their language, their culture, their religion because they have to assimilate in order to survive. They make no mention of the violence which constantly opposes the oppressed and the oppressors in some of their peripheral areas and in some of their overseas territories and the deepening wretchedness and destitution of the Third World which is the result both of prolonged colonial domination and of the exploitation practised by banks, through trade and through the whole system of international economic relations dominated by the Western countries. The ILO has undoubtedly failed in its vocation; failed in its mission when it did not adopt the resolution on the debt burden of the developing countries.

The statement made by the Workers' delegate of France did not surprise me because France has long been trying to set itself up as the master and been preaching to us in the matter of human rights. I would ask this representative "Has there been and is there equality of opportunity in training, in employment, in the promotion of their respective regions, for the Basques, for the Bretons, for the Corsicans, for the French-born Maghrebians, and for the French overseas territories?" How can France, which is trying to be very influential, make proposals to us when it has over 2 million unemployed and over 700,000 people homeless. I am not convinced by these arguments and I am sure you are not, either. The approach adopted by certain Western representatives is cynical to the extent that their governments choose their targets in terms of their Euro-political criteria or, more prosaically, economic criteria. Romania has a potential market of some US\$10 billion, but it would be quite different if the potential market offered by Romania were more of the order of \$100 billion. Let us call a spade a spade!

Their approach is dangerously Euro-centrist in nature. If Europe is entitled to be proud of its cultural heritage it should not ignore that of other regions or play down the values which underlie the socio-political values of the Western countries. This Western crusade, conducted in the name of human rights by means of economic and political pressures and propaganda exercises, may very well in the long run aggravate the crisis in Africa, Asia and Latin America, just about everywhere beyond the frontiers of this little enclave of wealth and exploitation which is the Western world.

Once again we have demonstrated our availability for dialogue. Unfortunately, however, it has re-

mained a dialogue of the deaf. We have supplied in this forum, as in others for that matter, arguments, facts, evidence, but some of our interlocutors accept nothing other than their own unrealistic and malicious version of the Romanian reality. They despise all our explanations, all our information, even when supplied from the most authoritative sources. In these circumstances I wonder about the very usefulness of pursuing such a dialogue.

To conclude, I dispute and I reject the merits of the conclusions reached by the Committee on the Application of Standards in paragraph 112 of the report, including the request to receive a commission of inquiry. I would like to express our concern at the tendency to use the ILO for political purpose which reflect the interests of certain countries or groups of countries, with no relevance at all to the aims and objectives of the Organisation. I would address to all Members of this Organisation an appeal to do everything possible to put an end to this tendency, which is contrary to the interests of the ILO.

Finally, while we firmly reject all interference, any attempt to supervise or inquire into our affairs, including the mission requested by the Workers' delegate of France, we are none the less open to dialogue with all those, be they private individuals or official representatives, who in good faith and without preconceived ideas would like to get to know the situation in my country on the spot, at first hand.

The PRESIDENT – I believed we have exhausted our list of speakers. I have taken note of the statement made by the last speaker and the reservations contained therein; these reservations which will be duly notified in the *Record*.

If there are no objections, I take it that the report of the Committee on the Application of Conventions and Recommendations is adopted.

(The report is adopted.)

The PRESIDENT – It remains for me to thank the Chairman of the Committee, his two Vice-Chairmen, the Reporter and all other members of the Committee and the secretariat for the amount of work they have done. I believe the Conference will agree with me that this is a very useful report.

(The Conference adjourned at 6.30 p.m.)

CONTENTS

Page

Thirty-fourth sitting:

Report of the Committee on Convention No. 107: Submission, discussion and adoption	1
--	---

Speakers: Mr. Helms (*Reporter*), Mr. de Regil Gómez, Mr. Svenningsen, Mr. España-Smith, Mr. Crate, Ms. Venne, Mr. Ontiveros Yulquilla, Mr. Barsh, Mrs. Sayers, Mr. Rozas, Ms. Salway, Mr. Fortune, Mr. Arnesen, Mr. Kickingbird, Mr. Apunte Franco, Mr. Murry, Mr. Niño, Mr. Ríos Muñoz.

Proposed Convention concerning indigenous and tribal peoples in independent countries, submitted by the Committee on Convention No. 107: Adoption	16
---	----

Resolution on ILO action concerning indigenous and tribal peoples, submitted by the Committee on Convention No. 107: Adoption	17
---	----

Thirty-fifth sitting:

Report of the Committee on Safety in the Use of Chemicals at Work: Submission, discussion and adoption	18
--	----

Speakers: Mr. McLellan (*Reporter*), Mr. Barker, Mr. Wright, Mr. Adewoye, Mr. Narayan.

Proposed conclusions, submitted by the Committee on Safety in the Use of Chemicals at Work: Adoption	22
--	----

Conclusions proposed with a view to the adoption of a Convention, submitted by the Committee on Safety in the Use of Chemicals at Work: Adoption	22
--	----

Conclusions proposed with a view to the adoption of a Recommendation, submitted by the Committee on Safety in the Use of Chemicals at Work: Adoption	22
--	----

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Safety in the use of chemicals at work", submitted by the Committee on Safety in the Use of Chemicals at Work: Adoption	22
--	----

Resolution concerning harmonisation of systems of classification and labelling for the use of hazardous chemicals at work, submitted by the Committee on Safety in the Use of Chemicals at Work: Adoption	22
---	----

Report of the Committee on the Application of Standards: Submission, discussion and adoption	22
--	----

Speakers: Mr. Kchaou (*Reporter*), Mr. Wisskirchen, Mr. Houthuys, Mr. Ahmed, Mr. Sánchez Soriano, Mr. Hickey, Mr. Medina Gálvez, Mr. Mourgues, Mr. Noack, Mr. Meza Soza, Mr. Al-Khalidi, Mr. Dolgu.



Provisional Record

Seventy-sixth Session, Geneva, 1989

Thirty-sixth sitting

Tuesday, 27 June 1989, 10.15 a.m.

President: Mr. Nkomo

THIRD AND FOURTH REPORTS OF THE CREDENTIALS COMMITTEE: SUBMISSION AND NOTING

The PRESIDENT – The first item on our agenda concerns the third and fourth reports of the Credentials Committee. I invite Mr. Califice, Government delegate, Belgium, Chairman of the Credentials Committee, to present the reports.

Original – French: Mr. CALIFICE (*Government delegate, Belgium; Chairman of the Credentials Committee*) – I have the honour and the pleasure of presenting to the Conference the third and fourth reports of the Credentials Committee. They are contained in the *Provisional Record*, Nos. 24 and 29, respectively.

The third report contains the decisions of the Committee on the objection concerning the nomination of the Employers' delegation of Nicaragua, the nomination of the Moroccan Workers' delegation and the nomination of the Workers' delegation of Nicaragua.

The Committee did not propose invalidation of the credentials of any of the delegations concerned.

In the matter of the nomination of the Employers' delegation of Nicaragua, the Committee requested the Governing Body to take the appropriate steps so that a mission of good offices could be embarked upon.

The third report also contains the decisions of the Committee concerning two communications; one from the Government delegation of Afghanistan and a late communication concerning the composition of the Workers' delegation of the Philippines.

As for the fourth report, it contains a decision of the Committee on the objections concerning the nomination of the Workers' delegation of Chile.

In this connection I would like to state that in spite of the difficulties caused by the consideration of this question, the Committee was able to reach an agreement thanks to the spirit of co-operation of the Employers' and Workers' members of the Committee as well as to the goodwill shown by the Government of Chile delegate.

In this connection, the Government delegate of Chile this morning gave us the text of the motivation of the Bill which modifies the existing provisions on recognition of trade unions, which will permit the recognition of the existing national trade union federations which group together the already existing legal trade unions; this will mean they can be consulted officially for the establishment of the Workers' delegation at the International Labour Conference.

In view of the fact that the decisions contained in these two reports have been taken unanimously, the

Conference is requested to take note of them in conformity with article 26, paragraph 5, of the Standing Orders of the Conference.

Now that we have completed our work I would like to take advantage of this opportunity to express my warmest gratitude to my two colleagues, Mr. Hoff, Employers' member, and Mr. Svenningsen, Workers' member, for their efficient and friendly co-operation. Thanks to the excellent spirit which prevailed throughout our discussion, the Committee was able to take its decisions unanimously for all the cases which had been placed before it.

The Committee had to meet this Sunday morning in order to complete its work. I thank the secretariat of the Committee for the efficient assistance it gave the work of our Committee.

The PRESIDENT – I wish to thank Mr. Califice. I have received a letter concerning the third report of the Credentials Committee from Mr. Meza Soza, Government delegate, Nicaragua, and with his agreement I would like to ask the Clerk of the Conference to read the letter to the Conference.

The CLERK of the CONFERENCE – The letter is dated 26 June 1989; it is written in Spanish and I will read it in that language.

(The Clerk continues in Spanish.)

Mr. President of the 76th Session of the International Labour Conference,

The Government delegation of Nicaragua has seen the decision of the Credentials Committee concerning the objection to the credentials of the Nicaraguan Employers' delegate, Juan Ramón Aragón, and his adviser, Marcos González.

In this connection the Government of Nicaragua cannot but deeply regret that the honourable Credentials Committee once again has failed to recognise the reality prevailing in our country concerning the truly representative bodies of the Employers in Nicaragua, granting representativity to a sector which during the last years has lost that capacity.

The Government of Nicaragua has made very serious efforts to solve these problems and has gone as far as to propose the formula of alternative appointments to this post as a solution.

This alternative, however, has been rejected by COSEP, whose attitude does not make it possible to find a constructive solution for this well-known dispute.

In spite of the situation, the Government of Nicaragua will continue making every possible effort to find a practical solution to the problem of the representation of the Employers, in good faith and in a spirit of tripartite concertation.

*(Signed) Adrián MEZA SOZA,
Government delegate, Nicaragua;
76th Session of the
International Labour Conference.*

The PRESIDENT – The third and fourth reports of the Credentials Committee were adopted unanimously by the Committee. Therefore, the Conference is invited to take note of these reports.

(The reports are noted.)

REPORT OF THE RESOLUTIONS COMMITTEE: SUBMISSION AND DISCUSSION

The PRESIDENT – We move on to the next item on our agenda, which is the report of the Resolutions Committee. It is my pleasure to ask the officers of the Committee, Mr. Glaiel, Government delegate, Syrian Arab Republic, Chairman and Reporter; Mr. Castle, Employers' adviser, United Kingdom, Vice-Chairman; and Mr. Morton, Workers' delegate, United Kingdom, Vice-Chairman, to come to the rostrum.

I now call upon Mr. Glaiel, Chairman and Reporter of the Committee, to submit the report.

Original – Arabic: Mr. GLAIEL (*Government delegate, Syrian Arab Republic; Chairman and Reporter of the Resolutions Committee*) – I have the honour to present the report of the Resolutions Committee, contained in *Provisional Record No. 27*.

As you are all aware, this report contains no recommendation from the Committee addressed to the Conference for adoption. This is the second consecutive year that the Committee finds itself in this unsatisfactory situation. The resolutions put before the Committee all concern subjects of high priority to the International Labour Organisation – the environment, the social impact of debt on the developing countries, the situation of workers and employers in Palestine and the occupied Arab territories, the financing of the participation of delegations, the role of enterprises in employment growth and the problem of AIDS, as well as other important issues. The importance of these resolutions did not suffice, however, for them to be adopted by the Committee. At the closing sitting, many speakers expressed their bitterness and disappointment, as well as their sorrow, over this result, for all their efforts had been in vain, although the discussion had taken place in a calm atmosphere, and in a spirit of responsibility.

I trust that last year's experience and that of this year will give us food for thought, enabling us to find the means of overcoming the difficulties, which, should they persist, would undermine the essential objectives for which this Organisation was created and for which it has been working without respite. The situation facing us today is very disquieting, and an appeal must therefore be made to all groups and delegations so that a spirit of genuine and constructive co-operation may prevail, accompanied by a sin-

cere political will, because only this will enable us to overcome rigid positions and preconceived policies, and to draw up texts which would meet the wishes of participants and realise the objectives of the Organisation. The general discussion on the first two resolutions testified to the importance of the subjects proposed and the interest which they arouse. The part of the report devoted to this discussion and the positive atmosphere which prevailed throughout should be a source of inspiration for the work which we shall undertake in the future in the interests of labour and workers.

In conclusion, I should like to thank Mr. Castle, Employers' Vice-Chairman, and Mr. Morton, Workers' Vice-Chairman, as well as all participants in the Committee and the members of the secretariat, who helped keep my spirits high in this Committee despite the difficulties I have just mentioned.

The PRESIDENT – The report is now open for discussion.

Mr. CASTLE (*Employers' adviser, United Kingdom; Vice-Chairman of the Resolutions Committee*) – I wish to add my regrets that for the second year running we have no resolution to propose to the Conference. It is a pity, because we had a good number of resolutions to choose from, including the sixth, on self-employment, and the others mentioned by the Chairman of our Committee, which I think would have featured proudly in an ILO programme. Yet I do not think that it is impossible to achieve resolutions in this Committee, since not so long ago, at one of its meetings in which I participated, we were actually able to agree on six resolutions to propose to the Conference for adoption. Therefore, it is possible.

No doubt, today and in the days to come, we shall hear many people talk about what went wrong and what can be done to make things better. There will probably be suggestions to change the Committee's procedures or rules, but, for my part, I am not convinced that it is necessary to introduce changes. What I appeal to all of you to do is to look forward, not back. I am convinced that if we can concentrate on issues which we can address comfortably within the ILO's area of competence and if we all adopt a positive and constructive approach to our debates, then we shall once again see the Resolutions Committee perform the work for which it was intended, with effective results.

Before I leave this rostrum, I should like to give my thanks to Ambassador Glaiel and to Mr. Morton. Ambassador Glaiel had a very difficult task before him and I am amazed at how he managed to keep smiling, retain his good humour and show great tolerance. It is that tolerance that helped us to keep an even climate for our debate, and for this I thank him. Mr. Morton, with his unique training in the trade union movement, was always able to bring good commonsense to bear when it was most needed. Of course, I feel very sorry for the secretariat, which spent countless hours translating our amendments and working for us so that we were able to carry on with our business – unfortunately without much to show for it today other than a very good report. I should like to end by thanking all the people who participated in our Committee and expressing the

hope that we shall be able to meet again next year in a better climate.

Mr. MORTON (*Workers' delegate, United Kingdom; Vice-Chairman of the Resolutions Committee*) – You would expect me to join the previous speakers in expressing regret that the efforts of the Resolutions Committee have not produced a result. Of course, we have to recognise that the Constitution is designed to require a large measure of consensus. Even one delegate can seriously impede the progress of the Committee. This may be essential in an international organisation of this type. Nevertheless, the Workers' group felt that it was reasonable to expect that there should be such a consensus on several of the resolutions that were on the agenda, particularly the one concerning the environment. The Workers' group thought that this reflected what the Director-General called, in his Report, "a strong sense of our common destiny". Of course, the Workers group had particular interest in this resolution. They had concern for the inter-relationship between the working environment and the environment generally, for the need to establish positive links between employment creation and the maintenance and improvement of the environment, and several other points.

This resolution had an unusually wide range of sponsors, including Government and Workers' delegates from developing countries and Workers' delegates from Eastern and Western industrialised countries. Of course, it was always clear that a merged resolution cannot be perfect. In fact, any resolution can be changed indefinitely. Whether the changes are an improvement is a very subjective question. And the Workers' group submitted a small number of amendments to this first resolution – the smallest number of any group.

I have mentioned the first resolution, but the Workers' group were also very interested in the resolution on debt. They were anxious to see the Conference adopt measures that could, even to the slightest extent, assist workers in the poorer sections of society in those countries suffering under the grinding burden of debt. They were conscious of the fact, illustrated in the Director-General's Report, that this is a problem that is worsening, a problem on which no time should be wasted.

Indeed, on the third priority, a priority that was agreed both within the Workers' group and by the Committee, the situation of Arab workers and employers in Palestine and other occupied Arab territories, the Workers' group admitted that this resolution was not as global as the first one, perhaps not as uncontroversial, but that it did represent a persistent problem that was well illustrated by the Director-General's Report on the matter. The Workers' group was anxious therefore to be able to deal with this resolution.

I have mentioned the first three resolutions, but of course the Workers' group was also very concerned about the ominous problem of AIDS and the question of drug abuse, human rights, and also the possibility of improving the position of delegations to this Conference. All of these issues have come to nought, and we have to ask why.

It is not my purpose here at all to indulge in any recriminations whatever. Delegates should read the report. The report states – I believe accurately and clearly – what participants said they were going to do.

It states what participants said they had done and it states what they actually did. The three things do not always coincide, incidentally. The Workers' group does not claim perfection. In fact, on reflection, it may be that the Workers' group shared a failing of all the groups involve. Perhaps an earlier initiative should have been made although, admittedly, as the report shows, the signs were not propitious; but, possibly, earlier initiative should have been made to try to reconcile differences and arrive at a common approach to these issues.

However, I am bound to say, since I am speaking on their behalf, that the group did make every effort. They withdrew amendments; they quickly agreed to sub-amendments, they never called for a vote; and when they were faced with the prospect of having no resolution, they supported an initiative to withdraw their amendments, and, did so.

The first resolution to which I have referred involved no sectional or regional special interests. It would have assisted all workers and harmed none and therefore there was a reasonable hope that it would be adopted. We were not as optimistic about the second or the third resolution; but in the event, we have no opportunity of knowing whether progress could have been made.

The question is: What conclusions should be drawn? I support largely what has been said by the two previous speakers. It is clear that the work of the Committee has not, on this occasion, contributed to the amelioration of any human problem – oppression, poverty or health. However, I do not believe that this means that the Resolutions Committee cannot function. I do not join in those councils of despair that say that this proves that it cannot be done.

Most of the problems tackled by this Organisation arise from human failings – cruelty, ignorance and others. We have to ask ourselves how we can assist with those problems if we cannot organise our own affairs sensibly. I think that Governing Body should examine this question and I think all the delegates here should examine it and reflect on the situation.

In the old trade union fields, there is the picture of the manager, and I do not of course, address Mr. Castle or any of his colleagues, but far less progressive managers than these – the type who has a sign over his desk which says "Be reasonable – see it my way". We cannot afford to adopt that attitude. We have also to try to see the other person's point of view; and within the Workers' group I am bound to say that there were encouraging aspects of this Committee on which we shall hope to build.

Finally, I would like to thank the Chairman of the Committee and join Mr. Castle in his tributes to him. I would also like to thank Mr. Castle for his co-operation and friendliness and, of course, the secretariat; and it is my sincere hope that we can improve on this report next year.

Original – German: Mr. MARTINEK (Government delegate, Austria) – The Austrian delegation wishes to note that it would have liked to see the adoption today of as many resolutions as possible, and in any case, of the first three resolutions. We feel that, in view their very topical subject-matter relating to the work of our Organisation, the resolutions that were discussed this year could have been an important, and even a decisive contribution to the activities of the ILO.

In this connection, we should like to express our special thanks to all those in the Committee itself, and behind the scenes, who endeavoured to find a compromise solution. We sincerely hope that the contacts that have been made in this way will continue to be used in coming months and will enable us, at the 77th Session of the International Labour Conference, to achieve a result that will be satisfactory to all. I feel that a great deal of work remains to be done to this end. The Austrian delegation is willing to support all efforts in this direction.

Original – Spanish: Mr. de ROJAS (*Government adviser, Venezuela*) – I am making this statement on behalf of not only of my own delegation, but of many of the countries who sponsored the resolution concerning development foreign debt and the social objectives of the International Labour Organisations, as well as other countries which, although they did not sponsor the resolution, gave it their support from the outset. This statement will sound rather bitter, but that has unfortunately become necessary.

We have found it necessary to make a declaration on this occasion to express publicly our dismay and disappointment at the fact that for the second time the International Labour Conference has been prevented from adopting any resolutions.

Our disappointment is all the greater since my delegation was the sponsor of one of the most important drafts submitted to the Conference for consideration. Venezuela, together with Argentina, Bolivia, Brazil, Chile, Costa Rica, Cuba, Guatemala, Honduras, Mexico, Nicaragua and Suriname, submitted to this Conference the resolution concerning development, foreign debt and the social objectives of the ILO. As is known, this resolution received broad support from every sector of the Conference from the outset. Our resolution, which sought to continue the action started three years ago by this same Conference, at a time when the problems created by the foreign debt are causing increasing difficulties in the developing countries and are making the living conditions of the working populations of all our countries worse, received a frankly favourable reception and was ranked second in the order of priorities established by the Resolutions Committee.

It is not our intention to apportion responsibility. I think that is unnecessary because all those present here know perfectly well why it was not possible this year to adopt any resolution yet again. We believe, however, that we must express our opinion that the main cause of this situation resides in the archaic, anachronistic and obsolete procedure which governs the work of this Conference, and particularly the machinery for the adoption of resolutions.

The experience of the last three weeks, during which the Resolutions Committee should have completed the study and approval of at least the three or four resolutions which received top priority, leads us to believe that the time has come for the ILO to consider seriously whether it is not time to amend its procedures, particularly as regards the machinery for the consideration and adoption of resolutions. To our mind, the procedure followed by this Organisation is archaic because it has remained unchanged ever since the Organisation was set up. It is anachronistic because it does not correspond to the new realities of the world nowadays. It is obsolete because it is completely out of phase when you compare it with the

international parliamentary procedures created after the Second World War.

But that is not all. The standard procedures applied by the International Labour Conference are completely lacking in openness and are managed in a clandestine fashion which makes it impossible to take decisions in a democratic atmosphere. We should add that the present procedure results in a considerable waste of time, efforts and resources.

The most obvious expression of this resides in the fact that after three long weeks of meetings, during which delegations actively participated and made serious and praiseworthy efforts to further our work and during which we had the benefit of all the services of the Conference – rooms with all the necessary facilities, interpretation, translation, production of documents, etc – after these long weeks we find that all these material and financial efforts have been useless because the work of the Resolutions Committee did not lead to any conclusive results and no resolution was produced.

At this time, when many of our countries are going through financial difficulties leading to drastic economic austerity measures, it is really a paradox that an international organisation should engage in the luxury of wasting resources as the ILO has done as a result of the working methods and the procedures applied.

My delegation considers that this situation requires serious reflection because the credibility and the prestige of the Organisation may be adversely affected.

We therefore wish to call on the member States of the ILO, and particularly the member countries of the Governing Body, to consider the desirability of starting a revision process of the procedures applied at this Conference for the adoption of resolutions, in order to make them more flexible, more open and more suited to the realities of the world today. All this, of course, bearing in mind the need to maintain the tripartite nature of the Organisation and a proper balance in the weight of each of the three sectors in the decision-making machinery.

Mr. MOHAMED (*Government delegate, Somalia*) – As I am speaking for the first time from this rostrum, may I be permitted to congratulate you on your well-deserved and unanimous election as the President of this very important Conference.

Allow me on behalf of the tripartite delegation of Somalia to express our dissatisfaction and disappointment at the outcome of the work of the Resolutions Committee of the Conference. We regret very much that the Committee is once again presenting to the Conference its report without any resolution annexed to it for adoption. It is almost becoming the tradition of the Committee to conclude its work without success. As a member of the co-sponsors of the resolution No. 3 concerning the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories, we were hoping that the Committee would demonstrate a spirit of good will and understanding and adopt a number of important resolutions before it. The resolution concerning environment, development and employment, and the resolution concerning development, foreign debt and the social objectives of the International Labour Organisation also dealt with subjects of high priority and they were welcomed and

fully supported by my delegation. It was regrettable, however, that the Committee adopted only the first six preambular paragraphs of the first resolution after two weeks of busy work. Of course, when a resolution is submitted by any group, it is discussed and amended by the others with a view to improving it and bringing it into line with the competence of the ILO and in conformity with the procedure.

But the strange thing was that the majority of the amendments submitted to the Committee on the first resolution came from some of its co-sponsors, which caused us a considerable loss of time. We can only feel pity that on the 70th anniversary of the ILO, we have been unable to adopt one single resolution marking the Organisation's achievements and commitments to the basic principles and objectives set out in its Constitution and the Declaration of Philadelphia. We can only urge that we look to the future and discourage the ill-will and unprotective spirit that developed in the Resolutions Committee last year when the Arab group first submitted the resolution on the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories. The tactics of delaying and abusing the provisions of the Standing Orders of the Conference employed by some minority delegations are unacceptable to my delegation and indeed wasteful of our time and energy. We hope that the future sessions of the Conference will be able to adopt some of the important resolutions tabled for the last two years by the different groups.

In conclusion, my delegation would like to express its sincere thanks and congratulations to the Chairman and the other Officers of the Committee who unreservedly did their best to bring the work of the Committee to a successful outcome. We also thank the delegates who contributed in a positive way to the discussions in the Committee in order to adopt a greater number of resolutions.

Original – Arabic: Mr. SAID (*Government delegate, Iraq*) – In the Name of God, the Merciful, the Compassionate! Firstly, might I address myself to Mr. Sami Glaiel, Chairman of the Resolutions Committee, and express to him our gratitude and our recognition of the competence and skill with which he chaired our Committee.

The Asian group made a very good choice when they proposed him to this post and in the Arab group, that it is my honour to represent; we consider that the competence shown by Mr. Glaiel is an honour to our group.

This is the second consecutive year that our Resolutions Committee has not been able to adopt important resolutions – resolutions that were considered as being of priority to the Conference.

This situation creates an unfortunate precedent and we feel bound to express our regrets and our sadness. We have to think very carefully and examine our consciences so that we can put an end to the abuse of procedures and techniques that are being used, which not only result in a waste of time and money but prevent the Conference from expressing its sincere desires on questions that are of vital importance to the members of this Conference.

This year, everybody in the Resolutions Committee had a clear desire; there was no ambiguity: there were three very important and urgent issues that were of a priority nature because the members of the

Committee realised that the Conference had to participate and co-operate in making a constructive effort to propose appropriate solutions to the most urgent questions with which we are confronted – particularly since the Conference this year is commemorating the 70th anniversary of the founding of the International Labour Organisation. Indeed, it is commemorating seventy years' work and perseverance in the field of rights, liberties, working conditions, human dignity and the value of work.

The first three resolutions concerned: environment, development and employment; development, foreign debt and the social objectives of the International Labour Organisation; and the protection of the rights and freedoms of Arab workers and employers in Palestine and the other occupied Arab territories. These resolutions crystallise and give concrete expression to the interest shown by the international community in these questions at this crucial stage in history. Taking this unanimity into account, we would have thought that energies would have been mobilised and contacts entered into, with the best intentions, in order to be able to achieve resolutions that were acceptable to all, together with other resolutions that might serve the interests that we have.

In the Arab group and in the three subgroups of the Arab group, we have spared no effort since the beginning to express our determination and our will to speed up the work of the Committee because we knew how important these resolutions really were. With this good will, other countries in the non-aligned movement participated with us; there was also a fairly large number of Western countries to whom we would like to pay tribute here for the courage that they showed in adopting the right position.

What was the position of the other groups with respect to this good will? What was their position on this question that concerns man today? First, we were very surprised as regards the first resolution on the environment. More than 100 amendments were submitted – of which some amendments on the substance of the resolution were presented by the Arab group; however, there were no more than 40 such amendments and they were aimed at strengthening and enriching this resolution, making it more balanced and bringing it in line with the situation existing today in the world. The same applies to the amendments presented by Third World countries. All these amendments were aimed at strengthening this resolution as the countries concerned had not been involved in its formulation.

However, amendments were presented by those who had, in fact, participated in the merging of the resolutions.

Furthermore, to speed up the work of the Resolutions Committee, the Arab Group, during the different meetings – either individually with members of the IMEC group, or in meetings with the group of Latin American countries – expressed its readiness to withdraw its amendments on the understanding that there could be a consensus and that serious efforts would be made to speed up the work of the Committee so that it could conclude its work in the best possible way by adopting the largest possible number of resolutions; in particular the resolutions that had been given priority by the Committee. I am referring particularly to the resolution concerning the debt, which is very important for the Third World coun-

tries; and the resolution concerning Palestine which has the support of the international community. We would have liked to achieve satisfactory results for all, but unfortunately our efforts met with no positive response. Furthermore, and taking our initial position into account, the Arab group did not present any amendments regarding the second resolution concerning the debt because the Arab group was convinced that this resolution was balanced and objective and in line with the resolution adopted by the Conference in 1986. We were amazed that there amendments on this resolution – 70 in fact – and their purpose was to scarp the resolution and remove any meaning from it. One of these amendments even asked for a change in the title of the resolution deleting the term “debt” and replacing it by “economic recovery”.

An objective comparison between the results of the work of the Committee this year and those achieved last year enables us to draw lessons from what has happened and to reach conclusions.

Firstly, there is a minority of very important countries, which bear considerable responsibility in the field of international co-operation and which place themselves at the forefront of the defence of human rights. This small minority merely resorts to filibustering in order to prevent the adoption of any international resolution that does not fit in with its positions or correspond to its policies. Secondly, there is a small limited minority of member States of the Organisation that quite illogically and without any reasonable justification is opposed to the rights and freedoms of workers in Palestine. This small minority urges the International Labour Organisation not to assume its full responsibility with respect to these rights and liberties. It is as if this Organisation, which has a very noble humanitarian mission, were prevented from implementing its policies and carrying out its activities. This minority is preventing the Conference from expressing its will. The question therefore arises: in whose interest is the Conference prevented from speaking freely, and the majority from expressing its views, whether on the debt question or on the rights and freedoms of the citizens of Palestine, who are suffering from the inhuman and degrading treatment which is a violation of their dignity? If we recall what has happened over the last ten years, we see that this minority is always the same and has resorted to filibustering in order to prevent the Conference from adopting any resolution that condemned Israeli practices, which are contrary to all resolutions and international rules and which violate the rights of workers and people in Palestine that are in a situation of Israeli occupation and colonisation.

In 1978, 1982, 1983 and 1988, the Conference was unable to condemn violations of human rights and the breach of the Organisation's rules. We therefore ask again – are not Palestinian human rights, particularly those of Palestinian employers and workers, part of human rights in general? Human rights, which are foremost among the priorities of the ILO. We also ask another question: does Israel, as an occupying authority, enjoy special privileges or special treatment? Should not this mean that an attempt is being made to avoid condemning Israel every year, which simply encourages it to continue its policies and its inhuman practices against the Palestinians in Palestine and the occupied territories. This subject, however, will remain on the agenda of the Interna-

tional Labour Conference as long as occupation and colonisation continue in Palestine and the occupied territories.

We would appeal to the minority which extends its hegemony to this Organisation to change its tactics, and its attitude, which are contrary to human rights in the Third World, whether they concern the debt problem or human rights and freedoms in the world. This minority, because of its position in the International Labour Organisation, having contributed to the setting up of the Organisation and to the safeguarding of the Organisation's objectives, bears a very heavy responsibility regarding human rights, irrespective of race, religion or national origin.

We must strengthen the capabilities of the Palestinian so that he can stand up to Israeli occupation. This is not only a responsibility of the Conference, which is the highest level of authority in this Organisation. The other bodies of the Organisation must enable it to assume this responsibility, particularly the Governing Body and the International Labour Office, which both together and individually bear constitutional and organisational responsibility in this respect. We would welcome any serious initiative taken by the Governing Body and the Director-General that would enable us to improve the effectiveness of the International Labour Organisation so as to put an end to social injustice and the violation of the rights of the Palestinian people.

We hope that initiatives will be taken and will be developed so that adequate attention may be given to this problem, because all the different bodies work together in this Organisation. Concerted action would be one of the positive elements of the work done by the International Labour Organisation, which endeavours to discharge its responsibilities as regards the protection and safeguarding of the rights and freedoms of Arab employers and workers in Palestine and the other occupied Arab territories, until an end is put to Israeli occupation and colonisation.

The PRESIDENT – I must suspend our debate on this matter in order to proceed to a record vote on the Convention concerning indigenous and tribal peoples in independent countries.

FINAL RECORD VOTE ON THE CONVENTION CONCERNING INDIGENOUS AND TRIBAL PEOPLES IN INDEPENDENT COUNTRIES

The PRESIDENT – We now move on to the next item on our agenda and shall now proceed to the final record vote on the Convention concerning indigenous and tribal peoples in independent countries.

(A record vote is taken.)

(The detailed results of the vote will be found at the end of the record of this sitting.)

The PRESIDENT – The result of the final record vote on the Convention concerning indigenous and tribal peoples in independent countries is as follows: 328 votes in favour, 1 against, with 49 abstentions. As the quorum is 249, I have the pleasure of informing you that the Convention is adopted.

(The Convention is adopted.)

The PRESIDENT – It is my honour and pleasure to invite Mr. Michel Hansenne, Director-General of the ILO, to give his reply to the discussion of his Report.

Original – French: The SECRETARY-GENERAL – It is my privilege and great pleasure this morning – for the first time in fact – to reply to the discussion of the Director-General's Report, *Recovery and employment*.

Very many of you participated in the discussion this year: 274 spoke, amongst whom there were 103 ministers. I would like to thank all of those who took the floor for their observations and comments, which, of course, will be a considerable source of inspiration to the Office.

The Conference session now drawing to a close has marked the 70th anniversary of our Organisation. This was celebrated during a ceremony attended – and we are particularly grateful to him for this – by Mr. Jean-Pascal Delamuraz, the President of the Swiss Confederation. In a forward-looking speech Mr. Delamuraz told us of his certainty “that we are on the path to a new world, provided that we can renew a vital impetus where obscuratism or violence have repressed it”. It was, he added, for the ILO to play a leading role in humanising this new world and – and I quote, “in imparting hope to every person, in reminding governments of respect for their obligations and in encouraging the social partners to find imaginative, consistent solutions”. As Mr. Delamuraz said, I believe – and I said so at the time, that if the Organisation wishes to remain true to itself it must also be capable of imagination in finding new solutions to the problems arising today. Faith and imagination, continuity and inventiveness – these I am sure, are the qualities that will enable the ILO to adjust to a changing world but a world which has to be all the more caring towards the working world.

Faith and imagination, I believe, determined the spirit that guided the Committee on the Use of Chemicals Substances, which was carrying out a first discussion of these questions with a view to the adoption next year of a Convention and a Recommendation which would be particularly welcome. Despite many difficulties – and night work – the same spirit quite clearly guided the Committee entrusted with re-examining the Night Work (Women) Convention (Revised), 1948 (No. 89) and with elaborating if possible new instruments on night work conditions for men and women in all branches of economic activity. This discussion was of great importance and I am happy that this Committee was able to conclude its work successfully.

Continuity and inventiveness also prevailed in the discussion, which at times were on extremely sensitive issues, in the Committee on Convention No. 107. I would recall that this Committee had to deal with the partial revision of a 1957 instrument on indigenous and tribal populations. The question was complex, as had been demonstrated by the discussions last year. The multiplicity of the problems covered by the proposed text in a particularly sensitive area where passions are quickly aroused made the work difficult.

It is therefore all the more satisfactory that we can record the success of this work, which is of concern to something like 300 million human beings, of various races and cultures, in dozens of countries and all regions of the world.

In preparing a Convention on new problems or in adjusting old instruments to new realities, I believe that our Conference has fulfilled its mission.

The Conference also paid a well-deserved tribute to Mr. Blanchard for his role within the ILO, and particularly during the 15 years when he was at the head of the International Labour Office. But the best tribute paid to him, surely, was the virtually unanimous adoption of the programme and budget for the next two years. We have rarely witnessed such a consensus, and I do not need to tell you that this tribute to my predecessor is for me also a source of considerable satisfaction at the beginning of my term of office.

This spirit of dialogue and the desire to find solutions to even complex and sensitive problems also characterised the work of other Committees. This was for instance the case of the Committee on Action against Apartheid. The Committee this year, for the first time, was to monitor the implementation of the Declaration concerning Action against Apartheid in South Africa and Namibia. I very much hope that the appeal by that Committee that we should support the United Nations Secretary-General in the difficult and delicate task of implementing Security Council resolution 435 will be heard. If the process that is to lead Namibia to independence continues without encountering major obstacles, we can hope very soon to welcome to the Conference a tripartite delegation chosen in full freedom by the people of that country.

I wish I could express the same optimism as regards the abolition of apartheid in South Africa itself. However that may be, our effort will continue untiringly and I shall be proposing to the Governing Body in the next few days some names for the group of independent experts called on to monitor and supervise the implementation of sanctions and other measures against apartheid; I shall also, naturally, be sending the message that the Conference entrusted me to transmit to the authorities of South Africa, urging them to put an end to this shameful situation and particularly to lift the state of emergency and free all detainees, particularly trade unionists.

The Committee on the Application of Standards was able, in a generally calm atmosphere, to play its unique role which consists in engaging in constructive tripartite dialogue so as to help member States to make progress in meeting their obligations in respect of ILO instruments. For we must not forget that going beyond the texts whose observance the supervisory bodies are entrusted with monitoring, it is the freedom, dignity, conditions of existence and sometimes even the lives of men, women and children that we have to safeguard and protect. The Committee's role doubtless appears more fundamental than ever at a time when, in various parts of the world, we are horrified to record daily, brutal violations of the most sacred rights of the human being.

This spirit of consensus, as you know, did not prevail in the Resolutions Committee. For the second consecutive year the Office will not be able to find in your work the source of inspiration on which it has so frequently drawn in the past. In view of what took

place, I think it is worth while advancing a few considerations.

The Resolutions Committee of your Conference is no special forum or rostrum. The Committee is an integral part of our Organisation. Based as it is on tripartism, it calls for consensus and there can be no winners and no losers. And those who forget this will always condemn it to sterility. Do you really believe that that is the fate which we should reserve for it?

Before saying a few words on economic recovery and employment, which is the theme of the Director-General's Report this year, I should like to refer to the Appendix to that Report which concerns the situation of workers in the occupied Arab territories. Like my predecessor, I am very sensitive to the fate of these workers because the problems there have worsened. Many speakers have talked of the need for the whole situation to move towards an overall settlement that would ensure peace in those lands. For my part, I intend to continue the action undertaken 11 years ago by the ILO in its field of competence. I shall even try to strengthen it. I trust that the ILO will be able to continue to benefit from the co-operation of all parties and that we shall see all the recommendations put forward in this Report applied in full.

But let us return now to recovery and employment, the general theme proposed for your attention this year: an essential theme, too, as the numerous statements that it has provoked have shown. It is not the first time – far from it – that we are speaking of employment in the ILO. Indeed, the Organisation's efforts in this field go back a long way. Need I recall, for example, the launching of the World Employment Programme in 1969, the World Conference on that subject in 1976 and the adoption of recent instruments such as the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), or the Employment Promotion and Protection against Unemployment Convention (No. 168) and Recommendation, 1988 (No. 176). This emphasis is not surprising. Employment constitutes a vital link between the economic and social spheres. Employment is not only a decisive factor in production, it also determines the citizens' standard of living and contributes to their integration in society. For the ILO, employment thus constitutes a necessary precondition for the development of workers' rights and social justice.

But while it is not the first time that the ILO has touched upon this matter, we must speak of it again today because the world has changed and continues to change very rapidly. Technological change, financial imbalances and new demands for international competitiveness force us to address the question once again and analyse the sometimes devastating effects of these and other factors on employment. Very many of you have spoken in this discussion. How can your speeches be summed up and, above all, what conclusions can we draw?

First, the problem of recovery and employment is universal, in that it arises in almost all countries, large or small, rich or poor. Many of your statements demonstrate this. Here are just a few examples. The United States Secretary of Labor, Mrs. Dole, pointed out that growth is not everything, it is not the sole aim. She explained to us that she had undertaken a policy of "growth-plus", that is to say continuous economic growth linked with the adoption of measures to help those who lack sufficient education and

training to obtain the necessary motivation and qualifications for employment.

The Vice-President of the USSR State Committee on Labour and Social Questions, Mr. Tchechenko, explained, for his part, that the radical "perestroika" in the economy which is under way in his country necessarily involves the closure of unprofitable production units, a reduction in administrative staff and the release of a certain number of workers. The Government of his country is therefore making every effort to create new jobs, is taking measures for retraining and has set up a vast local network of placement centres.

Another statement that I should like to mention is that of Mr. Castro, Government delegate of the Philippines, who expressed his agreement with the idea that economic growth, while simplifying the task of reducing poverty and promoting social progress, does not guarantee that these social aims will be achieved. Economic growth, he told us, should be the means of ensuring the improvement of the life of each individual. What we want to see today in my country, he added, is growth in justice, which is a more difficult objective to attain.

And the Government delegate of Ecuador, Mr. Leoro Franco, insisted on the fact that intensive employment policies should inevitably be accompanied by measures of economic adjustment. He said in that connection that crash employment programmes for the development of small undertakings in the marginal areas of towns and the countryside were encouraged by his Government.

My first point was that it is a universal problem.

My second is that although the problem is universal, it does not arise everywhere in the same terms, so complicated and difficult to analyse is the nature of the links between growth and employment. While we can with difficulty conceive of lasting employment development without economic growth, a policy of growth cannot be pursued with the easy assumption that employment will automatically follow. Growth is a necessary condition, but it is not, or not always, a sufficient condition of employment.

And we, I mean the International Labour Organisation and its Office, are we capable of meeting the varying needs which form the subject of your concern? What can we do? In reply to these questions let us pass under review some of the most frequently mentioned situations.

Some countries have real growth but do not create sufficient employment or fail to provide with employment particularly vulnerable groups of people: the young, women and older workers. Other countries still register a low or zero rate of growth and continue to grapple with the problems of development. Yet others have implemented policies aimed at restoring growth but which have had, and continue to have, in the short term at least, negative effects on employment.

Why is economic growth seen in terms of employment recovery, whereas in fact it has brought in its wake only a low level of employment creation or even increased unemployment?

There is no universal explanation. National conditions are too varied and too complex to allow easy generalisations. The international environment sets the tone for the possibilities of employment creation in particular regions or countries. It is certain, for example, that considerable external imbalances char-

acterising the world economy – and I am thinking particularly here of the problem of external debt – must be taken into consideration and dealt with in the context of efforts towards lasting recovery. Further efforts are essential in order to determine carefully the conditions in which a country can change its national policy with an eye to the desired improvements.

Let us return however to the three categories that I mentioned a moment ago. As for the first category, there are certain features which often characterise the countries which have achieved success in combining growth and employment. Among these we should cite the capacity to mobilise domestic savings and to use them effectively. Mention should also be made of models which have generated both productive investments and foreign currency resources: we must also note the presence of a well-trained labour force, both highly skilled and adaptable.

It must be emphasised that the majority of these countries have been built around a developed, modern sector where the employment situation is characterised by manifest unemployment, unanswered offers of employment and a critical shortage of skilled labour. Active policies thus have a specific role to play on the labour market. They must necessarily include training, retraining, the mobility of the workforce, special employment programmes directed towards the most affected groups, and incitements, designed to motivate both workers and employers.

The second category, that of countries with a low rate of growth or zero growth, is characterised by a modern sector that is relatively insignificant and often very fragile. The highly structured sectors of employment account for only a small portion of the labour market. Whilst the productive capacities of these economies must be sustained in order to develop, (and policies relating to the employment market should provide support in this respect), it is clear that modern urban sectors, especially those depending on the public sector, have often reached their limit of absorbing surplus labour.

In these countries, while unemployment increases, the classical problems, low incomes and low productivity – what we call underemployment – constitute permanent factors in the situation in the informal rural and urban sectors. There again, experience has shown that when the spirit of enterprise can develop and where dynamic policies encourage sustained growth, the number of productive jobs and the income of the poorest workers can be increased.

With regard to the informal sector, such a policy generally implies the renunciation of the administrative regulations and restrictions which unnecessarily impede activity, and the support of access to loans, to training, to appropriate technologies and to markets. These measures all aim at strengthening the productive machinery and the links with the modern sector.

The capacity of the rural sector to produce and to absorb manpower can be greatly consolidated when systems of incentives including adequate production prices are envisaged, when land ownership becomes more equitable and when production techniques become more efficient. The present concerns about certain short-term economic adjustments should not allow us to lose sight of the essential objectives of the long-term development of predominantly rural economies.

In the countries of the third category, where the policies to re-establish growth have had negative effects upon employment, structural adjustment policies have been implemented which, on a short-term basis at any rate, have brought about considerable cuts in jobs. A short-sighted financial and economic analysis has brought about catastrophic consequences; first of all from the point of view of unemployment and consequently from the social point of view, also from the political point of view and inevitably from the point of view of adjustment policies themselves.

In the countries of the third category there is an urgent need to combine structural adjustment with an equitable growth model which will lead to an increase of employment and reduction of poverty. I believe that the High-Level Meeting on Employment and Structural Adjustment held in November 1987 provided an initial global reflection on how to achieve this aim. I would like to stress once again how imperative it is for macroeconomic policies to be supplemented by micro-economic policies aimed at improving the distribution of resources and their efficient utilisation. In this process, a substantial part of the new investments must be directed towards strengthening the productive capacity and increasing the productivity of low-income groups. These are some of the situations described in your speeches during this Conference. Facing the diversity of these situations, I will ask once again the questions I asked earlier: are we, the ILO, capable of responding to the different needs which you are concerned about? What can we do?

I am convinced that the ILO has a central role to play in response to these situations. The Organisation, to my mind, has two trump cards: firstly, its capacity to master and to analyse the problems of labour markets; and secondly, our tripartite structure.

First trump card. Labour market policies are within our sphere *par excellence*. A sphere where only too frequently, structural reforms are proposed without sufficient knowledge of the ways in which these markets function in the different countries of the world. We gained this knowledge after many years of experience. We are able to link labour market policies to macro-policies because this constitutes an essential component of any structural adjustment programme. Our experience in the labour market is available to all.

The ILO's second strength is tripartism or, in other words, actual participation of the social partners. A number of you have expressed appreciation of the emphasis placed in the report on dialogue and tripartite consultations. We know the great extent to which the debate on the definition of policies, which was carried out by the Employers' and Workers' groups in the Governing Body's Committee on Employment, has served to stimulate the Office and to encourage it to deepen its own analysis and to identify the fields in which a consensus seems to exist.

We must continue to improve our performance in the fields of employment and tripartism. First and foremost, we must export our knowledge and our expertise in both of these fields at the national level. Tripartism, in particular, has a crucial part to play in overcoming the crisis, and it is a key factor in the full implementation of an effective policy in this field.

At the country level, the ILO today offers advanced solutions culled from experience and reflection. In response to requests formulated by governments, the Office sets up special programmes in the field of employment. You are familiar, for instance, with those which are based on intensive utilisation of manpower and local resources in order to build rural infrastructures. Other programmes have been designed to create employment, boost productivity in the traditional sectors and treat the problems raised by a lagging public sector. In one word, the ILO must help countries to find appropriate solutions with the aid and the active involvement of the social partners. The Organisation will undoubtedly pursue these types of activities in the future, because the number of requests for aid continues to increase.

However, and this must be recalled time and time again, the ILO cannot act alone. It is impossible to dissociate the labour market from an overall development policy, on the one hand, and from financial readjustment policies, on the other hand. The ILO has, of course, always felt concerned by development policies. Recently, it has stressed the importance of financial policies in the employment field. This was a specific role of the High-Level Meeting on Employment and Structural Adjustment.

- It is certainly not up to the ILO to solve all the economic problems, particularly the monetary and financial ones, which stand in the way of world development. However, structural adjustments, which are inevitable and even desirable, not only for the solution of the debt problem, but also within the framework of any growth process, from which they are undissociable, have short and long-term social implications that our Organisation cannot ignore.

The importance of close international co-operation in the economic field seems unquestionable if the social objectives of our Organisation are to be reached. This co-operation is essential first of all in a situation where the problem of foreign debt continues to dominate the international scene and North-South relations, thereby jeopardising the future of world economic development as you have debated at length. But it is also essential at this particular point in time when, in New York, the international community is grappling with the future of the world in the context of the preparatory work for the International Development Strategy for the nineties. This is an opportunity for all, and for us in the ILO in particular, to look towards the future and to contribute to the emergence of a new understanding of development

and of world solidarity, but also and mainly to encourage the trend which is growing, to place man at the centre of development. The positions you have expressed in this forum will help us and give us the authority to contribute to promoting in this context the prime importance of man in development. The ILO's active role in this respect was outlined eloquently by Jean-Pascal Delamuraz. He observed that the ILO's fate is bound up with that of other organisations and he pleaded for cohesion among them "so that major world-wide actions are not, or no longer, accomplished in a dispersed fashion contingent on sectoral circumstances, but are the result of global, concerted and logical undertakings".

This plea concerns us directly. It is indeed up to us to step up our action and to make our specific voice heard, the voice of the employers and the workers of the world, in order to bring about a reconciliation, in this new United Nations strategy, between the problems of development and those, just as real, connected with inevitable financial stringency.

In closing, please allow me, in a more general fashion, to return to the balance sheet which was drawn in connection with the Organisation's 70 years of existence. The ILO's impact and achievements have been stressed, but it is also important to turn to the future. We have found at this Conference that the objectives of freedom, social justice and improved living and working conditions, which are contained in the Constitution of the ILO and in the Declaration of Philadelphia, remain current issues. However, the content of labour and the context in which it is performed have obviously changed. These objectives and these changes constitute a challenge, or rather a series of challenges, for the ILO. This Organisation will have to resort to all its experience, all its knowledge and all its imagination to find new solutions to these problems which, although old, continue to arise in new forms today. I can assure you once again that I, for one, shall apply all my will and all my energy to their solution.

The PRESIDENT - I wish to thank the Director-General for his response to our discussion of his Report, and I would like to assure him of our considered view as to the importance of this Organisation and wish him well as he endeavours to keep the ship on course.

(The Conference adjourned at 12.45 p.m.)

Thirty-seventh sitting

Tuesday, 27 June 1989, 3.15 p.m.

President: Mr. Nkomo

FINAL RECORD ON VOTE ON THE CONVENTION CONCERNING INDIGENOUS AND TRIBAL PEOPLES IN INDEPENDENT COUNTRIES (*concl.*)

The PRESIDENT – We shall now resume our work in connection with the final record vote on the Convention concerning indigenous and tribal peoples in independent countries. I shall now give the floor to the delegates who have expressed the wish to explain their vote. However, I would point out that we are not reopening the discussion on the matter, and I shall expect each speaker to limit his intervention to five minutes.

Mr. HOSSAIN (*Government adviser, Bangladesh*) – The delegation of Bangladesh welcomes and appreciates the efforts of the ILO to ensure that tribal and indigenous populations are treated fairly. We would like to reiterate the assurance of the Government of Bangladesh that it is totally committed to preserving and protecting the social, cultural and economic identity of the tribal peoples in Bangladesh. The strength of commitment of the Government of Bangladesh has been reflected in its ratification of the Indigenous and Tribal Populations Convention, 1957 (No. 107) and the recent legislation passed by the Parliament with a view to further strengthening the rights of tribal peoples and the machinery to enable them to manage their own affairs and preserve their socio-cultural heritage and separate identity.

While Bangladesh attaches great importance to the preservation of the socio-cultural and economic identity of tribal and indigenous populations through the provisions of Convention No. 107, it believes that any such Convention must draw a balance between national concerns and international standard-setting efforts.

My Government maintains that Convention No. 107 preserves this delicate balance between national interests and international responsibility. In the opinion of Bangladesh, this essential balance has not been adequately ensured in the new Convention, so that my delegation has had to abstain. We hope that this explanation of the vote of Bangladesh will be duly reflected in the Record of the Conference.

Mr. MALVIYA (*Government delegate, India*) – At the outset, I would like to mention that the question of partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107) is of special significance for India which has a tribal population of nearly 60 million comprising almost one-fifth of the total indigenous and tribal populations in the world. I

may also mention that India is one of the few countries which has ratified the Convention No. 107, doing so in 1958.

Our Constitution gives high priority to the protection of tribal populations as well as to their socio-economic development, in accordance with their ethos, customs, traditions and religious beliefs. The socio-economic enactments concerning the tribal populations in my country go beyond most of the provisions contained in the revised Convention which we have just adopted. Land laws have been enacted in all the states of my country preventing alienation of tribal lands. Our national forest policy seeks to involve the tribal population in the management and conservation of forest resources. Our state governments have formulated policies aimed at comprehensive rehabilitation of tribal populations displaced by major projects. Article 46 of the Indian Constitution enjoins on the state government special care to promote the education and economic interests of the scheduled tribes. The Fifth Schedule of our Constitution empowers the Governors to exclude any scheduled tribal area or a part thereof from the application of any state or central legislation. Tribes Advisory Councils constituted under the Fifth Schedule are consulted and fully involved in the formulation of policies for tribal development.

My delegation would like to reiterate that the tribal populations in India are not comparable in terms of their problems, interests and rights to the indigenous peoples of some other countries. Hence we have expressed our reservations on the use of certain expressions like “peoples”, “territories”, “treaties”, etc., which are not relevant to the tribal situation in our country. We are happy that Article 34 of the new Convention provides the desired flexibility to the nature and scope of the measures to be taken having regard to the conditions characteristic of each country.

Before I conclude, I must say that we do not have any major problem with the basic objectives of the new Convention, and the measures suggested therein are in conformity with the progressive tribal policy of my Government.

Mr. RICUPERO (*Permanent representative in Geneva, Brazil*) – The Brazilian Government delegation participated actively and constructively in the discussions of the Committee on Convention No. 107 with the objective of elaborating a text which would take account of the new reality regarding problems in this area and of the new solutions which are being proposed. To that end, we have been guided by the new Brazilian Constitution which embodies a great num-

per of innovative and advanced principles on this matter, many of which were adopted at the initiative of representatives of the Brazilian indigenous communities.

During the discussions in the Committee, the Brazilian Government delegation stated that the new Convention deserves a better fate than Convention No. 107 – that is, the new Convention should be flexible and universal enough to enable a great number of States to ratify it. The poor performance of Convention No. 107, which only 27 States ratified, could and should be considerably improved on.

The tripartite system that characterises the ILO and the methodology adopted by the Committee in its work led to the approval of many provisions of the new convention as a package deal – a majority of its Articles being accepted with no discussion and no consideration of the amendements proposed. In the view of my delegation, this gave rise to a text that is in many regards technically imperfect and conceptually inadequate.

The reservations made by my delegation during the discussions of the Committee are well recorded in its report and I see no useful purpose in repeating them once again.

For all those reasons, after thoughtful and careful consideration, we decided that an abstention vote would be the best way of faithfully reflecting the difficulties and problems which this text presents to us and which are mainly of constitutional nature.

I request that this statement be fully reproduced in the Record of the Conference, as representing not only the position of the Brazilian Government delegation but equally that of the Employers' and Workers' delegates, who asked me that this statement should also be made on their behalf.

Mr. WHITAKER (*Government adviser, Canada*) – My delegation voted in favour of the new Convention on indigenous and tribal peoples because Canada subscribes to the objectives of revising the assimilationist and integrationist approach of the 1957 instrument and because there is much in the new Convention that we can support. However, my delegation has serious concerns about certain elements of the revised text, particularly as regards Articles 13(2) and Article 14. These concerns are outlined in some detail in paragraph 150 of the report of the Committee, which is contained in *Provisional Record* No. 25.

Original – Spanish: Mr. DUPONT (*Government delegate, Argentina*) – Argentina shares the pluralistic view of the new Convention and endorses the enactment of national legislation which recognises the cultural and social identity of indigenous peoples and the granting of land to indigenous peoples to indemnify them for land dispossessed in the past.

In August 1988, the Argentine Parliament adopted an Act on antidiscrimination which imposes penal sanctions on those who commit acts of discrimination on grounds of race, religion or political view.

We feel that this instrument also considerably strengthens the rights of the indigenous communities. But my delegation abstained from voting for the adoption of this Convention since the text contains Articles difficult for my country to accept due to their conflicting with certain aspects of our legislation and since they facilitate interpretations which are in violation of our national Constitution.

During the debate which took place in the Committee, the Argentine delegation expressed its difficulties in accepting the term “people” without a clause referring explicitly to the fact that the term has no implication with respect to the right to self-determination. The inclusion in Article 6, paragraph 2, of the words “consent” and “agreement”, as was pointed out in the debate of the Committee, also creates difficulties for my country since it enables interpretations which would violate the concept of equality of all citizens before the law, as laid down in our Constitution.

Finally, in the part on land, despite the progress made in the text, there remain (particularly in Article 15, paragraph 2) requirements for consultation and participation which do not exist in our legislation at a national level.

Original – Spanish: Mrs. SAIF de PREPERIER (*Government adviser, Peru*) – Peru is one of the 27 countries that ratified the Indigenous and Tribal Populations Convention, 1957 (No. 107); consequently, this international instrument is fully in force in my country.

Given the importance of this subject for Peru, our delegation participated actively in the revision of Convention No. 107 with a view to updating the text and improving it on a multilateral basis to promote the rights of indigenous and native populations and to guarantee these rights in the various countries. We also wished to ensure that, within the international community these populations would be able to develop fully and transmit their cultural heritage.

In my country, there is very progressive legislation along these lines and I must highlight the fact that most of the criteria laid down in the new Convention are already contained in our legal instruments. However, the work which has taken place within this tripartite forum – at an international level – has been of considerable significance and receives our full support.

In this context, after the prolonged negotiations which led to a consensus text, our delegation nevertheless felt bound to express reservations with respect to the use in the Convention of some terms which could lead to ambiguous interpretations and create difficulties with our laws in force, on some points of the highest importance. These reservations are laid down in paragraph 156 of the report of the Committee on Convention No. 107 which we approved yesterday.

The authorities of my country feel that this is a matter of the highest importance and, bearing in mind the reasons I have just given, we decided to abstain from voting. We took this decision so that any difficulties that might arise from this ambiguous interpretation – to which I have just referred – might be cleared up and negotiated in consultation with all national sectors and, above all, with the representative indigenous communities in my country.

This procedure is vital to ensure that our national Congress, where all forces and political sectors of Peru are democratically represented, may express its views on the action to be taken by my country with respect to this Convention.

I would be very grateful if this explanation of Peru's vote could be recorded *in extenso* in the record of this meeting.

The PRESIDENT – These explanations and qualifications have been taken into account and will be reported in the *Provisional Record*.

REPORT OF THE RESOLUTIONS COMMITTEE: DISCUSSION
(concl.) AND ADOPTION

The PRESIDENT – We now move on to the next item on our agenda this afternoon, which is the Report of the Resolutions Committee.

Original - Arabic: Mr. TLILI (*Government adviser, Tunisia*) – On behalf of the Government delegations of the non-aligned countries, I should like to make the following statement.

The agenda of this session of the Resolutions Committee included questions of great importance for the world of labour, such as the environment, employment and development, debt and the social objectives of the ILO, the situation of workers in the occupied Arab territories, the financing of delegations to the Conference and the role of undertakings in growth and employment.

Unfortunately, the report placed before the Conference today by the Resolutions Committee does not recommend the adoption of any resolutions.

For the second consecutive year, therefore, the Conference is asked to note the inability of one of its main Committees to achieve specific results on questions falling directly within the competence of the ILO and which, moreover, have already found a broad area of agreement in other international fora.

This is an extremely serious situation which is very detrimental to the activity and the image of the ILO throughout the world.

The consequences of such a situation, as concerns our Organisation itself, are evident.

This situation is, on the one hand, the source of a complete loss in terms of resources, time and energy, and for two sessions it has only contributed to creating a deplorable atmosphere of incomprehension and tension.

On the other hand, this situation reflects a certain serious paralysis in the Committee's work. This Committee is the sole organ provided for in the Standing Orders of the Conference to deal with questions on the agenda of the session at the direct initiative of delegations, questions which generally require urgent action on the part of our Organisation.

This is why it is imperative that special attention be paid by the Governing Body and the Director-General to this question in preparing future sessions of the International Labour Conference.

For its part, the Government group of the non-aligned countries considers that the action to be undertaken should take two forms.

Firstly, the procedure followed in organising the work of the Resolutions Committee would benefit from being reconsidered. In point of fact, some non-constitutional procedural rules concerning the timetable of the Committee and its working methods could be improved in view of achieving greater efficiency. The Governing Body should take the necessary measures to this end.

Secondly, the conditions in which the Committee started on its work during the last two sessions could not possibly favour the smooth running of the Com-

mittee's work. Certain member States questioned the validity of resolutions which were duly adopted by the International Labour Conference and, although these States represented only a minority, they were able to prevent, through their use of procedural techniques, the majority from expressing themselves.

A new climate of frank and constructive co-operation should prevail over our work in future. It is, therefore, desirable that the entire Organisation, including its competent bodies, participate fully in its realisation.

These are the preliminary views formulated by the Government group of the non-aligned countries as their contribution in the search for a solution to a situation which should not be repeated.

In a general manner we endorse the opinion expressed this very morning by the Director-General concerning the proper role of the Resolutions Committee. We agree with him that this Committee should not be the scene of a confrontation between winners and losers.

We attach great importance to the fundamental role of this Committee which is to determine majority views on topical issues which require urgent action on the part of our Organisation.

We are convinced that this Committee could, in future, perform its function, providing that its procedures and methods can be revised in the light of the unfortunate experiences which we have just been through.

The group on whose behalf I have the honour to speak represents the vast majority of member States of the ILO. You are very well placed to realise this Mr. President, because your country is at the present time at the head of the non-aligned movement. The positions of our group are shared by the overwhelming majority of Workers' and Employers' delegates.

In spite of this, it has not been possible to give these positions their proper expression in the conditions which would allow them to be included among the resolutions adopted by the Conference. This is a question of fundamental significance which the Governing Body and the Director-General should study with great care – and very quickly – to allow us to find the necessary solutions.

With regard to the report of the Resolutions Committee at present before us, we are of course in favour of its adoption because it contains a summary record of the discussion which clearly reflects the positions taken by the various groups on the first resolution and points very clearly to the responsibilities of each and everyone in the absence of tangible results.

The report shows very clearly that a number of developing countries, from the very first session, called for the adoption of the first resolution by consensus – this was in vain.

A large part of the report also bears witness to the rigidity with which some groups received the draft amendments tabled subsequently by delegates from developing countries.

The statement of the co-ordinator of the Government delegations of non-aligned countries, which is contained in paragraph 216 of the report, summarises perfectly the views expressed by the group concerning the way the work of the Committee evolved.

Before concluding, I should like to take this opportunity to thank all those among Government, Workers' and Employers' delegations who have expressed within the Resolutions Committee their solidarity

with the position and the concerns of the developing countries.

Lastly, I should like to pay a very warm tribute to Ambassador Glaiel, Chairman of the Resolutions Committee, for his constant concern to ensure the application of the rules and his concern for impartiality and the patience which he demonstrated in executing his very heavy responsibility.

Mr. TAN (*Workers' delegate, Philippines*) – Last year, at the 75th Session of the Conference, the Resolutions Committee failed to approve a single resolution despite its hard work. Some delegates appeared satisfied and others dissatisfied with this situation, but in fact they all would have liked certain resolutions to be passed.

During the current session of the Conference, some delegates once again seemed to welcome the fact that certain resolutions were not passed while deploring the fact that others were not. However, all the delegates, those who spoke during the Committee hearings of their various groups and those who spoke here on this rostrum, manifested a sincere desire to see resolutions adopted.

The very purpose of the Resolutions Committee, after all, is to approve resolutions for adoption. Some ILO veterans told me a few nights ago that the Resolutions Committee is supposed to be a shock absorber. Well, a delegate from one of the developed countries, who had 25 years of experience in the labour movement, said during one of our last debates that this was the first session of the ILO Conference he had attended and he was really shocked. So the Resolutions Committee does not seem to be much of a shock absorber!

After attending this Committee for more than ten years I had to undergo a quadruple bypass! So, all levity aside, we, in the Resolutions Committee, must look at this matter seriously. We have to find a solution and we should seriously ask why we have no resolutions after two years. The Resolutions Committee is called a Resolutions Committee precisely because it is supposed to approve resolutions. It is expected to examine amendments and subamendments on the presumption that these have been submitted, in order to really improve the resolution proposed.

We know that we cannot avoid politics in the ILO and that there are national, regional and even personal interests sometimes involved in various activities of the Organisation. Yet I think we should all understand that these concerns should give way to the best interests and to the objectives of our Organisation. Many, many years ago, a man named Jesus Christ confronted a mob of angry people who were about to stone a prostitute, a woman engaged in the oldest profession in the world, and he spoke the following words to them: "He among you who has not sinned, let him cast the first stone". I wonder what Jesus Christ would say today to the Resolutions Committee.

Original – Arabic: Mr. NASR (*Employers' adviser, Lebanon*) – It is most regrettable that for the second consecutive year, the Resolutions Committee has not been able to adopt a decision. There is no reason to believe that the Committee's chances will be better next year.

To be honest, the reason for this failure could be that the first resolution submitted was lengthy and complicated and needed some improvement. A further reason could be that the second resolution elicited confrontation between two parties present. The party which opposed the resolution prevented it from being adopted by engaging in a lengthy discussion on the first resolution. A further reason could be that the opponents of the third resolution fought against it by introducing amendments to the first two resolutions. It may also be that more than one of the parties present in the Resolutions Committee wished to adopt a suicidal attitude by accepting the worst, not only for themselves, but for others as well.

The Committee's failure this year is not due to a specific reason which would make it possible to avoid it next year. I do not expect the participants in next year's Session of the Conference to be pure and well-intentioned. This is why I should like to put the following questions to you so that you can mull them over between now and next year.

Firstly should we abolish the Resolutions Committee, as repeated failure is both a tragedy and a comedy for the Organisation and for ourselves?

Secondly, should we change the working procedures within the Resolutions Committee to make the adoption of positive and negative resolutions compulsory? I believe this would be possible if the procedures were changed appropriately, otherwise we may expect a third year of failure.

I do hope that I shall hear a solution other than the pious hopes that have been expressed. I hope that God will inspire the participants of next year's Session of the Conference to submit resolutions which will neither arouse dissent nor require improvement.

However, I wonder what we shall do if God is too busy to hear our prayers!

I hope that we will all give some thought to these questions that I have just put to you and that we will succeed in finding useful solutions.

Original – Russian: Mr. TSYBA (*Government delegate, USSR*) – On behalf of the Government delegations of the group of socialist countries, I should like to set forth our views concerning the work of the Resolutions Committee.

We expected that the Committee would achieve positive results, bearing in mind that it had before it for consideration resolutions concerning important issues for workers the world over and to which high priority had been attached. I am referring above all to the resolution concerning environment, development and employment, which was submitted by a considerable number of Workers' representatives from Eastern European and other socialist countries. The wide range of sponsors and the top priority attached to this resolution show that the protection of the environment is recognised as being a problem of extraordinary global importance, in which the ILO is called upon to play an important role.

There was also a very important resolution concerning development, foreign debt and the social objectives of the ILO, which would have provided for a number of measures to be taken within the ILO framework for tackling the problems of foreign debt and intensifying social protection for the peoples of the developing countries by means of economic programmes of structural adjustment.

This is an extraordinarily serious and sensitive problem. So is that addressed by the resolution concerning the protection of the rights and freedoms of Arab workers and employers in Palestine and other occupied Arab territories, which was given third priority. For many years now, the Government of Israel has been continuing its repressive policy against the population of the occupied territories and violating the rights of the inhabitants of those territories. This resolution would have condemned Israel's inhuman policies in the occupied territories. Unfortunately, our hopes for the adoption of these resolutions, all of which were broadly supported in the Committee, were not realised.

The lack of any concrete results of the Resolutions Committee for the second year in a row causes us deep concern. It seems to us that the Committee is failing to carry out its functions, and measures will have to be taken to correct this state of affairs. Of course, the main reason for the unsatisfactory work of the Resolutions Committee is the political difficulties, which could be overcome only on the basis of dialogue and compromise. However, a direct role is also played by the organisational and procedural aspects of the Committee's work, which also need improvement.

In conclusion, I should like to thank the Chairman of the Committee, Ambassador Glaiel, and his Vice-Chairmen, Mr. Morton and Mr. Castle, who in difficult circumstances endeavoured to preserve a constructive atmosphere in the Committee and to advance its work to the extent that was practically possible.

Original – French: Mr. KUMBU-KI-LUTETE (*Government adviser, Zaire*) – This is the second consecutive year in which the International Labour Conference has to note the failure of the Resolutions Committee, a failure which is felt all the more at a session at which the ILO is celebrating the 70th anniversary of its founding.

The Conference had expected on this occasion resolutions corresponding to the aims of liberty and social justice for which the ILO was founded.

The Resolutions Committee was not able to fulfil the noble mission of the ILO to which it should have given concrete form. How could the Resolutions Committee on the 70th anniversary of this important international organisation allow itself such a failure?

The resolution concerning the 70th anniversary of the founding of the ILO and its future tasks in social and economic development could have confirmed the preponderant role played by the International Labour Organisation and reinforced this preponderance for the future. How was it possible for the Resolutions Committee to accept such a failure when the resolution concerning development, foreign debt and the social objectives of the ILO as a problem of international urgency was so important? The foreign debt has such a detrimental effect on the economic life of every developing country.

The ILO could have come forth as a leading actor on the international scene through the adoption of a resolution on foreign debt.

The condemnation of violations of human rights and the protection of the rights and freedoms of workers and employers wherever this is urgently necessary might have reasserted the role of the ILO on its 70th anniversary.

No, the role of the ILO must not be diminished. The absence of consensus within the Committee to allow it to fulfil its mission and to attain the ILO's objectives should not weaken the effectiveness of the Organisation.

The lack of dialogue, the divisions that have resulted in the last two years in the break-down of collaboration must be rejected. It is our duty to throw off such attitudes and to bring about the triumph of tripartism, which remains the cornerstone of success in the consultations of the ILO.

This present session of the Conference should recommend the Governing Body of the ILO to take practical measures at future sessions to enable the Committee to concentrate on questions falling more within the competence of the ILO. For future sessions, we should expect the Committee to adopt the key resolutions on which it is competent.

If the situation cannot be clarified for the next session, we feel that the questions of a highly sensitive nature should be dealt with by special committees in order to leave the Resolutions Committee to tackle questions of substance pertaining to the very foundation of the ILO.

Mr. DANIELI (*Government adviser, Israel*) – The basic purpose of our Organisation is to try to achieve harmony and co-operation in solving outstanding problems in the social domain of our society. It is predicated on the assumption that the inherent divergence of interests in the field of labour between all social partners engaged in it, namely workers, employers and governments, calls for a concerted effort to establish a constructive dialogue between them. Thus, the Organisation is structured on a tripartite basis which is unique among United Nations specialised agencies and its Constitution and Standing Orders provide for a whole system of checks and balances between each of the three components to ensure this constructive dialogue on issues which fall within the mandate of the ILO.

The Resolutions Committee most regrettably did not provide for such a constructive dialogue this time, though it had before it two resolutions of pressing universal significance which enjoy broad tripartite support. It failed to do so because some, actually a minority of delegates, were once more insisting on the tabling and adoption of a politically motivated resolution of a nature that is bound to cause only political confrontation and polemics to the detriment of the work of the Conference as a whole.

Listening to some expressions of sorrow and regret that the Committee made no progress this year, and reading through the carefully worded statements of some, one realises that the constructive work of the Committee and its positive results were much less important to those delegates than their failure to impose on the Committee the adoption of a resolution to which the Committee allocated a lower priority. The adoption of these lower priority resolutions became the *sine qua non* for the conclusion of any other business. There was no justification whatsoever to subjugate a Committee to political goals of which some extend far beyond ILO's competence.

Our world is afflicted with enormous economic and social problems and is confronted with yet unresolved heavy political and military conflicts. In the economic and social domain, many of us are engaged in an uphill struggle. One may inquire whether we

have already exhausted consideration of all these grave problems in the Resolutions Committee and in the International Labour Conference, or which member States were rightly singled out for widespread practices such as child labour, forced labour, semi-starvation wages and even for the crime of slavery.

And what about the situation of workers in countries where workers' rights are not violated for the simple reason that these rights are non-existent, or the situation in countries that are closed to the world or are immune, by virtue of a political conspiracy of silence?

I take it that the replies to those questions are known to all of us. Delegates may have been asking themselves how the Resolutions Committee should discharge its duties as a forum for deciding and adopting important social policy measures for the benefit of the working population of the world. The solution is rather straightforward; resolutions of a controversial, political nature should be avoided, and all efforts, time and energy should be devoted to resolutions which enjoy the widest possible support and consensus.

May I conclude by expressing the hope of my delegation that future sittings of the Resolutions Committee will yield positive and constructive results.

Mrs. RUGE (*Government delegate, Norway*) – The Nordic governments were co-authors of the resolution on environment, development and employment and on this basis I should join the previous speakers who have expressed regret that the Conference was not able to pass a resolution which had received such wide support from a number of groups in this Conference.

However, I trust that this will not prevent the Organisation and its Members from continuing to give priority to the activities relating to the environment and development in their future work.

I would also like to agree with those who feel that this fall the Governing Body should start a thorough discussion of these two years' experience of the Resolutions Committee and join those who hope that next year we will be able to have an atmosphere in which the Committee and the Conference will be able to pass resolutions on the themes to which the members of the Conference give priority.

Mr. HILBURN (*Government adviser, United States*) – Like other delegations that have already taken the floor, I too regret that it was not possible for the Resolutions Committee to adopt any of the resolutions that were originally submitted to the Conference.

We believe that several of them, had they been perfected during the process of debate and discussion, could have made a contribution to the work of our Organisation. That was particularly true, we felt, of the combined resolution on the environment. As was the case with other members of the Committee, we submitted a few amendments to that resolution, in absolute good faith, for the purpose of trying to focus the text on areas within the ILO's mandate. It is unfortunate that circumstances prevented its adoption.

While we regret that no resolutions were adopted, we certainly do not believe, however, that such an

outcome was the worst that could have occurred. Worse in our view would have been the adoption of resolutions that introduced extraneous political issues or ignored the ILO's existing mechanisms to ensure that due process is observed whenever member States are accused of violating worker rights. One of the most consistent elements in our policy towards the ILO has been the firm belief that the Organisation should not condemn member States except through procedures elaborated to monitor the implementation of Conventions and to investigate complaints.

As the debate was closing in the Resolutions Committee last Saturday, several delegates made statements regretting the impasse that had blocked the Committee's work. We share the regrets, but not their analysis of the causes nor the view of those who believe that the Committee Standing Orders should be revised. The problem, in our opinion, does not arise because of the mechanics of the Committee's procedures. On this point I might add, as an aside, that when the structure package comes into force, it will include a major change dealing with the Committee's work. Premature efforts to change it might be counterproductive.

However we do believe that the key to a revitalisation of the Committee lies in a renewed commitment on the part of all members not to use the Committee to further a political agenda and a commitment to limit the Committee's work to technical, social and economic issues clearly within the ILO's mandate and to conduct its debate with a view to achieving a genuine consensus. If these points form the basis of its work, we feel certain that the Resolutions Committee can go forward again in a productive manner with the support of all of us.

The PRESIDENT – I hear no further requests for the floor. If there are no objections, I take it that the report of the Resolution Committee is adopted.

(The report is adopted.)

The PRESIDENT – What remains for me to do is to thank the Resolutions Committee, its Chairman and Reporter, its Vice-Chairmen, and the rest of the members of the Committee and members of the secretariat for their efforts. I have nothing to add to what the Director-General said this morning on this particular Committee. It is quite clear that something has to be done, particularly in view of the fact that all the items which were discussed or raised merit our immediate attention if we are to make this planet a better world to live in.

Many speakers expressed the hope that in future, this Committee will submit resolutions to the Conference. I join them in their hope that we will see some important improvement at the 77th Session, and not a situation of self-condemnation. This Organisation will collapse or survive depending on how we apply ourselves to issues that are placed before us. Many questions were asked today. I am not going to ask for answers today, but I hope that at the 77th Session we will get suitable answers to those questions and put resolutions before the Conference.

(The Conference adjourned at 4.30 p.m.)

*Final record vote on the Convention concerning indigenous and tribal peoples
in independent countries*

Pour/For/En pro 328

<i>Afghanistan/Afghanistan/ Afganistán:</i> NAZAAR, Mr. (G) MOKHTARZADA, Mr. (G)	<i>Botswana:</i> VENSON, Miss (G) MOTSHIDISI, Mr. (G) DAMBE, Mr. (E)	<i>Côte-d'Ivoire:</i> ESSIGAN, M. (G) COULIBALY, M. (G) TONDOH DOKO, M. (E) ADIKO NIAMKE, M. (T/W)	<i>Gabon/Gabon/Gabón:</i> TCHEN, M ^{me} (G) OSSOUBITA, M. (G) ABOUGHE OBAME, M. (E) ALLINI, M. (T/W)
<i>Algérie/Algeria/Argelia:</i> DEMBRI, M. (G) KHEDIM, M. (G) ABBAS, M. (E) BELLAKHDAR, M. (T/W)	<i>Bulgarie/Bulgaria/Bulgaria:</i> NATCHEV, M. (G) KOLAROV, M. (G) ANDREEV, M. (T/W)	<i>Cuba:</i> MARTINEZ BRITO, Sr. (G) LEYVA CRAIT, Sr. (G) FRANCIS de los REYES, Sr. (E) ESCANDELL ROMERO, Sr. (T/W)	<i>Ghana:</i> GYIMAH-BOAKYE, Mr. (G) BAAH-DUODU, Mr. (G) WILLIAMS, Mr. (E) YANKEY, Mr. (T/W)
<i>Allemagne, République fédérale d'Allemagne, Federal Republic of/Alemania, República Federal de:</i> CLEVER, Mr. (G) WEBER, Mr. (G) LINDNER, Mr. (E) MUHR, Mr. (T/W)	<i>Burkina Faso:</i> SAMPEBOGO, M. (G) DIALLO, M. (G) OUEDRAOGO, M. (E)	<i>Danemark/Denmark/ Dinamarca:</i> ANDERSEN, Mr. (G) EDELBERG, Mr. (G) JOHANSEN, Mrs. (E) SVENNINGSEN, Mr. (T/W)	<i>Grèce/Greece/Grecia:</i> KERKINOS, M. (G) KOUKIADIS, M. (G) MITSOS, M. (E) KANELLOPOULOS, M. (T/W)
<i>Angola:</i> MPOLO, M. (G) TIAGO GOMES, M. (E) LUVUALU, M. (T/W)	<i>Burundi:</i> NZISABIRA, M. (G) KABAHIZI, M. (G) MUYUMBU, M. (E) NIYIREMA, M. (T/W)	<i>Egypte/Egypt/Egipto:</i> GAZARIN, Mr. (E) ELAMAWY, Mr. (T/W)	<i>Guatemala:</i> ISMAEL BARRIOS, Sr. (T/W)
<i>Arabie saoudite/Saudi Arabia/Arabia Saudita:</i> AL-YAHYA, Mr. (G) AL-KHALIDI, Mr. (G) DAHLAN, Mr. (E) SINAN, Mr. (T/W)	<i>Cameroun/Cameroon/Camerún:</i> NGOUBEYOU, M. (G) NYANGANG née NGOLODO, M ^{me} (G) NGAHA, M. (E) FOUDA SIMA, M. (T/W)	<i>Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos:</i> AL-MUHAIRY, Mr. (G) KHALIFA, Mr. (G) MATAR, Mr. (E) BELAL, Mr. (T/W)	<i>Guinée/Guinea/Guinea:</i> CAMARA, M. (G) CAMARA, M ^{me} (G) KABA, M. (E) DIALLO, M. (T/W)
<i>Australie/Australia/Australia:</i> POULTER, Mr. (G) FOTHERINGHAM, Mr. (G) NOAKES, Mr. (E) MANSFIELD, Mr. (T/W)	<i>Canada/Canada/Canadá:</i> CARON, M ^{me} (G) DIAMANT, M. (G) RICHAN, Mr. (E) MERCIER, M. (T/W)	<i>Equateur/Ecuador/Ecuador:</i> LEORO FRANCO, Sr. (G) BORJA ILLESCAS, Sr. (G)	<i>Guinée-Bissau/Guinea- Bissau/Guinea-Bissau:</i> GOMES, M. (G)
<i>Autriche/Austria/Austria:</i> MARTINEK, Mr. (G) MELAS, Mr. (G) ARBESSER-RASTBURG, Mr. (E) VERZETNITSCH, Mr. (T/W)	<i>Cap-Vert/Cape Verde/Cabo Verde:</i> SOARES DE BRITO, M. (G) DA CRUZ MONTEIRO, M. (G)	<i>Espagne/Spain/España:</i> ARTACHO CASTELLANO, Sr. (G) CRESPO VALERA, Sr. (G) FERRER DUFOLL, Sr. (E) REDONDO URBETA, Sr. (T/W)	<i>Hongrie/Hungary/Hungria:</i> VARGA, M. (G) MARTON, M. (G) MARTOS, M. (E) NAGY, M. (T/W)
<i>Belgique/Belgium/Bélgica:</i> CALIFICE, M. (G) SOENEN, M. (G) ARETS, M. (E) VANDEN BROUCKE, M. (T/W)	<i>Chili/Chile/Chile:</i> MEDINA GALVEZ, Sr. (T/W)	<i>Etats-Unis/United States/Estados Unidos:</i> McCAFFREY, Ms. (G) MATTSON, Mr. (G) SMITH Jr., Mr. (E) BAKER, Mr. (T/W)	<i>Inde/India/India:</i> MALVIYA, Mr. (G) ROY, Mr. (G) DHAR, Mr. (E) GOPAL, Mr. (T/W)
<i>Bénin/Benin/Benin:</i> ZANOUE, M. (G)	<i>Chine/China/China:</i> LI, Mr. (G) SHA, Mr. (E) WANG, Mr. (T/W)	<i>République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán:</i> NASSERI, Mr. (G) TIZMAAGHZ, Mr. (G) MOSHIRIAN, Mr. (T/W)	
<i>République socialiste soviétique de Biélorussie/Byelorussian Soviet Socialist Republic/República Socialista Soviética de Bielorrusia:</i> FOMICHI, Mr. (G) KULICHKOV, Mr. (G) ALENCHUK, Mr. (E) BULGAK, Mr. (T/W)	<i>Chypre/Cyprus/Chipre:</i> CHRISTODOULOU, Mr. (G) CALLIMACHOS, Mr. (G) DINGLIS, Mr. (T/W)	<i>Ethiopie/Ethiopia/Etiopía:</i> WOLDE MARIAM, Mr. (G) TAREKIGNE, Mr. (G) TEFERI, Mr. (T/W)	<i>Iraq:</i> SAID, Mr. (G) KAMIL, Mr. (G) HUSSAIN, Mr. (E) GHARIB, Mr. (T/W)
<i>Bolivie/Bolivia/Bolivia:</i> PEÑA RUEDA, Sr. (G) ESPAÑA-SMITH, Sr. (G) REYES, Sr. (T/W)	<i>Colombie/Colombia/Colombia:</i> FORERO de SAADE, Sr. (G) RIVAS POSADA, Sr. (G) LOPEZ GUERRA, Sr. (E)	<i>Finlande/Finland/Finlandia:</i> RIIKONEN, Mr. (G) KOLI, Ms. (G) MELIN, Mr. (E) TAPIOLA, Mr. (T/W)	<i>Irlande/Ireland/Irlanda:</i> O'RIORDAN, Mr. (G) LILLIS, Mr. (G)
	<i>Congo:</i> KIMBEMBE, M. (G) KAYA, M. (G) LERGES, M. (E)	<i>France/France/Francia:</i> OECHSLIN, M. (E) MOURGUES, M. (T/W)	<i>Islande/Iceland/Islandia:</i> GUNNLAUGSSON, Mr. (G) KRISTINSSON, Mr. (G) STEFANSDOTTIR, Mrs. (E)
	<i>Costa Rica:</i> AMADOR ZAMORA, Sr. (E) BROWN YOUNG, Sr. (T/W)		

Israël/Israel/Israel :

ELIAV, Mr. (G)
BARAK, Mr. (G)
GATTEGNO, Mr. (E)
SELA, Mr. (T/W)

Italie/Italy/Italia :

CAVAGLIERI, M. (G)
ARISTODEMO, M. (G)
SASSO-MAZZUFFERI, M^{me} (E)
CAL, Luigi, M. (T/W)

Jamaïque/Jamaica/Jamaica :

HILL, Mr. (G)
MYERS, Mr. (T/W)

Japon/Japan/Japón :

MARUYAMA, Mr. (T/W)

Jordanie/Jordan/Jordania :

QASRAWI, Mr. (G)
TARAWNEH, Mr. (G)
ABU KHORMAH, Mr. (T/W)

Kenya :

KAMENCU, Mr. (G)
MUTUGI, Mr. (G)
KONDITI, Mr. (E)
MUGALLA, Mr. (T/W)

Koweït/Kuwait/Kuwait :

AL-KANDARY, Mr. (T/W)

Lesotho :

MOPHETHE, Mr. (G)
FANANA, Mr. (G)
KOTELO, Mr. (E)
LIMEMA, Mrs. (T/W)

Liban/Lebanon/Libano :

KHOURY, M. (G)
KASSAR, M. (E)

Libéria/Liberia/Liberia :

AYOMANOR, Mr. (G)

Luxembourg/Luxembourg/ Luxemburgo :

SCHINTGEN, M. (G)
MOUSEL, M. (G)
JUNG, M. (E)
SCHWEITZER, M. (T/W)

Malaisie/Malaysia/Malasia :

NIK MOHAMED AMIN, Mr. (G)
ABDUL JALIL MAHMUD, Mr. (G)

Malawi :

MAPUNDA, Mr. (G)
MASANGANO, Mr. (E)
CHIMPHANGA, Mr. (T/W)

Mali/Mali/Mali :

KOULIBALY, M. (G)
TALL, M^{me} (G)

Malte/Malta/Malta :

BORG CARDONA, Mr. (G)
CILIA, Mr. (G)
MALLIA MILANES, Mr. (E)
CALAMATTA, Mr. (T/W)

Mexique/Mexico/México :

MARIN-BOSCH, Sr. (G)
NOVELO Von GLUMER, Sr. (G)
CEBALLOS GOMES, Sr. (E)
SANCHEZ MADARIAGA, Sr. (T/W)

Mongolie/Mongolia/Mongolia :

BAYART, Mr. (G)
BALJINNYAM, Mrs. (G)
TSEMBEL, Mr. (E)
TSAGAAN, Mr. (T/W)

Namibie/Namibia/Namibia :

DIAKENGA SERAO, Mr. (G)
SAVUT, Mr. (G)
ASOMBANG, Mr. (E)

Nicaragua :

VARGAS, Sr. (G)
MEZA SOZA, Sr. (G)
ARAGON, Sr. (E)
GARCIA, Sr. (T/W)

Niger/Niger/Niger :

YAHAYA, M. (G)
ISSA, M. (G)
GEORGET, M. (E)
MAINASSARA, M. (T/W)

Nigéria/Nigeria/Nigeria :

OLUMIDE, Mr. (G)
WILLIAMS, Mr. (G)
UBEKU, Mr. (E)
OSHIOMHOLE, Mr. (T/W)

Norvège/Norway/Noruega :

RUGE, Ms. (G)
BRUAAS, Mr. (G)
HOFF, Mr. (E)
ANDREASSEN, Ms. (T/W)

Nouvelle-Zélande/New Zealand/Nueva Zelandia :

BUCHANAN, Mr. (G)
WELCH, Ms. (G)
JESSUP, Mr. (E)
FOULKS, Ms. (T/W)

Ouganda/Uganda/Uganda :

OLWENY, Mr. (G)
BINTA, Ms. (E)

Pakistan/Pakistan/Pakistán :

SANDHU, Mr. (G)
KAMAL, Mr. (G)
TABANI, Mr. (E)
AHMED, Mr. (T/W)

Panama/Panama/Panamá :

CALDERON, Sra. (G)

Pays-Bas/Netherlands/Paises Bajos :

ROOD, Mr. (G)
DE POOTER, Ms. (G)
ETTY, Mr. (T/W)

Philippines/Philippines/ Filipinas :

ESCALER, Mrs. (G)
CASTRO, Mr. (G)
HERNANDEZ, Mr. (E)
TAN, Mr. (T/W)

Pologne/Poland/Polonia :

NAWACKI, Mr. (G)
SUJKA, Mr. (G)
NOWAK, Mr. (E)
MIODOWICZ, Mr. (T/W)

Portugal :

DIAS, M. (G)
MOITINHO DE ALMEIDA, M. (G)
PINTO CARDOSO, M. (E)
JUDAS, M. (T/W)

Qatar :

AL-MAHMOOD, Mr. (G)
ABOU SHERBAK, Mr. (G)
AL-NUAIMI, Mr. (E)
AL-HAJERI, Mr. (T/W)

République démocratique allemande/German Democratic Republic/República Democrática Alemana :

NOACK, Mr. (G)
HERTEL, Mr. (G)
MARX, Mr. (E)
BOCHOW, Mr. (T/W)

Royaume-Uni/United Kingdom/Reino Unido :

MACKIE, Miss (E)
MORTON, Mr. (T/W)

Rwanda :

KANYARWANDA, M. (E)
RUHIGIRA, M. (T/W)

Saint-Marin/San Marino/San Marino :

CECCHETTI, M. (G)
GIARDI, M. (T/W)

Sénégal/Senegal/Senegal :

SENE, M. (G)
DIAGNE THIAM, M. (G)
SOW, M. (E)
DIOP, M. (T/W)

Somalie/Somalia/Somalia :

MOHAMED, Mr. (G)
ALI, Mr. (G)
ABDI, Mr. (T/W)

Soudan/Sudan/Sudán :

SHUMMENA, Mr. (G)
HAIDOUB, Mr. (G)
MUSTAFA, Mr. (E)

Sri Lanka :

DIAS, Mr. (G)
PERERA, Mr. (T/W)

Suède/Sweden/Suecia :

LIDAL, Mr. (G)
WIKLUND, Ms. (G)
VON HOLTEN, Mr. (E)
EDSTROM, Mr. (T/W)

Suisse/Switzerland/Suiza :

HUG, M. (G)
ELMIGER, M. (G)
DECOSTERD, M. (E)
DREIFUSS, M^{me} (T/W)

Suriname :

ZUNDER, Mr. (T/W)

Swaziland/Swaziland/ Swazilandia :

NSIBANDZE, Mr. (G)
BEMBE, Mr. (G)
NHLEKO, Mr. (E)
SITHOLE, Mr. (T/W)

République arabe syrienne/Syrian Arab Republic/República Árabe Siria :

GLAIEL, M. (G)
HATEM, M. (G)
AL KHEDHER, M. (E)
ISSA, M. (T/W)

Tanzanie, République-Unie de/Tanzania, United Republic of/Tanzania, República Unida de :

JAMAL, Mr. (G)
MISKRY, Mr. (G)
KACHIMA, Mr. (T/W)

Tchécoslovaquie/Czechoslovakia/ Checoslovaquia :

MOLKOVA, Mrs. (G)
VAJNAR, Mr. (G)
CIGANIK, Mr. (E)
NEUBERT, Mr. (T/W)

Thaïlande/Thailand/Tailandia :

SAICHEUA, Mr. (G)
KEIWALINSRIT, Mr. (G)
VASURATNA, Mr. (E)

Togo :

BLEDJE, M. (G)
TCHINDE, M. (T/W)

Tunisie/Tunisia/Túnez :

MOKADDEM, M. (G)
MABROUK, M. (G)
JILANI, M. (E)

Turquie/Turkey/Turquía :

YILMAZ, Mr. (T/W)

République socialiste soviétique d'Ukraine/Ukrainian Soviet Socialist Republic/República Socialista Soviética de Ucrania :

LIPATOV, Mr. (G)
OZADOVSKI, Mr. (G)
PONOMAREV, Mr. (E)
KOVALEVSKI, Mr. (T/W)

URSS/USSR/URSS :

TCHERNYCHOV, M. (G)
TSYBA, M. (G)
GAIDAIENKO, M. (E)
YANAIEV, M. (T/W)

Uruguay :

RUBER, Sr. (E)
GROBA, Sr. (T/W)

Venezuela :

DELPINO, Sr. (T/W)

*Yugoslavia/Yugoslavia/
Yugoslavia:*

TOMASEVIC, Mr. (G)
ARSENIC, Mrs. (G)
JESIC, Mr. (E)
TODOROVIC, Mrs. (T/W)

Zambia/Zambia/Zambia:

DAKA, Mr. (G)
MUNANG'U, Mr. (G)
BANDA, Mr. (E)
CHILUBA, Mr. (T/W)

Zaire/Zaire/Zaire:

MUTUALE, M. (G)
LONGANGE, M. (G)
KOMBO, M. (T/W)

Zimbabwe:

MUGOMBA, Mr. (G)
MAWANDE, Mr. (G)
SIBANDA, Mr. (T/W)

Contre/Against/En contra 1

*Pays-Bas/Netherlands/Paises
Bajos:*

HAK, Miss (E)

Abstentions/Abstentions/Abstenciones 49

Argentine/Argentina/Argentina:

TETTAMANTI, Sr. (G)
DUPONT, Sr. (G)
FAVELEVIC, Sr. (E)

Bangladesh:

UR-RASHID, Mr. (G)

Barbade/Barbados/Barbados:

SIMMONS, Mr. (G)

Birmanie/Burma/Birmania:

THANT AUNG, U (G)
THEIN SAN, U (G)
THWIN OHN, U (E)
SINT THAN, U (T/W)

Brésil/Brazil/Brasil:

BANDEIRA, Mme (G)
CORDEIRO, Mme (G)
MEIRELLES, M. (E)
SILVA, M. (T/W)

*République
centrafricaine/Central African
Republic/República
Centroafricana:*

SEGAN, M. (G)
KANGABET, M. (T/W)

Chili/Chile/Chile:

LAZO RODRIGUEZ, Sr. (G)
ESCOBAR CERDA, Sr. (G)

Costa Rica:

TREJOS FLORES, Sr. (G)

Egypte/Egypt/Egipto:

ELARABY, Mr. (G)
TAHER, Mr. (G)

El Salvador:

GONZALEZ, Sr. (G)
ESCOBAR, Sr. (E)
HUIZA CISNEROS, Sr. (T/W)

France/France/Francia:

CHOTARD, M. (G)
RAMOND, M. (G)

Guatemala:

CHEA URRUELA, Sr. (G)

Indonésie/Indonesia/Indonesia:

SUMA'MUR, Mr. (G)
SUWARTO, Mr. (G)
HARYONO, Mr. (E)
PASARIBU, Mr. (T/W)

Japon/Japan/Japón:

HATANO, Mr. (G)
SATO, Mr. (G)
SUZUKI, Mr. (E)

Koweït/Kuwait/Kuwait:

YASEEN, Mr. (G)
AL-SABAH, Mr. (G)
AL-JASSEM, Mr. (E)

Jamahiriya arabe

*libyenne/Libyan Arab
Jamahiriya/Jamahiriyah Araba
Libia:*

OMAR, Mr. (G)
BURWIN, Mr. (G)
HOWAYDI, Mr. (T/W)

Pérou/Peru/Perú:

DE RIVERO, Sr. (G)
FERREYRA GARCIA, Sr. (G)
BARRENECHEA
CALDERON, Sr. (E)

Suriname:

TJOA, Mrs. (G)
GREP, Mr. (G)
CATS, Mr. (E)

Uruguay:

LABAT, Sr. (G)
LERENA, Sr. (G)

Venezuela:

TAYLHARDAT, Sr. (G)
RUBEN RODRIGUEZ, Sr. (G)

Quorum 249

Corrigendum

Provisional Record No. 22

Page 22/23, first column, speech of Mr. Zamora Hernández, Government adviser, Cuba, fifth paragraph: the eighth line should read "the internationalist Cuban fighters."

CONTENTS

	Page
<i>Thirty-sixth sitting:</i>	
Third and fourth reports of the Credentials Committee: Submission and noting	1
<i>Speakers:</i> Mr. Califice (<i>Chairman</i>), the Clerk of the Conference.	
Report of the Resolutions Committee: Submission and discussion	2
<i>Speakers:</i> Mr. Glaiel (<i>Chairman and Reporter</i>), Mr. Castle, Mr. Morton, Mr. Martinek, Mr. de Rojas, Mr. Mohamed, Mr. Said.	
Final record vote on the Convention concerning indigenous and tribal peoples in independent countries	6
Reply of the Director-General to the discussion of his Report	7
<i>Thirty-seventh sitting:</i>	
Final record vote on the Convention concerning indigenous and tribal peoples in independent countries (<i>concl.</i>)	11
<i>Speakers:</i> Mr. Hossain, Mr. Malviya, Mr. Ricupero, Mr. Whitaker, Mr. Dupont, Mrs. Saif de Preperier.	
Report of the Resolutions Committee: Discussion (<i>concl.</i>) and adoption	13
<i>Speakers:</i> Mr. Tlili, Mr. Tan, Mr. Nasr, Mr. Tsyba, Mr. Kumbu-Ki-Lutete, Mr. Danieli, Mrs. Ruge, Mr. Hilburn.	
<i>Corrigendum</i>	20



Provisional Record

Seventy-sixth Session, Geneva, 1989

Thirty-eighth sitting

Wednesday, 28 June 1989, 10.15 a.m.

President: Mr. Nkomo

COMMUNICATION TO THE CONFERENCE

The PRESIDENT – Before we turn to our agenda, I will give the floor to the Clerk of the Conference to read a communication.

Original – French: The CLERK of the CONFERENCE – The communication in question is a letter that has been addressed to you by the Permanent Mission of Switzerland to the international organisations in Geneva. I will read it in French.

Mr. President,

Referring to the statement made by Mr. Sánchez Soriano, Workers delegate of the Dominican Republic, it is my honour, on behalf of my Government, to provide the following details regarding the incident he referred to.

Mr. Sánchez Soriano, who arrived in Geneva on Friday, 23 June 1989, was the subject of a simple identity check on Saturday, 24 June 1989, by two representatives of the police authorities, inasmuch as his capacity as a delegate to the 76th Session had not been established. Mr. Sánchez Soriano complied courteously with this identity check and none of his personal belongings were confiscated. It was never the intention of the Swiss authorities to limit in any way whatsoever the exercise by Mr. Sánchez Soriano of his functions within the context of the International Labour Conference, once his capacity as a delegate had been recognised.

If the Workers' delegate of the Dominican Republic considers that his physical and moral integrity have been violated, the normal legal channels remain open to him; however, it should be noted that the International Labour Conference is not the appropriate place to bring these allegations.

Please accept the assurance of my high consideration.

*(Signed) Mr. Adler,
Minister,
Deputy Head
of the Permanent Mission
of Switzerland.*

REPORT OF THE COMMITTEE ON NIGHT WORK: SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT – The first item on our agenda is the report of the Committee on Night Work. May I ask the officers of the Committee to please come to the rostrum: Mr. Suma'mur, Government delegate,

Indonesia, Chairman of the Committee; Mr. Noakes, Employers' delegate, Australia, Vice-Chairman; Mrs. Dreifuss, Workers' delegate, Switzerland, Vice-Chairman; as well as Mrs. Walgrave, Government adviser, Belgium, Reporter.

I will now give the floor to Mrs. Walgrave, Reporter of the Committee, to submit the report.

Original – French: Mrs. WALGRAVE (*Government adviser, Belgium; Reporter of the Committee on Night Work*) – I have the honour to present to this assembly the report of the Committee on Night Work and the conclusions reached by the Committee.

The Committee's terms of reference were to consider a Protocol revising the Night Work (Women) Convention (Revised), 1948 (No. 89), and new standards on night work for all workers, regardless of their sex.

The discussions took place under the effective and reassuring chairmanship of Mr. Suma'mur, Government delegate of Indonesia, with the valuable assistance of Mr. Dumont, the representative of the Secretary-General, and his team. On many occasions extremely useful assistance was also received from the Conference's legal advisers. I would like to thank all these people for having led this first discussion to a satisfactory conclusion in spite of the long hours of work that resulted from the very large number of amendments submitted.

The subject that we had to consider was not a simple one and reactions to it vary.

The representative of the Secretary-General presented Reports V(1) and (2) prepared by the Office, and in particular the Proposed Conclusions at the end of Report V(2), which provided for the revision of Convention No. 89 by means of a Protocol and for the adoption of a new Convention, supplemented by a Recommendation on night work in general, in accordance with the terms of reference determined by the Governing Body when it decided to include night work on the agenda of the Conference. A total of 90 governments responded – which is nearly a record figure in the standard-setting activities of the ILO. The interest aroused by the question also was reflected in the large number of members on the Committee (always between 142 and 188 members).

First and foremost I must point out that the Committee decided that the new provisions should be examined before the Protocol.

We began with a general discussion which had a considerable influence on our subsequent work.

The Employers' Vice-Chairman was against the adoption of new instruments on night work for a number of reasons.

They would limit the flexibility required for the smooth running of the economy and of business. To create obstacles would be detrimental to economic growth and development and would reduce possibilities for job creation, particularly in the services sector.

The allegedly harmful effects of night work had not been proven and were the subject of controversy.

The Employers' Vice-Chairman considered that the prohibition of night work by women in industry was an obstacle to economic and social progress. Convention No. 89 was discriminatory in that it denied equality of opportunity for women and created discrimination between women workers themselves. The Workers' Vice-Chairwoman, on the other hand, expressed the conviction that night work was "unnatural" work, which had a negative impact on the health of workers and was detrimental to their social and family life. This work had to be reduced, in her view, to the lowest possible level and it could not be justified solely by economic reasons. Furthermore, she maintained, employment arising out of night work often meant unemployment elsewhere.

The majority of the Committee eventually accepted two basic concepts which influenced the Proposed Conclusions.

Firstly, the idea that night work "allows for more intensive use of equipment and installations, thus helping to raise the productivity of undertakings create employment". Secondly the idea, reaffirmed in the Preamble by the Committee itself, that "night work is detrimental to health and disturbs the social life of workers. The drawbacks and hazards to which workers were exposed should be reduced and compensated".

These two premises, in fact, are in line with the great majority of the replies to the Office's questionnaire, as was recalled by the representative of the Secretary-General.

The Committee, while aware of the drawbacks, recognised the fact that night work was necessary and could not be abolished. A new point was discussed and adopted with a view to taking advantage of the progress of science and technology and of innovations in labour organisation to limit recourse to night work.

And now I come to the choice of the instruments. Before tackling the important points in the conclusions themselves, allow me to make a few preliminary comments:

Firstly, in accordance with the Office's proposal, the Committee decided that it was essential to guarantee workers a minimum degree of protection in the form of a Convention, comprising legal obligations, supplemented by a Recommendation providing broader information. Secondly, taking account of the fact that a Convention ought to contain general principles and be flexibly worded, the Committee accepted the principle of gradual implementation of the Convention's provisions to give it the flexibility that would facilitate ratification.

Thirdly, concerning the choice of a protocol, a number of governments expressed the view that this Convention was against equality and that, in fields where limitations and protection were necessary, the instrument should cover both men and women since harmful effects did not distinguish between the sexes.

A majority supported the formula of the protocol in order to meet the wishes of those who felt that the

ban was discriminatory and restricted women's possibilities of employment.

They all took account of the growing need for labour, including female labour, for night work. The important thing was to find a balance and the right ratio between equality of opportunity and protection. This balance varied according to the history and traditions of each country.

And that brings me to the content of the instruments.

First of all, following the order of the discussions, the new standards, i.e. a Convention supplemented by a Recommendation, on night work.

As regards the Convention, the Committee, on the Office's proposal, defined the terms "night", "night work" and "night worker". This was a particularly necessary discussion in view of the implications of the definitions on the obligations provided for in the Convention.

The minimum duration of the period designed by the term "night" was reduced to seven hours (instead of the eight proposed by the Office). It was left to the competent authority in each country to determine, after consulting the employers and the workers, how much of the night would have to be worked for it to be classified as "night work".

Similarly, it was left to the competent authority to determine the number of days in a calendar year that would have to be worked at night for the workers concerned to be considered as "night workers" (that is to say in the case of casual or seasonal night work).

The Committee considered that the Convention should be of general application and decided not to accept the Office proposal to exclude agriculture, stockbreeding, fisheries, maritime transport and inland waterway transport.

Limited categories of workers could be excluded after consultation of the representation organisations of employers and workers.

The Committee decided that measures should be taken to reduce drawbacks, eradicate hazards where possible and to afford adequate compensation.

Measures were thus taken to preserve the health of the workers. In this respect, the Committee agreed to include a point from the Recommendation in the Convention relating to assistance to workers who had accidents or fell sick during the night.

Similarly, measures were taken in order to ensure an alternative to night work for pregnant women or those who had just given birth – especially during the three months before and after childbirth. The position of women in society, in the light particularly of their reproductive functions, required special protection measures. The general discussion which preceded the adoption of these specific measures showed that there was a general consensus in the Committee: workers, employers and governments enjoyed a sense of unity.

A number of delegations affirmed that their countries would not be in a position to ratify a Convention if it contained a general ban on night work by women during the period preceding and/or following childbirth. Other countries had made a provision in their legislation for women themselves to have the right to choose their period of rest.

Thanks to the assistance of the representative of the ILO, the Committee found an intermediate solution to provide protection and give women greater

freedom of choice in the safeguarding of their health and that of their newborn child.

Other working conditions were also discussed: compensating for the inconvenience of night work by a reduction of working time or by bonuses or extra pay. Social services should also be provided for.

Then the Committee adopted conclusions on the content of a Recommendation which reiterates the principles of the Convention and above all aims at developing the means referred to therein, particularly financial compensation, health, social services and other measures including the right to training, family life and trade union life.

The most important discussion concerned the section "Hours of work and rest periods". For instance, the Committee considered that an exception could be made to the eight-hour limit on normal daily hours of work when collective agreements make provision for special hours of work. The Committee was against notifying the competent authority of cases of doubling of shifts. It furthermore opposed considering the break or breaks granted in the case of night work for purposes of rest or meals as time actually worked.

Lastly, the Committee had a long discussion on the Protocol partially to revise Convention No. 89. The Protocol was intended to allow for exceptions to the ban on night work and for the introduction of changes in the duration of the night period by agreement between social partners, it being understood that such agreements could be negotiated only within a framework determined in advance by national legislation after consultation with the most representative organisations of employers and workers.

Such an approach would allow States which have ratified Convention No. 89 to continue to adhere to it. It would pave the way to new ratifications. It would give countries anxious to have greater flexibility the possibility of making exemptions to certain provisions of the Convention.

The Workers' Vice-Chairperson defended the principle of a protocol because so long as women remained the victims of discrimination they would need specific protection.

The Employers' Vice-Chairman was not enthusiastic but defended the protocol because it was in accordance with the principle of equality of opportunity between men and women.

The majority of the Government delegates agreed with the reasoning of the employers and workers. The Committee unanimously decided that obstacles to the promotion of women in professional life, impeding their access to qualified professions, should be removed.

Three amendments aimed at giving national authorities the possibility of deciding for themselves where no agreement could be reached were, after a long discussion, rejected, because this would have deprived Convention No. 89 of its substance.

This then is a brief summary of the conclusions that the Committee proposes to you. But before leaving this rostrum, I would like to express my warm thanks to the Chairman of the Committee, Mr. Suma'mur and to the Employers' and Workers' Vice-Chairpersons Mr. Noakes and Mrs. Dreifuss, for the remarkable job they accomplished. My thanks also go to the Drafting Committee and to my colleagues the Government delegates. I should like to thank you, Mr. President, and the delegates here for giving me your attention and I commend the Committee's

report together with the conclusions to the Conference. I invite delegates to adopt the resolution concerning the inclusion on the agenda of the next ordinary session of the Conference of an item entitled "Night work".

Mr. NOAKES (*Employers' delegate, Australia; Vice Chairman of the Committee on Night Work*) - Mr. President, allow me to join with the many preceding speakers who have expressed their pleasure at your election to your position, and to congratulate you on the way in which you have steered our deliberations to their conclusion.

The Conference has before it the report and the conclusions of the Committee on Night Work. My task is to present to the Conference the views of the Employers' group on that report and those conclusions.

In undertaking that task I am compelled to make it clear from the outset that we do have strong and serious reservations about many of the decisions so far made by the Committee. We therefore cannot associate ourselves with major parts of the conclusions or with that part of the resolution which calls for next year's discussion to be conducted with a view to the production of a Convention and Recommendation on night work in general.

Let me say immediately that our major concern in relation to night work has been, and remains, the prohibition of night work for women in industrial undertakings, which is contained in the Night Work (Women) Convention (Revised), 1948 (No. 89). This prohibition is discriminatory and in conflict with the ideals of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). It restricts equal opportunity for women in employment and reflects the thinking and practice of the past. As a result, a number of the member States which ratified the Convention have either denounced it or are considering denouncing it.

The Committee has decided to introduce a degree of flexibility into the Convention by means of a protocol allowing for exemptions and variations where these have been agreed upon between Employers' and Workers' representatives. We considered this to provide insufficient flexibility and proposed a further change which would give greater discretion to governments under defined conditions. Our proposal was rejected by the Committee, but we will pursue this matter further in next year's discussions with the aim of securing an appropriate degree of flexibility.

The greater part of the Committee's activity was taken up with the consideration of the issue of proposed new instruments on night work in general and it is in this area that the Employers' group have their most serious reservations. The strength of those reservations should not be underestimated.

To begin with, we regard it as an extremely difficult task to frame any new instruments so as to appropriately cover the enormous range of activities, occupations and circumstances involved in night work. This task is made even more difficult when the draft instruments themselves are drawn up in such a comprehensive manner so far as the conditions of night work are concerned. And it is in our view particularly inappropriate to attempt to regulate night work by means of a Convention of such a nature. We therefore commence with the position that if any in-

strument is to be adopted, it should be in the form of a Recommendation. However, as I have said, we are strongly opposed to many of the provisions now proposed for both the Convention and the Recommendation. Perhaps I should state in some detail the concerns which we have already expressed to the Committee.

We believe first of all that both the reports and the texts developed by the Office for our consideration show a certain lack of balance, an over-emphasis on the allegedly negative aspects of night work, and an under-emphasis on its positive aspects. Secondly, there is a basic assumption underlying the texts so far adopted that night work is hazardous and has harmful effects on health, and on family and social life. This assumption represents a distortion of reality, and is an attempt to develop general rules from particular situations.

Support is sought for this assumption by reference to the results of a number of research studies. However, any objective analysis of research so far conducted indicates that the effects of night work on health remain a matter of contention, even amongst experts, and that the effects vary from individual to individual. Again, so far as the effects of night work on family and social life are concerned, it is undeniable that there is tremendous variation from person to person, with many workers choosing night work as a matter of preference.

We therefore maintain that as a result of erroneous assumptions about the effects of night work the Committee has been led into adopting a number of inappropriate provisions in the proposed texts.

Thirdly, there has been a refusal to acknowledge the great diversity of night work, and an overconcentration on large enterprises and large industrial undertakings. The truth, on the other hand, is that night work is carried out within a very large number of occupations, both skilled and unskilled, and to an ever-increasing extent by small enterprises, and by the services sector.

Fourthly, there has been a refusal to take sufficient account of the fact that night work is an essential part of modern economies, and has significant benefits in terms of economic growth and job opportunities. It should never be forgotten that for many workers the alternative to night work is not day work, but unemployment. So attempts to prohibit or limit or restrict night work either in a direct sense or in an indirect sense, by over-regulation and the imposition of unacceptable costs, will damage economic development and employment growth.

Economic development depends on the use to be made of capital investment and it is particularly important that plant and equipment is able to be used over as long a period as possible rather than restricting its use to a limited period.

These matters are important for all countries but they are of particular relevance to developing countries.

These are the concerns and difficulties of a general nature which we have with the conclusions of the Committee. It is important however that I should particularise and illustrate some of those concerns and difficulties so that our position is clearly understood. In the text of the proposed instruments, Points 6, 13, 14, 35 and 54 are unacceptable to us because of their erroneous assumptions about the effects of night work on health and on family and social life.

Point 8 is unacceptable because it starts from the position that it is necessary for action to be taken to limit night work.

Point 10 is unacceptable because it extends coverage of the instruments to all industries and sectors regardless of their circumstances.

Point 18 concerning reduced working time and extra pay for nightworkers is not acceptable because of its interference with matters more appropriately dealt with through collective bargaining and because it is directly contrary to current trends for greater flexibility in these matters. The same applies to Points 27 and 28.

Point 20 is unacceptable because it may limit the ability of employers to utilise night work.

Points 42 and 45 concerning resting and eating facilities raise problems of a practical nature, particularly for small enterprises and developing countries.

It will, I hope, be appreciated from this list, which is far from complete, that our concerns are not merely theoretical in nature but are real and practical concerns.

There is one further matter which should be mentioned in this context. Point 17 of the Proposed Conclusions concerns protection for women during the times before and after childbirth. This was a provision in which almost all of the text was adopted by consensus and that was a notable achievement by the Committee. However, it is necessary that I say two things about it.

The provisions extends the period of protection to three months before and three months after childbirth, in other words, a doubling of the period provided in the Maternity Protection Convention (Revised), 1952 (No. 103). Such an approach is based on the belief to which I have already referred – that night work is essentially harmful – and it will raise particular difficulties of ratification and application, most notably in the developing countries.

The provision also appropriately and correctly replaces the notion of prohibition of night work for women in the periods mentioned with the notion of choice and the provision of alternatives. This is of course welcomed by us, but as a result the inappropriateness and inconsistency of the prohibition approach retained in Convention No. 89 is even further demonstrated.

We will, of course, return to discuss all of these matters next year. However, it should be clearly understood that our support for a new instrument or instruments will not be forthcoming unless there is a significant change in the approach so far adopted by the Committee.

We will not support instruments which are unrealistic and impractical and which attempt to restrict an important feature of work in our economies. In our view, such instruments will have little chance of ratification or implementation.

What is required is a recognition of the reality of night work – a recognition that our economies are not eight-hour economies but 24-hour economies – and a much more flexible approach to the issues before us. I address those remarks not only to the Workers' group, but particularly to governments which have a responsibility to ensure that proposed instruments are capable of ratification and implementation.

I also wish to make some brief remarks about the decision that the Committee on Night Work should consider not one or two possible instruments, but

three. That decision imposed enormous strains on the work of the Committee with severe time pressures and a resultant inability to engage in the normal amount of discussion and negotiation outside the formal sittings of the Committee. We believe that this was unfortunate and should be taken into account in planning committee agendas in the future.

It is also appropriate that I express our gratitude to the Chairman of our Committee, Mr. Suma'mur, whose charm and good humour were an inspiration and assistance to us all. We are also grateful to our Reporter, Miss Walgrave, for her diligence in preparing a report which accurately and fairly presents a record of our discussions.

Our thanks go also to the representative of the Director-General and to the secretariat for the contributions they have made to the work of the Committee.

Finally, I should express my thanks to the Workers' Vice-Chairman, Mrs. Dreifuss, for the manner in which the relationships between the two groups were for the most part conducted. She is an able and tenacious advocate for her group, and it is regrettable, as I have already indicated, that we had insufficient opportunities for the development of a greater understanding and accommodation between the positions of our groups. We hope that in next year's discussions we shall be able to convince the Workers' group and many governments of the need for greater flexibility in their approach towards the proposed instruments.

The PRESIDENT – The discussion of the report is now open.

Original – French: Mrs. DREIFUS (Workers' delegate, Switzerland; Vice-Chairperson of the Committee on Night Work) – Mr. President, allow me to congratulate you on your election and thank you for the excellent way in which you have conducted our discussions.

Our Committee had a very extensive and difficult task to accomplish. It managed to carry it out thanks to the competence, the commitment and the will to succeed of each of its members. Our Chairman, Mr. Suma'mur personified these qualities as did our Reporter Mrs. Walgrave. We owe to Mrs. Walgrave an excellent report, which not only reflects our work faithfully, but also provides a basis for our future work. What we have achieved in the Committee owes a great deal to the documents prepared by the Office and to the assistance that they supplied us with throughout our discussions. Thanks to our colleagues there.

The Employers' group and the Workers' group are not today of the same opinion regarding the conclusions reached by the Committee. However, we have found that excellent solutions could be found, when together we sought ways of providing true protection for workers while respecting the diversity of the legal systems of the member States. This is what we attempted, and I think succeeded in doing as regards mother and child care protection, outlined in Point 17 of the Proposed Conclusions. Even when our views differed, our discussions were always well-argued, courteous and constructive and the will to understand the various positions was always present.

I would like to thank Mr. Noakes, Employers' Vice-Chairman, for all his contributions to the good operation of our Committee.

The Workers' group tackled this first discussion on night work with hopes and misgivings. The hope of finally seeing the International Labour Organisation commit itself to a standard-setting activity in favour of nightworkers, be they men or women, working in industry and in other economic sectors in large and small enterprises. In our eyes, it was a question of bridging a gap, a particularly surprising gap since the harmful effects of night work have been (long) known to us, and have led, since the first session of the International Labour Conference exactly 70 years ago, to the adoption of special protection for women workers.

Misgivings too, because we felt that there was the risk of dismantling the only barrier to the extension of night work for economic reasons: the Night Work (Women) Convention (Revised), 1948 (No. 89) on the prohibition of night work by women in industry.

Apart from hope and misgivings, the aspect that guided our group throughout our work was a feeling of our responsibilities. We never forgot that the value of a Convention depends on its possibilities of wide-scale ratification and universal application. We took this into account in our proposals concerning the proposed new Convention and we bore this in mind when discussing the additional Protocol to Convention No. 89.

The conclusions before you today do not correspond to the ideal that has always been pursued by the workers: to limit use of night work to activities that are absolutely vital operation of the company, or in cases where it is made inevitable by technology, and therefore put an end to night work for economic reasons, both for men and for women.

Unfortunately, although the objective of limiting night work is the logical consequence of the harmful effects of this violence on biological and social rhythms, although this objective is being pursued and carried out in many countries, it is not on the agenda of the present Conference. The illusion that night work could create jobs is too tenacious, when in each country it is just a question of reacting to the pressures of international competition and of trying to maintain or attract to their territories jobs which will be lost elsewhere, at the cost of more arduous working conditions. The progress in technology, and this is a conviction shared by the workers of the world, should not have the effect of making work harder, but should alleviate human suffering. Technology should free us from night work and not serve as a pretext for demanding more and more of it. The standard-setting activities of the ILO should allow the member States to give up night work that is carried out purely for economic reasons knowing that their main competitors will do likewise!

But even if this objective were to be reached one day, we all know that it would not mean that we could totally eliminate night work. It may be indispensable and some workers will have to go on with night work. But the Committee recognised and confirmed that "night work is detrimental to health and disturbs the social and family life of workers". It observed that "the human organism is more sensitive [...] to certain environmental disturbances [...] as well as to certain forms of work organisation" during the night than during the day. It drew the conclusion

that "specific measures should be taken with a view to reducing drawbacks inherent in night work and eliminating, where possible, hazards in night work and properly compensating employees". We consider these conclusions very important. The envisaged Convention should, however, given the present state of national legislations, take the form of a programme encouraging States progressively to implement the measures mentioned and proposed in the Recommendation, but leaving it to the States to choose the time and the means. The Convention therefore simply lists the fields within which action should be taken, leaving considerable latitude to States.

In connection with the proposed conclusions, there are two points about which we are particularly concerned.

First, the definitions of the terms "night", "night work" and "night workers" we feel are too restrictive. This is particularly serious in our view because these definitions determine the scope of the Convention and the Recommendation and in so doing exclude people who should be able to enjoy the protection provided for.

Second, we should like to emphasise, as we will next year, the non-discriminatory application of this protection, particularly bearing in mind the fact that night workers are usually recruited amongst the most vulnerable groups of workers, including women, migrant workers and ethnic minorities.

I now come to the partial revision of Convention No. 89. The Workers' group in the Committee on Night Work knows that in more than 80 countries the prohibition on work by women in industry is an effective barrier to the extension of night work in general. It also knows above all that progress in equality between men and women is moving slowly; and it is precisely because women have not yet reached their due place in the working world or in society that many employers want to have them work at night. Women are viewed as a source of badly paid and docile labourers, who are "resistant to monotony" and without ambition, because they have been offered narrow options from childhood, in school and in their professional lives.

As long as night work by women is used as a means not of broadening their opportunities but of exploiting the discrimination to which they are in general subject, the trade union movement will remain convinced that there is no contradiction between the objective of equality and these protective measures.

The Workers' group, therefore, did not feel it was necessary to revise Convention No. 89. It also noted that the difficulties in its implementation faced by certain States which have ratified it are relatively minor. It was consequently only to facilitate the overcoming of these difficulties that the Workers' group agreed to envisage elaborating an additional protocol.

As you have heard, our Committee had before it proposals which were aimed at leaving complete latitude to States that had ratified Convention No. 89 to determine any changes in the definition of the term "night" and any exemptions from the prohibition on women working at night in industry. Such a provision would have rendered the Convention meaningless and would have in fact achieved the avowed objective of employers which was purely and simply to abrogate Convention No. 89. Such a provision would

have created an extremely serious precedent for the standard-setting activities of the ILO. Therefore, our group was relieved to see the Committee reject these amendments. The road now remains open to a solution which might gather broad support. The protocol must in fact provide for very precise limitations on the possibility of making exemptions to obligations under the Convention, either by setting the rules of procedure, as proposed in the Committee's conclusions, or by laying down strict criteria.

This work is concluding for us in the same way as it started: with misgivings, because we have heard the obvious denied, namely that night work is harmful, but with hope, because we have a good basis for continuing and concluding our work next year, and with a will to elaborate standards which can be ratified and applied by a large number of countries.

Mr. SUMA'MUR (*Government delegate, Indonesia; Chairman of the Committee on Night Work*) – Thank you Mr. President for the opportunity given to me to speak on this very important occasion. I should like also to thank Ms. Walgrave for her excellent presentation of the report of the Committee on Night Work, Mr. Noakes, the Employers' Vice-Chairperson and Ms. Dreifuss, the Workers' Vice-Chairperson. They were the real leaders of our discussions. Not only were they as courteous as they were eloquent, but also they kept the Committee focused on substance. Rarely have I heard arguments presented with such clarity, force and realism. In addition, I wish also to express my deepest appreciation and gratitude to the representative of the Secretary-General, Mr. Dumont, and his team, for the valuable assistance provided to me and all the Committee members throughout the work of the Committee.

I am sure that you will appreciate that our Committee was not assigned an easy task. We had to consider three instruments, each of which had its full measure of technical complexity and differing points of view. There were times when I was genuinely afraid that we would not be able to finish our work. However, with the good-will and co-operative spirit of many members, we were able to accomplish a great deal.

Night work affects 10 to 15 per cent of workers in industrialised countries and 5 to 10 per cent of those in developing countries. There is a lack of good statistical data, but I have no doubt that these numbers are increasing. In fact, a first and fundamental decision that was evident throughout the preparatory work and which went unchallenged in our Committee, was that we should not attempt to reinforce the restrictions on night work. In the new instrument we limited ourselves to conditions of work and life, while in the revision of Night Work (Women) Convention (Revised), 1948 (No. 89), we concentrated on exceptions to the prohibition on night work of women in industry. Concern for flexibility and competitiveness were implicit in the approach we took.

While we did not try to limit night work, we did take important decisions concerning the effects of night work. The provisions of the Preamble to a proposed Convention may seem unimportant, but they certainly were important in our case. The hazards and drawbacks of night work are clearly stated, both with regard to health and with regard to social and family life. It can be argued that night work does not affect all workers, and it certainly does not affect all

workers in the same ways. But the Committee decided that there was a need to state clearly the problems which, sooner or later, affect the large majority of nightworkers. I have no doubt that this question will be a major issue during next year's discussion.

Since the Committee took a stand on the effects of night work, it was logical for it to adopt rather restrictive definition of "night", "night work" and "nightworkers". I will not bore you with the complexities of this triple definition, but the result is that we concentrate on the most important cases. This is just one example of the insistence by a number of Government members on a great deal of flexibility. Flexibility in the proposed Convention is also provided through the possibility of progressive implementation, provisions allowing limited exceptions and the fact that most of the substantive provisions are general principles rather than detailed obligations.

We had, as you have already heard, an excellent example of tripartite co-operation in the elaboration of provisions on maternity protection. I hope that next year we will find similarly agreeable compromises on health surveillance, compensation in reduced working time or extra pay, social services and other matters. This will not be easy, but I am encouraged by the first discussions to believe it will be possible.

The debate on the Protocol to provide increased flexibility to Convention No. 89 was also difficult. There seems to be agreement that a total prohibition on night work of women in industry is not always in the best interest of the women concerned and that it can be discriminatory or at least encourage discrimination. There is much less agreement on how this problem can be solved. The essential question was how much flexibility should be introduced, and in particular whether variations and exemptions could be introduced directly by national laws and regulations. We have not found an ideal solution, so once again there will be much to accomplish next year.

Night work is a subject which is worthy of the attention of the International Labour Conference. The controversy which surrounds the subject should be seen as challenge to our tripartite leadership, not a reason to avoid our responsibilities. The work of the Committee on Night Work showed that complex and difficult subjects can be faced and solutions found. I look forward to next year, when I hope we will be able to agree on instruments which will improve the lot of millions of workers in ways fully consistent with economic growth, equality between the sexes and the social goals of our Organisation.

Original – French: Mr. ELMIGER (Government delegate, Switzerland) – In view of the adoption of the report of the Committee on Night Work, I would like to make the following statement on behalf of my Government.

The Swiss Government, which long ago launched an initiative in the ILO for an in-depth discussion of the problems relating to night work, welcomes the fact that work has been started on the revision of the existing instruments with a view to adopting new general instruments on the subject.

My country, however, is one of the few Western industrialised countries pledged to the Night Work (Women) Convention (Revised), 1948 (No. 89) and it has noted the encouraging work done in the Committee. My Government participated fully in the work

undertaken, but would like to point out how much the need for flexibility should be reflected in the proposed instruments. Also, the proposed Protocol to Convention No. 89 seems to be marred by the absence of a role of surveillance and guarantee for the public authorities, notably as regards the respect of the principle of equality of treatment between men and women.

Women's emancipation has considerably progressed in the past 40 years. The majority of women workers are employed in the non-industrial sector, to which Convention No. 89 does not apply. Thus, as regards the continuation of our work next year, we must bear in mind the need to avoid making Convention No. 89 seem discriminatory and above all we must ensure that it is as well adapted as it can be to the needs of the modern world.

Original – German: Mr. GRUBER (Government adviser, German Democratic Republic) – I am speaking on behalf of the Government representatives of the socialist countries of Eastern Europe. We fully support the report of the Committee on Night Work.

From the report we can see that the Committee worked extremely hard and that thorough and lengthy discussion was necessary to obtain the objectives set, namely to draft Proposed Conclusions on future instruments on night work, including a Protocol revising the Night Work (Women) Convention (Revised), 1948 (No. 89). *Nomen est omen*; night work was necessary to achieve our goals.

There is no doubt that the constructive climate in the Committee contributed a great deal to the progress of our work. Without fruitful dialogue and efforts to respect the interest of the various partners, it would not have been possible to attain our objectives.

I would like, in particular, to emphasise the very able and wise chairmanship of the Chairman, Mr. Suma'mur. It is largely on his account that the work of the Committee ended in such a satisfactory way and within the time-limit. We should also like to mention the extraordinary technical competence of the two Vice-Chairpersons, Ms. Dreifuss and Mr. Noakes, and the efficient manner in which they sought acceptable compromises. We should also like to express our gratitude to the Reporter, Ms. Walgrave, as well as to Mr. Dumont, Mr. Thurman and their hardworking colleagues who gave the Committee the necessary support at all moments. I would like to add that the preparatory reports to the Conference were excellent and a very well-balanced basis for our work.

The deliberations in the Committee showed that the decision to place the subject of night work on the agenda of the 76th Session of the International Labour Conference was entirely justified. Consequently, the ILO considered a really topical problem – a problem on which views differed greatly. This was also reflected in the Committee itself. As a result, it was not easy to reach a consensus on the Proposed Conclusions on future instruments.

We should like now to turn to points we feel should be particularly emphasised.

First of all, there was broad agreement regarding the fact that today it is not possible to prohibit night work in general for certain groups of workers. It is much more a question of creating, for those who do night work, the necessary conditions for such work.

Moreover, this attitude is in conformity with the interests of society, enterprises and individuals.

Second, it was clear, during the discussion that the prohibition of night work for women, as laid down in Convention No. 89, is not adapted to our times. This prohibition hampers the professional development of women and is in no way compatible with their growing emancipation.

Third, it was recognised that night work cannot be an end in itself, but that it should be restricted to a degree which is determined by general well-being and in conformity with vital requirements for scientific and technical development.

Fourth, it was recognised that workers who work at night are subjected to greater stress than those who work during the day and therefore, in the proposed Conclusions on future instruments on night work, reference was made both to special measures of protection of those working at night and the special efforts they make. The measures regarding health, financial compensation, reduction of hours of work and the creation of appropriate housing conditions all take the situation of night workers into account.

Fifth, we welcome the fact that in the field of night work, the co-determination and participation of workers will also be provided for in the future instruments. Examples of this include: the guarantee of the representation of trade union interests; the obligation to consult workers before introducing the night shift and the right of workers to be consulted on the forms of organisation of night work best adapted to each undertaking.

Sixth, it was possible to reach an agreement regarding protection in the field of occupational safety and health and the legal protection of the workers. This was based on the principle that night-work requires the same level of occupational safety and health protection as day work. This also applies to maternity protection, including the prohibition to dismiss women workers when they no longer do night work because of the birth of a child, before and after the birth. Last but not least, we have also made provision for the protection of workers who cannot temporarily do night work for health reasons – and this is worth noting.

Of course, it was not possible to find an optimum solution to all questions. The second reading next year will provide an opportunity and possibility to go more thoroughly into certain matters during the discussion.

Ms. BINTA (*Employers delegate, Uganda*) – Mr. President, since I am addressing the Conference for the first time, allow me to congratulate you upon your well-deserved and unanimous election to the presidency of this 76th Session of the International Labour Conference. I wish also to congratulate you on the efficient manner in which you have conducted the deliberations of the Conference.

Allow me to express various concerns on behalf of the Employer members of the African region who participated in the Committee on Night Work. The priorities of developing countries and Africa, in particular, are the creation of employment and full utilisation of capital and labour. The proposed Convention and Recommendation on night work are biased towards the reduction of night work, thus making night work more expensive. If left in their present form, the proposed instruments will lead to a policy

of very high labour costs, which many employers in the African region cannot afford. Should they be faced with this problem, they would be forced to resort to other means that will result in a serious drop in the level of employment.

To give you a telling example, point 17 of the text calls for measures in connection with childbirth which, though well intended, cannot be implemented by many developing countries and those in Africa, in particular. In addition, it would reduce employment opportunities for women workers. This is only one example amongst many others.

I should like to suggest that most of the inflexible provisions contained in the present proposed Convention and Recommendation be reframed so that the standards which they prescribe would be the result of collective bargaining.

I should like to appeal to this Conference and to the ILO to take a more serious and realistic view of the issues raised during the three weeks' discussions, so that next year's discussions will result in provisions that are flexible enough and can be put into practice by all regions.

Original – French: Mr. KUMBU-KI-LUTETE (Government adviser, Zaire) – The importance of the report on night work that the Conference is about to adopt will affect the working and living conditions of millions of workers throughout the world, especially in Africa. The Committee which has prepared the conclusions with a view to the revision and adoption of standards on night work in the context of the economic and social development of various countries, particularly Angola.

In this context, my delegation pays tribute to the efforts made by the Angolan authorities at the initiative of the President of that country who, seeking ways and means to improve conditions there and to speed up the process of independence in Namibia, have concluded a ceasefire throughout Angola following the historic meeting in Gbadolite, Zaire, of 15 Heads of State and the Vice-President of Tanzania and the President of the Moroccan National Assembly. This meeting between President dos Santos and Jonas Savimbi of UNITA marks the end of the civil war that racked this country.

The 15 Heads of State, under the aegis of President Kenneth Kaunda of Zambia and the President of Mali, paid glowing tribute to President Mobutu Sese Seko for his efforts of mediation aimed at bringing about national reconciliation in that country. The workers of that country, who have suffered for several years and who have been prevented from working at night because there were no longer proper conditions for doing so, will now benefit from the recommendations which the Conference is about to adopt so that this country may recover its full freedom to work at night.

The acting President of the OAU, Mr. Moussa Traoré, President Kenneth Kaunda of Zambia and the Malian President, speaking of behalf of the front-line States and Africa, have paid a great tribute to President Mobutu Sese Seko for his important success and thanked President dos Santos and Jonas Savimbi for their efforts to achieve this civil peace.

The ILO, which has a part to play in social and economic development, should assist Angola, which has just gone through a decisive stage of its history, in its social and economic development, because the

protection of workers requires civil peace, which the 15 Heads of State, the Vice-President of Tanzania and the President of the Moroccan National Assembly have just achieved at this historic meeting in Zaire.

Mr. President, President Mobutu has asked me to congratulate you on your election to high office at this important session of the International Labour Conference, because your election coincides with this historic encounter, and it will be remembered that it was an African who presided over this session of the International Labour Conference, which has celebrated the Organisation's 70th anniversary.

Mr. GLADE (*Employers' adviser, United States*) – I believe we are still talking about night work, so let me address that issue. About one week ago I stood before you, addressing the Report of the Director-General. My remarks then, as now, related to the ILO's realism and relevance in meeting the challenges of the changing world of work. The United States employers have followed closely and with concern, and at times incredulously, the discussion on night work at this session of the Conference.

On behalf of my delegation, I support the comments already provided by Mr. Noakes about the contents of the proposed instrument, but I offer the following supplementary and general observations from the American business perspective.

First, let us recall that ILO Report V(2) introduced the concept of hazards associated with night work, thereby establishing an unproven bias against night work from the outset of the discussion. This resulted in several false assumptions on which the discussions were based. For example, the assumption that night work is intrinsically hazardous to health and should therefore be reduced and/or avoided and, where it must take place, should give rise to additional compensation in the form of financial remuneration, time off with pay, or both. The problem is that the basic assumption about night work being hazardous is unproven, as Mr. Noakes has clearly said. Further, the requirements for reduced working time and/or additional pay are unrealistic and do not represent current practice in a wide variety of enterprises where night work is common.

The instruments adopted by the Committee will apply to all economic sectors, with no exceptions of exclusions. Here again, we see a broad new approach that applies unrealistic and over-restrictive standards and fails to take into consideration the wide variety of enterprises and their workers who use night work to their mutual benefit.

It must also be noted that these proposed instruments will impose added cost on employers and on governments, a cost that, in one way or another, will be borne by the consumer – a party poorly represented by both government and workers in a tripartite deliberation.

In evaluating the outcome of the Committee's work, this plenary must also consider its impact on economic growth and employment opportunities in both developed and developing countries. In my country, for example, economic growth and job creation is greater and occurring more rapidly in small enterprises and in the service sector, both of which will be severely affected by the proposed Convention and Recommendation.

On the whole, the economy functions on a 24-hour basis, particularly in services like transportation, tourism, financial operations, communications, food and restaurants. It is unrealistic to place an additional burden and cost, as proposed, on this burgeoning, developing sector of the economy, thereby restricting its growth and impeding opportunities for job creation. Further, these services are often provided by small entrepreneurs who can ill afford the burdens placed on them by these instruments.

Again, in the ILO, we are facing the prospect of creating obstacles to the generation and sustenance of new employment opportunities. We should recall the ILO's original mission.

I need not recite the lengthy list of specific objections to the proposal. I believe Mr. Noakes has accurately drawn attention to these problems. What most concerns United States employers, though, is the outmoded approach taken by the ILO staff, the workers and many governments to the economic challenges and opportunities we all face.

The Committee on Night Work is only one example of this body's overriding preoccupation with regulations at a time when there is increasing agreement around the world that deregulation, and the resulting freedom for business to grow and create employment, is the order of the day. The United States employers submit that it is now time for the ILO to adopt the same attitude and to significantly slow down its attempts to broadly restrict what is more logical to address at the national and enterprise level.

The results of the Committee on Night Work are a prime example of over-regulation of a complex problem, for they fail to recognise the wide variety of practices, economic sectors, size of enterprises, the needs and desires of workers and real and compelling economic pressures.

For all these reasons, the United States employer community cannot support the report of the Committee on Night Work. We urge governments and workers to use the time before next year's discussion productively, to evaluate objectively the report and to come prepared to repair its many faults. I respectfully suggest that the credibility and relevance of the ILO depend on this.

Original – French: Mr. OECHSLIN (Employers' delegate, France) – My colleague, Mr. Noakes, speaking on behalf of the Employers' group, and the Employers delegates who supported him, Mrs. Binta and Mr. Glade, have forcefully expressed the disagreement of our group with the conclusions proposed in the report of the Committee on Night Work.

The existence of disagreement, even substantive, is nothing shocking in our Organisation; on the contrary, the point of it is to express such disagreement between social partners. This should be only the first stage, however, after which it is necessary to surmount differences and try to reach consensus. What would be very serious for our Organisation would be if the disagreement this year were to be repeated next year at the end of the Conference.

The possible opposition of the Employers' group to the adoption of instruments after the second reading might result in the Conference not adopting the proposed texts or in the required majority being only narrowly achieved.

The second possibility is hardly more satisfactory than the first. ILO instruments are only of practical

use when they are ratified. Furthermore, a text like the one we have been dealing with will in most countries have to be implemented through collective agreements. What moral standing would a text have that has been rejected by the constituents of the Organisation that represents one of the social partners?

I have not however taken the floor to express resentment or make accusations, but to express concern with the final results and, especially, with the practical implications of the results of the work.

I sincerely believe that it is possible for the representatives of the three groups at this Conference to reach consensus on this subject, as well as on many others, which in this case, apart from achieving the necessary flexibility for the Night Work (Women) Convention (Revised) 1948, (No. 89), would agree on certain basic principles for night work that would take economic requirements into account as well as the legitimate social needs of workers which would in general be valid for all countries, industrialised or developing, and take account of our enterprises (small or large) under industries, services and commerce. In my view, however, it is unreasonable to hope to achieve this consensus by adopting an overly perfectionist attitude or by trying to draw up binding rules applicable in all circumstances. It would be wiser to leave this up to the social partners who are directly concerned, based on certain principles that we had agreed on here. Only the people in the field can see all the consequences of these rules on employment and evaluate local peculiarities.

I must say that the ILO services bear a part of the responsibility for this, although they have acted in good faith. The questionnaire annexed to Report VI (1) seems to me to have led us into an approach which has complicated the Committee's task; and the concern to be as comprehensive as possible, which is understandable, has led to the opposite effect.

Concentration of the debates on essentials would make it possible to give more time to negotiation in the Committee's work. In just under two weeks, a Committee comprised of 188 members had to deal with almost 400 amendments. It could do so only through votes which obviously is a perfectly correct procedure, and applied according to the letter of the Standing Orders; but I do not think it lends itself to achieving consensus if used systematically and for fundamental issues.

I think the success of our work will not be measured by the adoption of just any text under any circumstances, but by the drafting of a text agreed on by consensus that will have a real impact and that will help employers and workers to solve together the problems posed by night work.

So, let us benefit from the wisdom of our Members who have provided for a second reading, and let us use well this period of reflection. I hope that our partners, Governments and Workers, will consider calmly and with serenity the concerns that we have expressed in good faith in the Committee and here this morning.

I very much hope that next year we will be in a position to give our support to the conclusions submitted to the Conference by the Committee.

Original – German: Mr. MUHR (Workers' delegate, Federal Republic of Germany) – On behalf of

the Workers' group of this Conference, I have to warn you against the dangers of praising tripartism in words but undermining it in practice.

The Employers in this Organisation have, for years, tried to place on the agenda of the International Labour Conference an item directed simply at the abolition of the Night Work (Women) Convention (Revised), 1948 (No. 89). You know very well that the majority in the Governing Body made no pronouncement on this matter. The item was placed on the agenda this year – and will be on the agenda next year – because we tackled the question from a wider perspective, i.e. by examining the health hazards inherent in night work.

Is there an attempt to attain, through the back door, the objective that could not be achieved in any other way?

The goal of this Organisation is to guarantee the rights of workers and protect their living conditions and health. Need I explain that working hours and working conditions are linked to workers' health? A number of scientific studies have proven that frequent night work can be harmful, especially if it disrupts family life.

Recognised requirements for the protection of workers should not however be sacrificed for economic objectives.

I am naturally familiar with the arguments. If our competitors, both at the national and international level, work around the clock, we have to do the same so as not to be squeezed out of the market. But it is precisely the task of our Organisation to create instruments that can be applied to everyone – and ensure that they are universally applied.

If we do the exact opposite and only establish standards on the basis of our own interests and needs, the whole point of this Organisation is lost. Tripartism is then not worth the paper it is written on. And it is not only in the case of this Committee that I can see that there is a tendency to move in this direction.

If we ruin this Organisation now in this way, the generations to come will be the ones to suffer. The three groups must understand their basic role – particularly the Workers and Employers; failing this there will be no future for this Organisation.

I therefore call upon the Employers' group to give up their policy of obstruction next year in this Committee.

This year the Workers have shown that they are not aiming at maximalistic achievements. We are aware that the instruments in this Organisation have to be drafted wisely if they are to have an impact on social conditions in the world. And we also know that night work cannot simply be prohibited. Unfortunately, it is necessary in many circumstances – far too many circumstances! However, there should not be recourse to night work merely to step up productivity and accelerate growth. The centre of our political and economic efforts must be concentrated on human beings – not the machine.

The PRESIDENT – Since there are no other speakers, we shall now proceed to the adoption of the report of the Committee on Night Work, paragraphs 1 to 305. If there are no objections, I take it that the report is adopted.

(The report is adopted.)

PROPOSED CONCLUSIONS SUBMITTED BY THE COMMITTEE
ON NIGHT WORK: ADOPTION

The PRESIDENT – We shall now proceed to the adoption of the Proposed Conclusions. If there are no objections, I take it that Points 1 to 60 are adopted.

(Points 1-60 are adopted seriatim.)

RESOLUTION TO PLACE ON THE AGENDA OF THE NEXT ORDINARY SESSION OF THE CONFERENCE AN ITEM ENTITLED
"NIGHT WORK", SUBMITTED BY THE COMMITTEE ON
NIGHT WORK: ADOPTION

The PRESIDENT – You now have before you a resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Night Work". If there are no objections, I take it that the resolution is adopted.

(The resolution is adopted.)

The PRESIDENT – We have now concluded our consideration and adoption of the report, conclusions and resolutions of the Committee on Night Work.

May I take this opportunity to thank the Chairman, the two Vice-Chairmen, the Reporter, as well as all other members of the Committee and members of the secretariat for their excellent work.

CLOSING SPEECHES

The PRESIDENT – We now proceed to the closing speeches of the 76th Session of the International Labour Conference. May ask Mrs. Molkova, Mr. Delpino and Mr. Gazarin to come to the rostrum, and I invite Mrs. Molkova, Government delegate, Czechoslovakia, and Vice-President of the Conference, to take the floor.

Mrs. MOLKOVA (*Government delegate, Czechoslovakia; Vice-President of the Conference*) – Now that we have come to the end of this 76th Session of the Conference, I have the privilege to follow the tradition and address a few words to the Conference.

First of all, I would like to thank my colleagues in the Government group for having nominated me for the post of Vice-President of the Conference, thereby conferring a great honour on my country, Czechoslovakia, and myself.

For many days we have been discussing the Report of the Director-General on economic recovery and employment, dealing with matters which affect the lives and interests of people throughout the world. The 70th anniversary of the ILO provided an opportunity to assess the results achieved, but we were all the time mainly looking ahead, trying to find ways and means for the ILO to make a meaningful contribution to the general effort of the United Nations system to promote balanced social and economic progress.

The ongoing process of détente ensuing, in particular, from the first steps initiated by the Soviet Union in the area of disarmament had a positive impact on the deliberations of the Conference.

On the whole we have achieved a broad measure of agreement. This session has proved that the ILO is called upon to contribute significantly to the improvement of the lot of workers, to the solution of major economic problems and to the promotion of basic human rights. The participation of Workers' and Employers' representatives, together with the governments, is very substantial in all these fields. The debate in the plenary, in which a large number of ministers took part, and the work performed by the Committees have confirmed the commonly agreed priorities of the Programme and Budget for the biennium 1990-1991. The Programme reflects the views of all the major components of the ILO membership. Its nearly unanimous adoption is of great importance and represents a prerequisite for unity of action and for the successful implementation of the Programme.

Under such conditions, further improvements in the democratic approach and consistent implementation of equality of rights is essential in order to make the ILO action still more effective.

I believe we can be satisfied with the support expressed by this session to the promotion of the quest for peace and disarmament and to the conversion of military expenditure to the promotion of social objectives. The Conference has again called for resolute action against apartheid in South Africa. With equal vigour the persistent violation of the rights of the Palestinian people was criticised from this rostrum.

I think the Conference will agree with me that the standard-setting committees worked hard and have achieved good results in setting forth the outlines of new Conventions and Recommendations concerning night work and safety in the use of chemicals at work as well as in revising the Indigenous and Tribal Populations Convention, 1957 (No. 107). This is a very positive achievement, as all these areas are of great importance for the pursuit of the ILO's long-term objective – the improvement of conditions of work and life.

With the same objective in mind, the Committee on the Application of Standards performed its difficult task. Its report has again confirmed that this Committee plays a key role in the ILO supervisory machinery and makes a unique contribution towards full understanding of the meaning and promoting the uniform interpretation of ILO instruments. An objective dialogue with governments based on the understanding of complex situations in member countries is, among other things, a source of information and experience for all who participate in the work of the Committee.

When calling attention to these positive features, I cannot leave unnoticed the failure of the Resolutions Committee to achieve any tangible results for the second consecutive year. Five draft resolutions submitted to the Conference concerning the role of the ILO in protecting the environment, as well as the consolidated text produced by the authors, underline the growing concern shared by all member States. To our regret, the Committee was unable to adopt the resolution during the time placed at its disposal. It is to be regretted as well that further draft resolutions dealing with important social problems throughout the world, in particular those which received the first three priorities, could not even be discussed. A thorough review of the procedure is probably called for to avoid similar deadlocks in the future.

In conclusion, allow me to express once more my gratitude to Mr. Francis Blanchard for his long and fruitful service to the ILO and convey my best wishes to his successor, Mr. Michel Hansenne. Mr. Hansenne, as the Secretary-General of the Conference, and all members of the secretariat deserve our admiration and thanks for the services provided to this session.

Finally, Mr. President, I would like to say that it has been a great privilege for all of us to work under your skilful, competent and efficient guidance. I also thank my colleagues the Employers' and Workers' Vice-Presidents who, together with you, have contributed to the success of this 76th Session of the International Labour Conference.

Original - Arabic: Mr. GAZARIN (*Employers' delegate, Egypt; Vice-President of the Conference*) - At the end of this 76th Session of the International Labour Conference it is my honour to address you on behalf of the Employers' group, who have shown me the honour of electing me Vice-President of the Conference this year. This is a great honour for me as an Egyptian, an Arab and an African.

I should like, Sir, to start by stating that working under your presidency and in full understanding with the two Vice-Presidents, Mrs. Molkova and Mr. Delpino, has lightened the load of responsibility for us and enabled this Conference to be fully successful.

The International Labour Conference is a unique occasion of its kind because it enables the three parties concerned with work and production to meet and discuss social questions concerning the whole world, as well as problems which may appear to be exclusive to a single country or region but which are interdependent, involving the principles for which we have fought so long.

We have always defended and will always continue to defend human rights and the freedom of the individual, whatever his colour or race.

At earlier Conferences the ILO has discussed the odious racial discrimination practised by certain governments and oppressive and repressive acts committed by certain regimes. These questions have taken up a considerable part of the discussions and the work of the Conference. We hope that the day will soon come when these odious practices cease and these questions no longer appear on the agenda of the Conference, allowing it to discuss other important questions which awaiting their turn. In the end, right will prevail and good will triumph, by the grace of God.

I should now like to make some comments.

First, participation in the Conference. Thirty accredited Employers' members were not able to be present and some others could not be present for the whole Conference. This affected the voting balance of the Employers' group and weakened tripartite participation in the Conference. We know from past experience that absence is usually due to the fact that governments ask their employers themselves to bear the costs of their travel and living expenses during the Conference. This is beyond the resources of a large number of the employers and is against the Constitution, particularly article 13. This article, indeed, is violated by the large number of governments. This has been taken into account by the Credentials Committee, which reminded governments of their respon-

sibilities, but I feel that we ourselves should state our position on this matter.

Secondly, another incident we have seen at the present session is the request presented by a religious community to participate in this Conference as observers. I do not wish to go into the substance of the question but I should like to say that our group has for many years been approached by a large number of groups that have asked to participate in our Conference as observers, without having any objective rules enabling us to adjudicate on such requests or determine the rights of observers. Indeed we consider that a large number of non-governmental organisations have gone beyond their rights of observers at our present session. We hope that the Governing Body will be able to draw up clear and precise criteria for the next session.

Thirdly, the Resolutions Committee, for the second year running, has been unable to adopt any resolutions. We believe that this is not solely due to differences of views over the resolutions within the Committee, but also to lack of time and the procedures followed by the Committees. We consider that procedures have got to be revised with a view to being simplified and that more time should be given to the Committee to discuss resolutions and recommend the adoption of some of them to the Conference.

Fourthly, we greatly appreciate the immense amount of work carried out by the supervisory bodies on the application of Conventions and Recommendations but when we consider the old Conventions and the various comments made on them by the Committee of Experts in previous years we wonder whether these comments do not sometimes lead to imprecise and contradictory results. The workload of the Committee of Experts is constantly increasing as a result of the growing number of Conventions and ratifications and we consider that we should revise the procedures and the frequency of presentation of reports by governments to the Committee of Experts. It is perhaps time to review the desirability of continuing to consider the application of the Employment Policy Convention, 1964 (No. 122) in depth, which is not the primary function of the Committee. It has dealt with other subjects relating to employment in the first part of its report, but we consider that that also is outside the purview of the Committee of Experts.

In conclusion, I would like to express my thanks and appreciation to the members of the secretariat, who have worked day and night to make sure we receive documents translated into all the different languages in good time, and I should also like to thank the administrative services for organising the Conference and giving its members every assistance.

I should like to express my thanks and appreciation to those "unknown soldiers" who have worked long hours in the interpreters' booths to enable us to understand each other.

I thank all of you for your contributions to the success of the work of the Conference and in particular I should like to mention the Chairmen of the Committees who bore the heaviest responsibility and worked long hours, often very late.

Finally I would like to address to Mr. Hansenne, the Director-General, my best wishes for success in his management of the work of our Organisation in which we place all our hopes that he will enable us to

resolve many of our problems and help us along the road to progress and well-being.

May God's peace and compassion be with you.

Original – Spanish: Mr. DELPINO (*Workers' delegate, Venezuela; Vice-President of the Conference*) – The 76th Session of the International Labour Conference is drawing to a close after having completed, not very successfully, a promising agenda and after having studied a report from the Governing Body and a report by the Director-General, both full of serious examinations, careful studies and conclusions that are undoubtedly based on common-sense and good judgement. It has been a session that leads us to congratulate, and more than to congratulate, to thank the technical staff, the advisers and the secretariat for the admirable work that has taken the form of documents of extraordinary importance that have helped to concentrate and guide our work, at the same time as making it more straightforward for us.

It is regrettable that no appropriate solution was found to environmental problems since today they constitute a subject which has a great deal to do with survival.

The same obstacles made it impossible to improve the ILO's position with respect to the foreign public debt of the developing countries and also prevented us from examining certain initiatives and projects, such as for example those of the President of France and Mr. Willy Brandt.

This year, 1989, has refreshed our memory. Two hundred years ago certain events happened which had the greatest effect ever on the social and political orders and which provided great benefits to human society.

The French Revolution gave birth to the proclamation of the rights of man and the rights of citizens, which will be celebrating its glorious bicentenary in a few days' time and due to which, since then in immortal France, in the words of a Venezuelan poet "beats the heart of glory".

The advent of the Industrial Revolution altered the relationship between men and modelled the society which today, with its ups and downs, we enjoy – some more than others.

May Day in Chicago, whose first centenary was joyfully commemorated by the proletariat of the world, marked with its indelible sign the honourable nature of work and the dignity of the worker, and put a stamp of anxiety on the struggles of workers.

We should carry out a universal campaign to have the first of May declared a fully paid public holiday in those countries where it is not recognised. The best way of commemorating the first of May is to apply international standards on employment and freedom of association.

Finally, it would be good if the ILO were to take the necessary steps to ensure that the United Nations General Assembly declared a year in the 1990s as International Labour Year.

The Constitution of the International Labour Organisation, a wise conclusion, was ironically the result of an exhausting outbreak. This 70-year old Organisation has endeavoured, with constant zeal, to tame, order and channel as smoothly as possible the changes produced in society by the Industrial Revolution.

Decolonisation, a political event of great importance which gave birth to a large number of new

nations, and due to which a different balance of power was established, brought about at the same time the birth of a different type of political, economic and social relationship unthought of in the 1930s.

Somebody said (from this rostrum) recently that 70 years in the life of a person is a respectable period of time, but in the life of nations, of peoples and of organisations such as this it is nothing at all.

May it continue with the robust health which it enjoys today! May our descendants, at the end of the next 70 years, hand it on to their descendants as highly respected as it is today.

I congratulate you, Mr. President, on your well-balanced and firm manner of presiding over our working sessions. For me, it has been a great honour, during this 76th Session of the International Labour Conference, to have been together with you, as one of the Officers of the Conference.

I also present my respects to the new Director-General in whom the family of the ILO places great hopes, and we hope that his work will lead to the greater strengthening of the ILO's foundations.

Original – French: The SECRETARY-GENERAL – Once again the three parties in the world of work have come together here in this unique forum in order to discuss their problems, which this year were both important and topical. Once again they have succeeded in their work, thanks to everyone's efforts.

But a Conference owes its success mainly to the manner in which it is guided by its officers, and in particular by its President. This success is therefore largely due to you, Mr. President. The Conference elected you unanimously to the presidency in an expression of its utter confidence in you and in the fact that you would be successful in guiding its work. It was not mistaken. With your competence, your firmness, your charm, you have guided the deliberations at all times in a manner worthy of the greatest of Presidents. The Conference can be proud of having chosen you and of having entrusted this important office to you. This opinion has just been confirmed by your Vice-Presidents, to whom we are also very grateful for their efficiency, their courtesy and their devotion in carrying out the tasks entrusted to them.

I should also like to thank all the officers of the committees, not only for their work, which as usual required steady nerves, extraordinary mental and physical ability, and an unflagging determination to reach consensus through dialogue and understanding. I should also like to thank them for the manner in which they did their work in close collaboration with my representatives and colleagues in these committees. Lastly, I should like to convey my most sincere congratulations to my colleagues, both visible and invisible, who helped you to bring the Conference to a successful conclusion. As the new Director-General, I was struck by the difficulty of the task and the ease with which the entire secretariat took it on with a discipline, a devotion and a professionalism that were quite exceptional. These qualities would not be maintained from one year to the next if the staff of the Office were not convinced that its work serves some purpose and that their efforts will help to improve working conditions in the world and to eliminate injustice.

Mr. President, for some years now, this Conference has carried on the tradition, and a very happy

one at that, of presenting the President of the Conference with a souvenir of what one might call his "adventure". As Secretary-General, I have the honour to present this souvenir to you, and each time you look at it, you will undoubtedly remember the many occasions on which you had to call the Conference or a speaker to order. It will also remind you of the great honour the Conference bestowed upon you in electing you as its President. While expressing my gratitude to you once again, Mr. President, for the considerable work you have done, I should like to give you this gavel, which I hope will be a happy memento of this 76th Session of the Conference of our great Organisation.

The PRESIDENT – I wish to thank Mr. Hansenne. What he has not said is whether I am only taking one because there are now two of them here.

Presiding over the International Labour Conference is a unique experience, which I shall never forget. It is unique in the sense that not only did I forge friendships and make acquaintances with delegates from different countries, with different cultures and interests, but I have also learnt a number of lessons, the most important of which is that without tolerance and an honest will to listen, to allow for free expression and to accept the views of others, it is impossible to come to any positive results.

I wish to thank first those who sponsored my candidature and second, all of you for electing me as President of this 76th Session of the International Labour Conference.

When I assumed my responsibilities as President of this session of the Conference, I stated that the success of the Conference would depend on the active participation and the co-operation of all of you. Now that we have concluded our work, I would like to thank you all for the unequivocal support you have given me throughout the Conference. The spirit of consensus which has prevailed in the last three weeks, despite some difficult moments, has enabled you, indeed all of us, to reach the impressive results which the Secretary-General, Mr. Hansenne, mentioned yesterday in his eloquent speech to the Conference. In particular, I would like to take this opportunity to thank the three Vice-Presidents, Mrs. Molkova, Mr. Gazarin and Mr. Delpino, who took upon themselves a large share of conducting the debates of this Conference. I would also like to extend my thanks to the Officers of all the Committees, who have played an important role in bringing the Conference to a successful end. Of course a Conference like this one has to rely on the services of the ILO staff, and I am sure you will all agree with me that we owe the competent staff of the ILO our thanks and admiration. During the last three weeks we have had many of them working directly with us, but there are

so many others behind the scenes or in the interpretation booths, and in the printing workshops, whose work is indispensable to this Conference and to whom I would like to extend on behalf of all of you, our deepest gratitude.

Over the last three weeks, I have had on my right side Mrs. Nicole de Warlincourt, whose charm, untiring efforts, patience and competence have made my task much easier, for which I am most grateful. I have been showered with many messages of praise for the success of the 76th Session of the International Labour Conference. I should like to share all that praise with the Vice-Presidents, with all of you and with all the ILO staff. Without your co-operation, this session of the Conference would never have been a success.

A few moments ago, Mr. Hansenne gave me an authentic copy of the gavel I have been using throughout the Conference. I have two reasons for being proud of receiving this gavel: it will always be a reminder to me of those unforgettable three weeks of this 76th Session of the International Labour Conference, and also I am the first President of certainly many others to come to whom you, Mr. Hansenne, have handed this traditional symbol of authority. Please accept, Mr. Secretary-General, my most sincere thanks and also my best wishes in your new functions as Director-General of this great Organisation.

After three weeks of hard work and intensive negotiations between the social partners, the 76th Session of the International Labour Conference is coming to an end, a session which has had its special importance not only because of the substantial results it has achieved but also because it happened to coincide with the seventieth anniversary of our Organisation. Once more this Conference has proved that it is, and will always remain, the world's labour parliament. I think we can be proud of having taken today, as we do each year, one step further in achieving one of the most significant aims of this Organisation which is human dignity. Despite some problems in the Resolutions Committee, the results of the Committees on the Application of Conventions and Recommendations, the revision of the Indigenous and Tribal Populations Convention, 1957, (No. 107), night work and chemical substances are a testimony for the hard work performed during the last three weeks by the various Committees.

It only remains for me to wish you all a safe and happy journey home and to thank you once more for your co-operation. As we disperse to our regions and countries, I wish you all bon voyage.

I now solemnly declare the 76th Session of the International Labour Conference closed.

(The Conference adjourned sine die at 12.30 p.m.)

CONTENTS

	Page
<i>Thirty-eighth sitting:</i>	
Communication to the Conference	1
Report of the Committee on Night Work: Submission and adoption	1
<i>Speakers:</i> Mrs. Walgrave (<i>Reporter</i>), Mr. Noakes, Mrs. Dreifuss, Mr. Suma'mur, Mr. Elmiger, Mr. Gruber, Mrs. Binta, Mr. Kumbu-Ki-Lutete, Mr. Glade, Mr. Oechslin, Mr. Muhr.	
Proposed conclusions submitted by the Com- mittee on Night Work: Adoption	11
Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Night Work", submitted by the Committee on Night Work: Adop- tion	11
Closing speeches	11
<i>Speakers:</i> Mrs. Molkova, Mr. Gazarin, Mr. Del- pino, the Secretary-General, the President.	

Supplément au *Compte rendu provisoire* (23 juin 1989)

Conférence internationale du Travail

Soixante-seizième session, Genève

DÉLÉGATIONS

Supplement to the *Provisional Record* (23 June 1989)

International Labour Conference

Seventy-sixth Session, Geneva

DELEGATIONS

Suplemento de *Actas Provisionales* (23 de junio de 1989)

Conferencia Internacional del Trabajo

Septuagésima sexta reunión, Ginebra

DELEGACIONES

1989

<p>LISTE FINALE FINAL LIST LISTA FINAL</p>

La liste des délégations est présentée sous une forme trilingue dans l'ordre alphabétique français des pays représentés à la Conférence.

Toutes les informations concernant les noms des pays ou des organisations sont données en français, anglais et espagnol.

Les autres informations essentielles (titres et qualités des participants à la Conférence tels qu'ils figurent dans les pouvoirs officiels et fonctions exercées à la Conférence) sont indiquées dans une seule de ces langues: celle que doit utiliser le Bureau international du Travail dans la correspondance officielle avec le pays dont relève la personne intéressée.

The list of delegations is presented in trilingual form, in the French alphabetical order of the countries represented at the Conference.

All details relating to the names of countries and organisations are given in French, English and Spanish.

Other essential details (titles, positions or functions of participants as indicated in the official credentials and the Conference status of participants) are given in the language used for official correspondence between the ILO and the country in question.

En la lista trilingüe de delegaciones los países representados en la Conferencia figuran en orden alfabético francés.

Figuran en francés, inglés y español los nombres de los Estados y organizaciones asistentes a la Conferencia.

Por el contrario, los demás datos (títulos, profesiones y cargos de los participantes, tal como figuran en los poderes oficiales, y funciones ejercidas en la Conferencia) aparecen en la lengua utilizada por la Oficina Internacional del Trabajo para sus comunicaciones oficiales con el correspondiente Estado.

TABLE DES MATIERES

CONTENTS

INDICE

Délégations	1
Delegations	1
Delegaciones	1
Observateurs	55
Observers	55
Observadores	55
Représentants des Nations Unies, des institutions spécialisées et d'autres organisations internationales officielles	57
Representatives of the United Nations, Specialised Agencies and other official international organisations	57
Representantes de las Naciones Unidas, de los organismos especializados y de otras organiza- ciones internacionales oficiales	57
Représentants d'organisations internationales non gouvernementales	61
Representatives of non-governmental interna- tional organisations	61
Representantes de organizaciones internacionales no gubernamentales	61
Mouvements de libération	75
Liberation movements	75
Movimientos de liberación	75
Bureaux de la Conférence, des commissions et des groupes	77
Officers of the Conference, the Committees and the groups	77
Mesas de la Conferencia, de las comisiones y de los grupos	77
Président du Conseil d'administration du Bureau international du Travail	78
Chairman of the Governing Body of the International Labour Office	78
Presidente del Consejo de Administración de la Oficina Internacional del Trabajo	78
Secrétariat général de la Conférence	78
Secretariat-General of the Conference	78
Secretaría general de la Conferencia	78

AFGHANISTAN AFGHANISTAN AFGANISTAN

MINISTRE ASSISTANT A LA CONFERENCE

KAWESH, Assadullah, M., président de l'Administration centrale du travail et de la sécurité sociale.

Accompagné de KHERAD, Mohammad Akbar, M., ambassadeur extraordinaire et plénipotentiaire; représentant permanent à Genève.

Délégués gouvernementaux

NAZAAR, Ata Mohammad, M., président des relations extérieures et du plan auprès de l'Administration centrale du travail et de la sécurité sociale.

MOKHTARZADA, Taufiq, M., conseiller à la mission permanente à Genève.

Conseiller technique

KHERAD, Nadjia, Mme.

Délégué des employeurs

LUTFI, Mohammad Ibrahim, M., président de Kaboul Felez Ltd.; président de l'Association des industries privées.

Délégué des travailleurs

HABIB ZAY, Telabaz, M., secrétaire du Conseil central des syndicats.

ALGERIE ALGERIA ARGELIA

MINISTRE ASSISTANT A LA CONFERENCE

NABI, Mohamed, M., ministre du Travail, de l'Emploi et des Affaires sociales.

Accompagné de AIT CHAALAL, Messaoud, M., ambassadeur; représentant permanent à Genève.

Délégués gouvernementaux

DEMBRI, Mohamed-Salah, M., secrétaire général du ministère du Travail, de l'Emploi et des Affaires sociales.

KHEDIM, Rachid, M., inspecteur général.

Conseillers techniques et délégués suppléants

DAHMOUCHE, Amar, M., ministre plénipotentiaire; mission permanente à Genève.

OUZZIR, El Hachemi, M., directeur des salaires et de la législation du travail.

ASSALA, Mohamed, M., sous-directeur des activités internationales du travail.

LAHOURI, Mohamed, M., ministre plénipotentiaire au ministère des Affaires étrangères.

LAHIANI, Arezki, M., conseiller au ministère du Travail, de l'Emploi et des Affaires sociales.

HADJ, Lazib Rachid, M., conseiller au ministère du Travail, de l'Emploi et des Affaires sociales.

TRABELSI, Zahir, M., sous-directeur de l'emploi.

SELMANE, Fatiha, Mme, conseiller à la mission permanente à Genève.

HADRI, Kamal, M., secrétaire à la mission permanente à Genève.

TEFIANI, Mohamed, M., secrétaire à la mission permanente à Genève.

ADJABI, Mourad, M., secrétaire à la mission permanente à Genève.

KARA, Amara, M., directeur à la Présidence de la République.

Délégué des employeurs

ABBAS, Turki Djaffar, M., entrepreneur-président de section à la Chambre nationale du commerce.

Conseiller technique et délégué suppléant

BENMANSOUR, Mohamed, M., directeur général de l'Entreprise nationale des arts graphiques; président de l'Association des gestionnaires du secteur public de la wilaya d'Alger.

Délégué des travailleurs

BENLAKHDAR, Tayeb, M., secrétaire général de l'UGTA.

Conseillers techniques et délégués suppléants

BENAISSA, Mohamed, M., secrétaire national de l'UGTA.

BENGANA, Saidi, M., secrétaire national de l'UGTA.

DJEFFAL, Abdelaziz, M., secrétaire national de l'UGTA.

ATT, Abdelmalek Ouamer, M., secrétaire national de l'UGTA; membre du Comité central du FLN.

HACHEMI, Seghir, M., secrétaire national de l'UGTA.

REPUBLIQUE FEDERALE D'ALLEMAGNE FEDERAL REPUBLIC OF GERMANY REPUBLICA FEDERAL DE ALEMANIA

MINISTER ATTENDING THE CONFERENCE

TEGTMEIER, Werner, Mr., Secretary of State.

Government delegates

CLEVER, Peter, Mr., Head, International Social Policy Department, Federal Ministry of Labour and Social Affairs; Government Representative, Governing Body of the ILO.

WEBER, Horst M., Mr., Head, Section for ILO Affairs, Federal Ministry of Labour and Social Affairs; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

MARTIUS, Goetz-A., Mr., Minister, Permanent Mission, Geneva.

BRINKMANN, Gisbert, Mr., Deputy Head, Section for ILO Affairs, Federal Ministry of Labour and Social Affairs.

Advisers

KLEIN, Helmut, Mr., Labour Law and Occupational Safety and Health Department, Federal Ministry of Labour and Social Affairs.

SCHLUETER, Jürgen, Mr., Labour Law and Occupational Safety and Health Department, Federal Ministry of Labour and Social Affairs.

ERNST, Hans, Mr., Foreign Office.

WURM, Heinz-Jürgen, Mr., Federal Ministry of the Interior.

FULDA, Gerhard, Mr., Permanent Mission, Geneva.

STAUNER, Gabriele, Mrs., Permanent Mission, Geneva.
MILZOW, Wolfgang, Mr., Permanent Mission, Geneva.

Employers' delegate

LINDNER, Wolf-Dieter, Mr., Director and Head of International Social Policy Department, Confederation of German Employers' Associations (BDA); Member, Governing Body of the ILO.

Adviser and substitute delegate

WISSKIRCHEN, Alfred, Mr., Deputy Head, Labour Law Department, BDA.

Advisers

HUETIG, Klaus, Mr., Lawyer, Director, Federation of Employers' Associations of the German Chemical Industry.
VOSSIEG, Siegfried, Mr., Director, Federation of Employers' Associations, Wuppertal.
WIESE, Friedrich-Franz, Mr., Head of the Department "Occupational Safety and Health", BASF Corp., Ludwigshafen.
GRIMSMANN, Joachim, Mr., International Social Policy Department, BDA.

Workers' delegate

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

Adviser and substitute delegate

ADAMY, Wilhelm, Mr., Executive Board, Labour Market Policy Department, DGB.

Advisers

BOBKE-VON CAMEN, Manfred, Mr., Institute of Economics and Social Sciences of the DGB.
EISENBACH, Bernd, Mr.
KOEHN, Ruth, Ms., Executive Board, Workers' Union.
LECHELT, Erhard, Mr., Executive Board, Chemical, Paper and Ceramics Industries Workers' Union.
WAGNER, Dieter, Mr., Executive Board, International Department, DGB.
HAACKE, Peter, Mr., Head, Chemical Industry Section, German Salaried Employees' Union (DAG).

ANGOLA

Délégés gouvernementaux

DE JESUS, Diogo Jorge, M., ministre du Travail et de la Sécurité sociale.
MPOLO, Wuta, M., directeur des relations et coopération internationales au ministère du Travail et de la Sécurité sociale.

Conseillers techniques

GONGO, Joao Pedro, M., coordinateur du Cabinet technique au ministère du Travail et de la Sécurité sociale.
N'GOVE LUSSOKE, David, M., chef du Département national de la protection et de l'hygiène du ministère du Travail et de la Sécurité sociale.
KITOCO, Sebastiao, M., chef du Secteur des relations internationales du ministère du Travail et de la Sécurité sociale.
RANGEL, Sonia Maria, Mlle, secrétaire du ministre du Travail et de la Sécurité sociale.

DE SOUSA, Filomena, Mme, experte au secrétariat d'Etat à la coopération.

TOMAZ, Mirano Eduardo, M., expert au ministère des Relations extérieures.

DASILVA, Silvana, Mme, fonctionnaire du ministère du Plan.

Délégué des employeurs

TIAGO GOMES, Antonio, M., secrétaire de la Chambre de commerce et d'industrie d'Angola (CCIA).

Conseillers techniques

DANIEL, Gabriel Joaquim, M., directeur commercial du SUT/FTU; membre de la CCIA.
FERREIRA VIEIRA LOPES, Antonio, M., directeur général, FATA/METANG; membre de la CCIA.
COELHO, José Maria, M., directeur général de l'entreprise BOLAMA; membre de la CCIA.
RODRIGUES, José, M., juriste, ENDIAMA; membre de la CCIA.
RUI NUÑEZ DIAS, Eduardo, M., assistant de direction, HOECHST-ANGOLA; membre de la CCIA.

Délégué des travailleurs

LUVUALU, Pascoal, M., secrétaire général de l'Union nationale des travailleurs de l'Angola (UNTA).

Conseillers techniques

DE FATIMA PINTO LEMOS, Elsa, Mme, secrétaire de cabinet du secrétaire général de l'UNTA.
VIEIRA LOPES, Rui, M., secrétaire du Département des affaires économiques à l'UNTA.
VICENTE, Adelino, M., directeur du Département des affaires sociales à l'UNTA.

ANTIGUA-ET-BARBUDA ANTIGUA AND BARBUDA ANTIGUA Y BARBUDA

Government delegates

FREELAND, Adolphus Eleazer, Mr., Minister of Labour, Health, Co-operatives and Merchant Shipping.
THOMAS, James E., Mr., High Commissioner, London.

Employers' delegate

DERRICK, Armald, Mr., Chairman, Employers' Federation Union.

Workers' delegate

JOSIAH, Austin, Mr., President of the Antigua and Barbuda Union of Teachers.

Adviser and substitute delegate

ROBINSON, William, Mr., Senator, President, The Antigua Trades and Labour Union.

**ARABIE SAOUDITE
SAUDI ARABIA
ARABIA SAUDITA**

MINISTER ATTENDING THE CONFERENCE

AL-FAYEZ, Mohammed Ben Ali, Mr., Minister of Labour and Social Affairs.

Government delegates

AL-YAHYA, Ahmad Hamad, Mr., Deputy Minister for Labour Affairs.

AL-KHALIDI, Mohammed Said, Mr., Director-General, International Organisations Department.

Advisers and substitute delegates

FAKIH, Ahmed J., Mr., Director-General, Main Social Insurance Office, Western Region.

AL-KHALIFA, Mohammed Abdullah, Mr., Director-General, Main Labour Office, Eastern Region.

TAMMAMI, Abdulrahman Mohammed, Mr., Research Worker, Labour and Social Services, International Organisations Department.

ZIDAN, Abdullah, Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

DAHLAN, Abdullah Sadeq, Mr., Secretary-General, Jeddah Chamber of Commerce and Industry.

Workers' delegate

SINAN, Abdul-Ghani Ahmed, Mr., Chief, Safety and Industrial Compensation Section, Aramco.

**ARGENTINE
ARGENTINAA
RGENTINA**

Delegados gubernamentales

TETTAMANTI, Leopoldo H., Sr., Embajador; representante permanente en Ginebra.

DUPONT, Gregorio, Sr., ministro plenipotenciario, misión permanente en Ginebra.

Consejeros técnicos

MAYORAL, César, Sr., consejero de embajada, misión permanente en Ginebra.

CHUBURU, Daniel, Sr., secretario de embajada, misión permanente en Ginebra.

BERDOU, Viviana, Sra., secretaria de embajada, misión permanente en Ginebra.

D'ALOTTO, Alberto, Sr., secretario de embajada, misión permanente en Ginebra.

FABRO, Patricia, Srta., secretario de embajada, misión permanente en Ginebra.

Delegado de los empleadores

FAVELEVIC, Roberto, Sr.

Consejero técnico y delegado suplente

FUNES DE RIOJA, Daniel Carlos, Sr.

Consejeros técnicos

HERMIDA MARTINEZ, Darfo Luis, Sr.

MANTILLA, Enrique, Sr.

SPAGHI, Patricio, Sr.

AZUBEL, Alberto, Sr.

RONAY, Pablo, Sr.

BIANCO, Luis M., Sr.

FIORE, Luis María, Sr.

Delegado de los trabajadores

UBALDINI, Saúl, Sr.

Consejero técnico y delegado suplente

DE GENARO, Víctor, Sr.

Consejeros técnicos

VENTURINI, Enrique, Sr.

ARCE, Juan Francisco, Sr.

FERRO, Horacio, Sr.

AUSTRALIE AUSTRALIA AUSTRALIA

MINISTER ATTENDING THE CONFERENCE

MORRIS, Peter, Mr., MP, Minister for Industrial Relations.

Accompanied by GLENN, Graham, Mr., Secretary, Department of Industrial Relations.

LIN, Kenney, Mr., Economic Adviser to the Minister for Industrial Relations.

STATE MINISTER ATTENDING THE CONFERENCE

McCARTHY, Terry, Mr., Minister for Labour and Administrative Services (Northern Territory).

Accompanied by SWANN, Ray, Mr., Ministerial Assistant.

Government delegates

POULTER, Douglas, Mr., Minister (Special Labour Adviser), Permanent Mission, Geneva; Government Representative, Governing Body of the ILO.

FOTHERINGHAM, Ross, Mr., Acting Assistant Secretary, International and Special Projects Branch, Department of Industrial Relations.

Advisers

STEWART-CROMPTON, Robin, Mr., First Assistant Secretary, Legislation and Review Division, Department of Industrial Relations.

BACHMANN, Hedley, Mr., Director, Department of Labour, South Australia.

BEADMAN, Bob, Mr., Acting First Assistant Secretary, Heritage and Legal Division, Department of Aboriginal Affairs.

DEJONG, Bill, Mr., Director, International Relations Section, Department of Industrial Relations.

KOHONA, Palitha, Mr., Counsellor, Permanent Mission, Geneva.

Employers' delegate

NOAKES, Bryan, Mr., Director-General, National Employers' Industrial Council, Confederation of Australian Industry; Substitute Member, Governing Body of the ILO.

Advisers

AMOS, Norm, Mr., Deputy General Manager, Australian Mines and Metals Association.

HARGRAVE, Jim, Mr., Industrial Officer, Printing and Allied Trades Employers' Federation of Australia.

SPICER, Ian, Mr., Executive Director, Victorian Employers' Federation.

WILLIAMS, Rodney, Mr., Industrial Analyst, National Mutual Funds Management; Representative of the Confederation of Australian Industry.

Workers' delegate

MANSFIELD, Bill, Mr., Assistant Secretary, Australian Council of Trade Unions.

Adviser and substitute delegate

MCLEOD, Michael, Mr., International Officer, Australian Council of Trade Unions.

Advisers

HOGAN, Ray, Mr., State Secretary, Federated Miscellaneous Workers' Union.

O'SHANE, Terry, Mr., Merchant Seaman, Seamen's Union of Australia.

REYNOLDS, Kevin, Mr., Secretary, Australian Building Construction Employees and Builders' Labourers Federation.

AUTRICHE AUSTRIA AUSTRIA

MINISTER ATTENDING THE CONFERENCE

GEPPERT, Walter, Mr., Federal Minister for Labour and Social Affairs.

Government delegates

MARTINEK, Oswin, Mr., Director-General, Head of the Social Policy and Labour Law Department, Federal Ministry for Labour and Social Affairs; Professor of Labour Law, Linz University.

MELAS, Heinz-Michael, Mr., Director, Federal Ministry for Labour and Social Affairs.

Advisers and substitute delegates

CESKA, Franz, Mr., Ambassador Extraordinary and Plenipotentiary; Permanent Representative, Geneva.

LANGHAMMER, Herbert, Mr., Director, Federal Ministry for Labour and Social Affairs.

Advisers

LIEBENWEIN, Erika, Mrs., Minister, Federal Ministry for Foreign Affairs.

POLZER, Herbert, Mr., Director, Federal Ministry for Labour and Social Affairs.

SCHULTHEIS, Gerfried, Mr., Director, Federal Ministry for Labour and Social Affairs; Secretary to the Minister.

STROHAL, Christian, Mr., Minister Counsellor, Permanent Mission, Geneva.

LENTSCH, Wolfgang, Mr., Senior Counsellor, Federal Ministry for Economic Affairs.

BAIER, Thomas Michael, Mr., Counsellor, Second Secretary, Permanent Mission, Geneva.

BUCHACHER, Ulrike, Ms., Federal Ministry for Labour and Social Affairs.

Employers' delegate

ARBESSER-RASTBURG, Max, Mr., Manager, Herz Armaturen AG; Substitute Member, Governing Body of the ILO.

Advisers and substitute delegates

MAYR, Martin, Mr., Head of Social Policy Division, Federal Chamber of Commerce.

KELLNER, Richard, Mr., Social Policy Division, Federal Chamber of Commerce.

BRAUNER, Heinrich, Mr., Chief of Social Insurance and Workers' Protection Division, Federation of Austrian Industrialists.

POSCH, Markus, Mr., Social Policy Division, Federation of Austrian Industrialists.

Workers' delegate

VERZETNITSCH, Friedrich, Mr., MP, President, Austrian Confederation of Trade Unions.

Advisers and substitute delegates

LEUTNER, Richard, Mr., Social Policy Division, Austrian Confederation of Trade Unions.

FRIEHS, Franz, Mr., Social Policy Division, Austrian Confederation of Trade Unions.

ENGELMAYER, Günther, Mr., Secretary, Austrian Confederation of Trade Unions.

Adviser

KLEIN, Christoph, Mr., Social Policy Department, Austrian Congress of Chambers of Labour.

BAHREIN BAHRAIN BAHREIN

MINISTER ATTENDING THE CONFERENCE

AL-KHALIFA, Shaikh Khalifa bin Sulman bin Mohamed, Mr., Minister of Labour and Social Affairs.

Government delegates

AL-MADANI, Abdulla Rashid, Mr., Under-Secretary, Ministry of Labour and Social Affairs.

KAMAL, Abdul Rahman Salman, Mr., Ambassador, Permanent Representative, Geneva.

Advisers and substitute delegates

AL-ZAYANI, Abdul Rahman Salman, Mr., Director, Labour Directorate, Ministry of Labour and Social Affairs.

AL-MUDAHKI, Abdul Aziz, Mr., Chief, Labour Inspection Section.

SHEIKO, Ghassan Adnan, Mr., First Secretary, Permanent Mission, Geneva.

SATER, Adel Yousif, Mr., First Secretary, Permanent Mission, Geneva.

HASHIM, Habid Maki, Mr., First Secretary, Permanent Mission, Geneva.

BU-HIJI, Abdul-Hakim Mohammed, Mr., Second Secretary, Permanent Mission, Geneva.

GHAZI, Ezzat Abdul-Nabi, Mr., Legal and Labour Adviser, Ministry of Labour and Social Affairs.

AL-DOSERI, Sabah Salem, Mr., Secretary for Co-ordination and Follow-up, Ministry of Labour and Social Affairs.

Employers' delegate

ZAIN AL-ABIDEEN, Hassan, Mr., First Vice-President, Bahrain Chamber of Commerce and Industry.

Workers' delegate

ABDULLA, Abdul Ghaffar, Mr., General Committee of Bahrain Workers.

Adviser

SAAD, Saad Sultan, Mr., General Committee of Bahrain Workers.

BANGLADESH

MINISTER ATTENDING THE CONFERENCE

HOSSAIN, Shah Moazzem, Mr., Deputy Prime Minister in charge of the Ministry of Labour and Manpower.

Government delegates

UR-RASHID, Harun, Mr., Ambassador, Permanent Representative, Geneva.

ALI, Ashraf M., Mr., Deputy Chief, Ministry of Labour and Manpower.

Advisers and substitute delegates

HOSSAIN, Motahar M., Mr., Counsellor, Permanent Mission, Geneva.

FIRDAUS, Nasim, Ms., First Secretary, Permanent Mission, Geneva.

ZAMIR, Muhammad, Mr., Director, Ministry of Foreign Affairs, Dhaka.

Employers' delegate

HYDER, C.K., Mr., Secretary, Bangladesh Employers' Association.

Workers' delegate

KHAN, M. Delwar Hossain, Mr., MP, Secretary General, Jatiya Sramik Party.

BARBADE BARBADOS BARBADOS

Government delegates

SIMMONS, N. Keith, Mr., MP, Minister of Employment, Labour Relations and Community Development.

CODRINGTON, Mitchell, Mr., Chief Labour Officer.

Employers' delegate

WILLIAMS, James, Mr., Executive Director, Barbados Employers' Confederation; Deputy Member, Governing Body of the ILO.

Workers' delegate

WALCOTT, Frank L., Sir, Senator; General Secretary, Barbados Workers' Union; Deputy Member, Governing Body of the ILO.

BELGIQUE BELGIUM BELGICA

MINISTRE ASSISTANT A LA CONFERENCE

VAN DEN BRANDE, Luc, M., ministre de l'Emploi et du Travail.

Accompagné de JUSTAERT, Marc, M., chef de cabinet du ministre de l'Emploi et du Travail.

EGELMEERS, Isidore, M., sénateur; président de la Commission des affaires sociales du Sénat.

OLIVIER, Marc, M., député; président de la Commission des affaires sociales de la Chambre.

VERSCHUEREN, Albert, M., directeur général honoraire de la Fédération des entreprises de Belgique.

Délégués gouvernementaux

CALIFICE, Alfred, M., ministre d'Etat; ancien ministre.

SOENEN, Julien, M., directeur d'administration; chef du Service des relations internationales, ministère de l'Emploi et du Travail.

Conseiller technique et délégué suppléant

SEGESSER de BRUNEGG, Henri Douchamps, M., ambassadeur; représentant permanent à Genève.

Conseillers techniques

STRUYE de SWIELANDE, Dominique, M., représentant permanent adjoint à Genève.

WILLEMARCK, L., M., conseiller à la mission permanente à Genève.

DUPRIEZ, Fernand, M., directeur général de l'Administration de la réglementation et des relations du travail, ministère de l'Emploi et du Travail.

VERLINDEN, Alfons, M., directeur général de l'Administration de l'emploi, ministère de l'Emploi et du Travail.

HUBLET, Paul, M., directeur général de l'Administration de l'hygiène et de la médecine du travail, ministère de l'Emploi et du Travail.

WALGRAVE, Jo, Mme, conciliateur social adjoint au Service des relations collectives du travail, ministère de l'Emploi et du Travail.

CLOESEN, Joseph, M., conseiller adjoint à la section BIT du Service des relations internationales, ministère de l'Emploi et du Travail.

DE GOLS, Michel, M., conseiller adjoint à l'Administration de la réglementation et des relations du travail, ministère de l'Emploi et du Travail.

GENTILE, J., Mme, attaché à la représentation permanente à Genève.

JACQUET, Fredy, M., délégué de la Communauté française de Belgique auprès des organisations internationales à Genève.

LAME, Pierre de, M., membre du cabinet du ministre de l'Emploi et du Travail.

WINDEY, Paul, M., attaché au cabinet du ministre de l'Emploi et du Travail.

TEGENBOS, Guy, M., journaliste.

Délégué des employeurs

ARETS, Paul, M., directeur honoraire de la Fédération des entreprises de Belgique (FEB); membre suppléant du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

VAN HOLM, Jan, M., directeur du Service des relations et conditions de travail de la Fédération des entreprises de Belgique.

Conseillers techniques

STORM, Marie-Louise, Mme, conseiller au Département social de FABRIMETAL.

BORMANS, Jos, M., directeur du Département des questions écologiques et techniques de la Fédération des industries chimiques de Belgique.

SERNA, Jean de la, M., conseiller honoraire de la Fédération des entreprises de Belgique.

MINNE, Willy, M., directeur du Service des questions sociales de la Fédération de l'industrie agricole et alimentaire de Belgique.

JANSSENS de BISTHOVEN, Albert, M., directeur du Département des questions sociales de la Fédération des industries chimiques de Belgique.

Délégué des travailleurs

VANDEN BROUCKE, A., M., président de la Fédération générale du travail de Belgique (FGTB).

Conseiller technique et délégué suppléant

PEIRENS, Willy, M., président de la Confédération des syndicats chrétiens (CSC).

Conseillers techniques

WALDACK, Willy, M., président national de la Centrale générale des syndicats libéraux de Belgique.

HOUTHUYS, Jef, M., ancien président de la CSC.

DE VITS, Mia, Mme, secrétaire nationale de la FGTB.

GAYETOT, Jean, M., secrétaire national de la FGTB.

SOMMEREYNS, Jean, M., secrétaire général de la Centrale chrétienne des mines, de l'énergie, de la chimie et du cuir.

POTTIE, Frans, M., conseiller général à la Centrale générale des syndicats libéraux de Belgique.

JANSSENS, François, M., président du Syndicat des employés, techniciens et cadres de la Fédération générale du travail de Belgique.

BELIZE BELIZE BELICE

Government delegates

GOLDSON, Phillip S.W., Mr., Minister of Labour and Social Services.

BENNETT, Edney, Mr., Senior Labour Officer.

Adviser

FAIRWEATHER, Carlton, Mr.

Employers' delegate

BALDERAMOS, Leopold, Mr., Chamber of Commerce.

Workers' delegate

PITTS, Cynthia, Miss, Trade Union Congress.

BENIN

Délégués gouvernementaux

ZINSOU, Paul Irenée, M., ministre du Travail et des Affaires sociales.

ZANOU, Pierre, M., directeur du travail; représentant gouvernemental suppléant au Conseil d'administration du BIT.

Conseiller technique

BIO OBEGUI, Julien, M.

Délégué des travailleurs

BABALOLA d'ALMEIDA, Richard, M., représentant de l'Union nationale des syndicats des travailleurs du Bénin (UNSTB).

**RSS DE BIELORUSSIE
BYELORUSSIAN SSR
RSS DE BIELORRUSIA**

Government delegates

FOMICHI, A.M., Mr., Chairman, State Committee for Labour and Social Affairs of the Byelorussian SSR.

KULICHKOV, A.N., Mr., Vice-President, Executive Committee of the Mogilev District Council Representatives.

Adviser and substitute delegate

PESHKOV, Vassili Ivanovich, Mr., Permanent Representative, Geneva.

Advisers

SHILOVICH, Sergei N., Mr., First Secretary, Department of International Economic Organisations, Ministry of Foreign Affairs.

SYCHEV, Alexander, Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

ALEENCHUK, V.P., Mr., Director, "Belemaalposuda" production combine, Gomel.

Workers' delegate

BULGAK, V.A., Mr., Secretary, Byelorussian Council of Trade Unions.

Adviser

PODOLINSKY, O.V., Mr., Head of Department, Byelorussian Council of Trade Unions.

BIRMANIE BURMA BIRMANIA

Government delegates

THANT AUNG, U, Permanent Representative, Geneva.

THEIN SAN,, U, Deputy Director-General, Department of Labour.

Advisers

THAN MYA,, U, Deputy Permanent Representative, Permanent Mission, Geneva.

TUN THEIN,, U, First Secretary, Permanent Mission, Geneva.

WIN SEIN,, U, Deputy Director, Department of Labour.

WIN KYAW,, U, Second Secretary, Permanent Mission, Geneva.

SUAN HAU DO,, U, Third Secretary, Permanent Mission, Geneva.

Employers' delegate

THWIN OHN,, U, General Manager, Meiktila Textile Mill, Myanma Textile Industries.

Workers' delegate

SINT THAN,, U, Chemist Superintendent, Refinery No. 1, Syriam.

BOLIVIE BOLIVIA BOLIVIA

Delegados gubernamentales

PEÑA RUEDA, Luis Alfonso, Sr., Ministro de Trabajo y Desarrollo Laboral.

ESPAÑA-SMITH, Raúl, Sr., Embajador; representante permanente en Ginebra.

Consejeros técnicos y delegados suplentes

LOAIZA MARIACA, Armando, Sr., ministro consejero de la misión permanente en Ginebra.

ZALLES DENEGRI, Miguel, Sr., consejero de la misión permanente en Ginebra.

Consejero técnico

TABOGA BARRERA, Luis, Sr., Director de Relaciones Internacionales del Ministerio del Trabajo y Desarrollo Laboral.

Delegado de los empleadores

CALVO GALINDO, Carlos, Sr., presidente de la Confederación de Empresarios privados de Bolivia.

Delegado de los trabajadores

REYES, Simón, Sr., secretario ejecutivo de la Central Obrera Boliviana (COB).

Consejero técnico y delegado suplente

PEREZ, Justo, Sr.,

Consejero técnico

DIEZ, Jesús, Sr.

BOTSWANA

MINISTER ATTENDING THE CONFERENCE

KGABO, E.M.K., Mr., Minister of Labour and Home Affairs.

Government delegates

VENSON, Pelonomi, Miss, Permanent Secretary.

MOTSHIDISI, K., Mr., Acting Deputy Permanent Secretary.

Adviser and substitute delegate

LEBANG, Thembo, Mr., Acting Commissioner of Labour.

Advisers

MOOKI, Ezekiel N., Mr., Principal Labour Officer.

THEKISO, Ezekiel Raisaka, Mr., Chief Inspector of Factories.

SENTLE, Bergsman K., Mr., Under Secretary, Ministry of Local Government and Lands.

Employers' delegate

DAMBE, C.S., Mr., Executive Member, BOCCIM.

Workers' delegate

SALESHANDO, Ditiro Motlalepula, Mr., Executive Member, BFTU.

BRESIL BRAZIL BRASIL

MINISTRE ASSISTANT A LA CONFERENCE

WERNECK, Dorothea Fonseca Furquim, Mme, ministre d'Etat du Travail.

Accompagnée de RICUPERO, Rubens, M., ambassadeur; représentant permanent à Genève.

Délégés gouvernementaux

BANDEIRA, Leda Marlene, Mme, consultante juridique au ministère du Travail.

CORDEIRO, Maria Amélia Sasaki, Mme, secrétaire de l'emploi et du salaire au ministre du Travail.

Conseillers techniques et délégués suppléants

MARTINS, Gilberto F., M., ministre-conseiller à la mission permanente à Genève.

HERMANNY, Eduardo, M., conseiller, chef de la Division des organisations internationales spécialisées au ministère des Relations extérieures.

Conseillers techniques

PECLY MOREIRA, Valter, M., conseiller à la mission permanente à Genève.

OLIVEIRA, Iris Pedro de, M., président de la "Fundação Nacional do Índio" (FUNAI).

LOTT, Paulo Emilio Coelho, M., du ministère du Travail, Etat de Minas Gerais.

SAAD, Irene Ferreira de Souza Duarte, Mme, FUNDACENTRO.

CASTRO MELO, Naiara Cabeleira de Araújo Monteiro de, Mme, assistante juridique au ministère du Travail.

GOMES, José Claudio de Magalães, M., inspecteur du travail, bureau du ministère du Travail, Etat de Rio Grande do Sul.

GOMES PIRAS, José Antonio, M., premier secrétaire d'ambassade à la mission permanente à Genève.

DEMARQUET, Sonia de Almeida, Mme, "Fundação Nacional do Índio" (FUNAI).

MEYER, Frederico S. Duque Estrada, M., premier secrétaire d'ambassade à la mission permanente à Genève.

*Représentants des pouvoirs législatif et judiciaire
accompagnant la délégation*

LIMA, Mario Soares, M., député.

COSTA, Orlando Teixeira da, M., ministre, Tribunal supérieur du travail.

PRIETO, Arnaldo, M., député fédéral.

Délégué des employeurs

MEIRELLES, Fábio de Salles, M., Confédération nationale de l'agriculture.

Conseillers techniques

MARTINS, Victor d'Araújo, M., Confédération nationale du commerce.

AMARAL, Mozart, M., Confédération nationale du commerce.

LIMA, André Luiz Carvalho, M., Confédération nationale de l'agriculture.

RONDON LINHARES, Lúcia Maria, Mme, Confédération nationale de l'industrie.

D'ALMEIDA, Fernando Costa, M., Confédération nationale de l'industrie.

CHRISTOFIS, George, M., Confédération nationale du commerce.

RODRIGUES, Renato de Oliveira, M., Confédération nationale du commerce.

FETT, Milton, M., Confédération nationale de l'industrie.

Délégué des travailleurs

SILVA, Waldemar Guimaraes da, M., Confédération nationale des travailleurs dans les établissements d'éducation et culture.

Conseillers techniques

SILVA, José Trajano da, M., Confédération nationale des travailleurs des transports maritimes, fluviaux et aériens.

GOMES, Omar José, M., Confédération nationale des travailleurs des transports terrestres.

SANTOS, Aristóteles dos, M., "Central Unica dos Trabalhadores".

BARGAS, Osvaldo Martins, M., "Central Unica dos Trabalhadores".

SILVA, Jorge Miles da, M., Union des nations indiennes.

GALLO, Luiz Eduardo Gauterio, M., Confédération nationale des professions libérales.

CORTIZO, Antonio Maria Thaumaturgo, M., Confédération nationale des travailleurs des communications et de la publicité; membre suppléant du Conseil d'administration du BIT.

CARVALHO, José Augusto de, M., Confédération nationale des professions libérales.

*Personnes désignées en conformité avec l'article 2,
alinéa 3 i), du Règlement de la Conférence*

SIQUEIRA, Wagner Huckleberry, M.

OLIVEIRA, Olintho Candido de, M.

COUTINHO, Murilo Antonio de Freitas, M.

HATORI, Kiyti, M.

MORITZ, Joao Eduardo, M.

BULGARIE BULGARIA BULGARIA

Délégués gouvernementaux

NATCHEV, Georgy, M., chef de l'Inspection d'Etat du travail.

KOLAROV, Mihail, M., ministre plénipotentiaire à la mission permanente à Genève.

Conseillers techniques

PASKALEV, Hristo, M., premier secrétaire et chef de division au Département des relations économiques internationales du ministère des Affaires étrangères.

ANDREEV, Konstantin, M., deuxième secrétaire à la mission permanente à Genève.

ZLATANOV, Zlatan, M., expert en chef à l'Inspection d'Etat du travail.

KANTCHEV, Kantcho, M., expert à l'Inspection d'Etat du travail.

Délégué des employeurs

BOZHINOV, Bozhidar, M., vice-président de la Chambre de commerce et d'industrie de Bulgarie; membre du Conseil des dirigeants des entreprises et des organisations socialistes.

Conseiller technique

SIMEONOV, Tzvetan, M., secrétaire du Conseil des dirigeants des entreprises et des organisations socialistes; expert juridique auprès de la Chambre économique et industrielle du commerce.

Délégué des travailleurs

ANDREEV, Kosta, M., secrétaire du Conseil central des syndicats bulgares.

Conseiller technique

MARKOVA, Plamenka, Mme, assistante auprès du Conseil central des syndicats bulgares.

BURKINA FASO

Délégués gouvernementaux

SAMPEBOGO, Salif, M., ministre du Travail, de la Sécurité sociale et de la Fonction publique.

DIALLO, Hama, M., directeur des relations du travail.

Conseiller technique et délégué suppléant

NIKIEMA, Delphine, Mme, directrice de la sécurité sociale.

Délégué des employeurs

OUEDRAOGO, Pascal, M., président de l'Association des hôteliers, restaurateurs et gérants de bars; Conseil national du patronat burkinabé.

Délégué des travailleurs

SAGNON, Tole, M., secrétaire général de la Confédération général du travail du BURKINA.

BURUNDI

MINISTRE ASSISTANT A LA CONFERENCE

KARIKURUBU, Charles, M., ministre du Travail et de la Formation professionnelle.

Délégués gouvernementaux

NZISABIRA, Gaspard, M., conseiller technique au cabinet; représentant gouvernemental au Conseil d'administration du BIT.

KABAHIZI, Jean, M., directeur du Bureau d'études au ministère du Travail et de la Formation professionnelle.

Conseillers techniques

NKENGURUTSE, Augustin, M., directeur général au ministère de la Fonction publique.

NTAMATUNGIRO, Edouard, M., directeur général au ministère des Affaires sociales.

KAMWENUBUSA, Théodore, M., actuaire de l'Institut national de sécurité sociale au ministère des Affaires sociales.

MUYOVU, Grégoire, M., chargé d'affaires a.i. à Genève; représentant gouvernemental suppléant au Conseil d'administration du BIT.

Délégué des employeurs

MUYUMBU, André, M., co-président de l'Association des employeurs du Burundi (AEB); membre suppléant du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

KIRAHUZI, Aloys, M., vice-président de l'AEB.

Délégué des travailleurs

NIYIREMA, Sylvestre, M., membre du comité confédéral de l'Union des travailleurs du Burundi (UTB).

CAMEROUN CAMEROON CAMERUN

MINISTRE ASSISTANT A LA CONFERENCE

BOKAM, Jean Baptiste, M., ministre du Travail et de la Prévoyance sociale.

Délégués gouvernementaux

NGOUBEYOU, François-Xavier, M., ambassadeur; représentant permanent à Genève.

NYANGANG née NGOLODO, Claire, Mme, directeur du travail au ministère du Travail et de la Prévoyance sociale.

Conseiller technique

EYAMBE, William, M., deuxième conseiller à la mission permanente à Genève.

Délégué des employeurs

NGAHA, Moïse, M., directeur du personnel de la SIC-CA-CAOS.

Délégué des travailleurs

FOUDA SIMA, Dominique, M., président du bureau exécutif de l'Organisation syndicale des travailleurs du Cameroun (OSTC).

CANADA

MINISTRE ASSISTANT A LA CONFERENCE MINISTER ATTENDING THE CONFERENCE

JAMES, Kenneth A., Mr., Parliamentary Secretary to the Minister of Labour; Member for Sarnia-Lambton.

Accompagné par/Accompanied by McQUEEN, Jennifer R., Miss, Deputy Minister of Labour of Canada.

TRAVERSY, Greg, Mr., Assistant Deputy Minister, Policy, Department of Labour of Canada.

BASTIEN, François, M., conseiller principal du ministre du Travail du Canada.

MINISTRES PROVINCIAUX ASSISTANT A LA CONFERENCE PROVINCIAL MINISTERS ATTENDING THE CONFERENCE

McKEE, Michael G., Mr., Minister of Labour of New Brunswick.

SCHMIDT, Grant, Mr., Minister of Labour of Saskatchewan.

Accompanied by SCHELL, Len, Mr., Chief of Staff to the Minister of Labour of Saskatchewan.

Délégués gouvernementaux Government delegates

CARON, Lucille, Mme, directrice exécutive du Bureau des affaires internationales au ministère du Travail du Canada; représentante gouvernementale au Conseil d'administration du BIT.

DIAMANT, Robert, M., sous-ministre du Travail du Québec.

Conseillers techniques et délégués suppléants Advisers and substitute delegates

MARCHAND, Montigny de, M., ambassadeur; représentant permanent à Genève.

HAMMOND, Thomas C., Mr., Deputy Permanent Representative, Geneva.

LAWRENCE, Robert, Mr., Counsellor, Permanent Mission, Geneva.

Conseillers techniques Advisers

BLANCHARD, Gerry J., Mr., Director, Atlantic Region, Department of Labour of Canada.

BLEASDALE, Tom, Mr., Assistant Deputy Minister, Ministry of Labour, Environment Workplace Safety and Health of Manitoba.

BROWNSTEIN, Morley, Dr., Chief, WHMIS Division, Product Safety Branch, Department of Consumer and Corporate Affairs.

CARON, Fred, Mr., General Counsel, Federal-Provincial Relations Office.

CONNELL, Brian, Mr., Assistant Deputy Minister, Technical and Inspection Services Branch, Ministry of Labour of New Brunswick.

HYNES, Ross, Mr., First Secretary and Consul, Permanent Mission, Geneva.

LANGDON, Robert K., Mr., Assistant Deputy Minister, Occupational Health and Safety, Department of Labour of Newfoundland and Labrador.

McLELLAN, Jim W., Mr., Director General, Occupational Safety and Health, Department of Labour of Canada.

TROTTIER, James R., Mr., Officer, Human Rights and Social Affairs Division, Department of External Affairs.

WHITAKER, Marilyn, Ms., Director, Constitution, Policy and Implementation Branch, Department of Indian and Northern Affairs.

**DEPUTES ASSISTANT A LA CONFERENCE
MEMBERS OF PARLIAMENT ATTENDING THE
CONFERENCE**

FISHER, Ron, Mr., Member for Saskatoon-Dundurn.

SCHNEIDER, Larry, Mr., Member for Regina-Wascana.

NAULT, Robert, Mr., Member for Kenora-Rainy River.

**REPRESENTANTS DE GOUVERNEMENTS PROVINCIAUX
ACCOMPAGNANT LA DELEGATION
PROVINCIAL REPRESENTATIVES ACCOMPANYING THE
DELEGATION**

MENARD, Jean D., M., conseiller à la Direction des organisations internationales du ministère du Travail du Québec.

ROBERGE, Jacques, M., directeur de la Direction des affaires extraministérielles au ministère du Travail du Québec.

**Délégué des employeurs
Employers' delegate**

RICHAN, Keith F., Mr., President, Richan and Associates.

**Conseiller technique et délégué suppléant
Adviser and substitute delegate**

WATSON, William R., Mr., Partner, Stitt, Baker and McKenzie, Barristers and Solicitors.

**Conseillers techniques
Advisers**

BARKER, Vic, Mr., President, Occugiene Inc.

BRUCHET, Douglas, Mr., Manager, Environmental and Socio-Economic Development, Canadian Petroleum Association.

COWELL, Fred J., Mr., Vice-President, Employee and Industrial Relations, Bank of Montreal.

McVEIGH, Chuck, Mr., President, Construction Labour Relations Association of British Columbia.

MASTROMATTEO, Ernest, Dr., Program Director, Environmental Health and Safety, Organization Resources Counsellors (ORC) Inc. Canada Ltd.

NEFF, Bill, Mr., Vice-President, Technical Affairs, Canadian Chemical Producers' Association.

**Délégué des travailleurs
Workers' delegate**

MERCIER, Richard, M., secrétaire-trésorier du Congrès du travail du Canada; membre du Conseil d'administration du BIT.

**Conseiller technique et délégué suppléant
Adviser and substitute delegate**

JACKSON, Rick W., Mr., Director, International Affairs Department, Canadian Labour Congress.

**Conseillers techniques
Advisers**

CARR, Shirley G.E., Mrs., President, Canadian Labour Congress.

HURTUBISE, Jean, M., représentant international, Fraternité internationale des ouvriers en électricité.

LAMONTAGNE, Céline, Mme, vice-présidente, Confédération des syndicats nationaux.

SAYERS, Judy, Ms., Representative of the Canadian Indigenous People's Working Group.

SCHIRA, Angela, Ms., Vice-President, British Columbia Federation of Labour.

TRUDEL, Serge, M., permanent, Service de santé et sécurité du travail, Fédération des travailleurs du Québec.

ADAM, Guy, M., coordonnateur national du Congrès du travail du Canada.

CAP-VERT CAPE VERDE CABO VERDE

MINISTRE ASSISTANT A LA CONFERENCE

BRITO GOMES, Ireneu Fileto, M., ministre de la Santé, du Travail et des Affaires sociales.

Délégués gouvernementaux

SOARES DE BRITO, José Maria, M., directeur général du travail et de l'emploi.

DA CRUZ MONTEIRO, Francisco, M., président de l'Institut de la formation professionnelle extra-scolaire.

Délégué des travailleurs

ASCENSAO SILVA, Júlio, M., secrétaire général de l'Union nationale des travailleurs de Cap-Vert - Centrale syndicale (UNTC-CS).

Conseiller technique

LOPES, Carlos, M., membre du secrétariat exécutif de l'UNTC-CS.

**REPUBLIQUE CENTRAFRICAINE
CENTRAL AFRICAN REPUBLIC
REPUBLICA CENTROAFRICANA**

MINISTRE ASSISTANT A LA CONFERENCE

SEHOULIA, Daniel, M., ministre de la Fonction publique, du Travail, de la Sécurité sociale et de la Formation professionnelle.

Délégués gouvernementaux

SEGAN, Gaston, M., chargé de mission en matière de travail.

AZIBOLO, Gaston, M., directeur général du travail, de l'emploi et de la formation professionnelle.

Conseiller technique

CONJUGO BATHOMAS, Claude, Dr, médecin-inspecteur du travail.

Délégué des employeurs

BLONDIAUX, Rock, M., président de la Fédération nationale du patronat centrafricain.

Délégué des travailleurs

KANGABET, Etienne, M., membre du Syndicat des postes et des télécommunications.

CHILI CHILE CHILE

MINISTRO ASISTENTE A LA CONFERENCIA

ARTHUR ERRAZURIZ, Guillermo, Sr., Ministro del Trabajo y Previsión Social.

Delegados gubernamentales

LAZO RODRIGUEZ, Juan Jorge, Sr., subsecretario del trabajo.

ESCOBAR CERDA, Luis, Sr., Embajador; representante permanente en Ginebra.

Consejeros técnicos y delegados suplentes

LAGOS ERAZO, Jaime, Sr., ministro consejero; director de Política Bilateral, Ministerio de Relaciones Exteriores.

LYNAM NARVAEZ, Carmen, Sra., consejero de la misión permanente en Ginebra.

CRUZ PACHECO, Francisco, Sr., consejero de la misión permanente en Ginebra.

Consejeros técnicos

ACUÑA PIMENTEL, Jaime, Sr., consejero de la misión permanente en Ginebra.

ARAVENA ASTUDILLO, Duhamel, Sr., encargado de la Oficina de Relaciones Laborales Internacionales, Ministerio del Trabajo y Previsión Social.

BABUL AYUB, Ricardo, Sr., primer secretario de la misión permanente en Ginebra.

ROMERO MUÑOZ, Pablo, Sr., primer secretario de la misión permanente en Ginebra.

MATUS BAEZA, Mario, Sr., tercer secretario de la misión permanente en Ginebra.

CORREA UNDURRAGA, Jaime, Sr., abogado; jefe del Departamento Jurídico del Banco del Estado.

Delegado de los empleadores

VALDES SAENZ, Cristóbal, Sr., abogado, designado por la Asociación de Bancos e Instituciones Financieras de Chile y Confederación de la Producción y Comercio.

Consejero técnico y delegado suplente

PRIETO CONCHA, Humberto, Sr., abogado, designado por la Cámara Nacional de Comercio y Confederación de la Producción y del Comercio.

Consejero técnico

UNDURRAGA UNDURRAGA, Eduardo, Sr., designado de acuerdo con la Asociación Chilena de Seguridad y la Confederación de la Producción y del Comercio.

Delegado de los trabajadores

MEDINA GALVEZ, Guillermo, Sr., Sindicato de Trabajadores del Cobre No. 7, División "El Teniente", de CODELCO-CHILE.

Consejero técnico y delegado suplente

PEREZ NAVARRO, Lamberto, Sr., presidente del Sindicato de Trabajadores del Banco del Estado.

Consejeros técnicos

ESTIVALES SANCHEZ, Hugo, Sr., Sindicato de Trabajadores No. 2, División Andina, CODELCO-CHILE.

SEGOVIA PULGAR, Andrés, Sr., Sindicato de Trabajadores No.1, de la Empresa Nacional de Minería, Complejo Pampote.

QUERALTO CORNEJO, Luis, Sr., Sindicato de Trabajadores No. 2 de la Compañía Alcatel Standard Electric.

CONTRERAS LOYOLA, Manuel, Sr., Confederación General de Trabajadores Metalúrgicos, Mineros, Industria y Comercio del Sector Privado y Afines de Chile (CGT).

TORO CASTRO, Walter, Sr., Confederación Nacional de Trabajadores "Solidaridad".

ROJAS ALFARO, Luis, Sr., Federación Nacional de Trabajadores del Salitre.

DOMINGUEZ MENDOZA, José M., Sr., Sindicato de los Trabajadores ENACAR-LOTA.

CHINE CHINA CHINA

Government delegates

LI, Boyong, Mr., Vice-Minister of Labour; Government Representative, Governing Body of the ILO.

QIAN, Jiadong, Mr., Ambassador; Permanent Representative, Geneva.

Advisers and substitute delegates

ZHANG, Wei, Mr., Deputy Director, Foreign Affairs Department, Ministry of Labour.

YAO, Ying, Mr., Branch Chief, Foreign Affairs Department, Ministry of Labour.

Advisers

TAN, Yungi, Mr., Deputy-Director, Policy and Regulation Department, Ministry of Labour.

ZHENG, Yun, Mrs., Councillor, Department of International Organisations and Conferences, Ministry of Foreign Affairs.

GONG, Fawen, Mr., Branch Chief, Occupational Safety and Health Bureau, Ministry of Labour.

LING, Maizhu, Mr., Branch Chief, Foreign Affairs Department, Ministry of Labour.

LIU, Jinchang, Mr., Branch Chief, Bureau of Foreign Affairs, Ministry of Labour.

LI, Dachun, Mr., Deputy Branch Chief, Department of External Affairs, Ministry of Finance.

CHEN, Jingjing, Mr., Deputy Branch Chief, General Planning Department, Ministry of Labour.

WANG, Jiyuan, Mr., Second Secretary, Permanent Mission, Geneva.

ZHANG, Gengchen, Mr., Official, Bureau of Foreign Affairs, Ministry of Labour.

WANG, Yan, Mrs., Official, Bureau of Foreign Affairs, Ministry of Labour.

XIAO, Ping, Mrs., Occupational Safety and Health Bureau, Ministry of Labour.

Employers' delegate

SHA, Ye, Mr., Vice-President, China Enterprise Management Association (CEMA).

Adviser and substitute delegate

PAN, Chenglie, Mr., Deputy Secretary-General, CEMA.

Advisers

SONG, Xiaowu, Mr., Executive Director, International Labour Department, CEMA.

ZHA, Liyou, Mr., Interpreter, China Enterprise Directors (Managers) Association (CEDA).

ZHOU, Jiajun, Mr., Vice-President, CEDA.

Workers' delegate

WANG, Houde, Mr., Vice-Chairman, All-China Federation of Trade Unions (ACFTU).

Adviser and substitute delegate

FANG, Jiade, Mr., Secretary, Secretariat of ACFTU; Deputy Member, Governing Body of the ILO.

Advisers

FU, Xushan, Mr., Branch Chief, International Department, ACFTU.

XU, Xiaoqian, Mr., Deputy Branch Chief, International Department, ACFTU.

LIANG, Renyuan, Mr., Deputy Branch Chief, International Department, ACFTU.

LIU, Naili, Mrs., Deputy Branch Chief, International Department, ACFTU.

CHYPRE CYPRUS CHIPRE

MINISTER ATTENDING THE CONFERENCE

CHRISTOFIDES, Takis, Mr., Minister of Labour and Social Insurance.

Government delegates

CHRISTODOULOU, Christodoulos, Mr., Director-General, Ministry of Labour and Social Insurance.

CALLIMACHOS, Achilleas, Mr., Director, Department of Labour, Ministry of Labour and Social Insurance.

Advisers

MARKIDES, Vantias, Mr., Ambassador, Permanent Representative, Geneva.

ZODIATIS, George, Mr., Secretary, Permanent Mission, Geneva.

SIDERAS, George, Mr., Industrial Hygienist, Department of Labour, Ministry of Labour and Social Insurance.

Employers' delegate

PIERIDES, Antonis, Mr., Director-General, Cyprus Employers' and Industrialists' Federation (CEIF); Substitute Member, Governing Body of the ILO.

Adviser and substitute delegate

LANITIS, Andreas, Mr., Industrial Relations Officer, Cyprus Employers' and Industrialists' Federation.

Advisers

KYTHREOTIS, Christos, Mr., Head, Industrial Relations and Labour Legislation Department, Cyprus Employers' and Industrialists' Federation.

PILICOS, Michael, Mr., Industrial Relations Officer, Cyprus Employers' and Industrialists' Federation.

EPIPHANIOU, Fanos, Mr., Vice-President, Cyprus Chamber of Commerce and Industry.

MICHAEL, Emiliios, Mr., Officer, Department of Economic Studies and Industry, Cyprus Chamber of Commerce and Industry.

Workers' delegate

DINGLIS, Pavlos, Mr., General Secretary, Pancyprrian Federation of Labour (PEO).

Adviser and substitute delegate

VANEZOS, Christos, Mr., Secretary, PEO.

Advisers

IOANNOU, Michalakakis, Mr., General Secretary, Cyprus Workers' Confederation (SEK).

PRENTZAS, Renos, Mr., General Secretary, Democratic Labour Federation of Cyprus (DEOK).

COLOMBIE COLOMBIA COLOMBIA

Delegados gubernamentales

FORERO de SAADE, María Teresa, Sra., Ministra de Trabajo y Seguridad Social.

RIVAS POSADA, Rafael, Sr., Embajador; representante permanente en Ginebra.

Consejeros técnicos

RIOS MUÑOZ, José Noé, Sr., jefe del Departamento Administrativo Intendencias y Comisarías.

URIBE VELEZ, Alvaro, Sr., presidente de la Comisión VII del Senado.

ARELLANO, Laureano Alberto, Sr., miembro de la Comisión VII del Senado.

EMILIANI ROMAN, Raimundo, Sr., Senador, miembro de la Comisión VII del Senado.

SUAREZ BURGOS, Hernando, Sr., presidente de la Comisión VII de la Cámara de Representantes.

BOLIVAR MUÑOZ, Jorge, Sr., vicepresidente de la Comisión VII del Senado.

MAURY PERTUZ, Rubén, Sr., miembro de la Comisión VII de la Cámara de Representantes.

PATÍÑO, Luz Amparo, Sra., miembro de la Comisión VII de la Cámara de Representantes.

DUQUE, Kyla de, Sra., consejero de la misión permanente en Ginebra.

LUNA, Luis Alberto, Sr., primer secretario de la misión permanente en Ginebra.

VON HILDEBRAND, Martín, Sr., jefe de Asuntos Indígenas del Ministerio de Gobierno.

CORREDOR NUNEZ, José, Sr.

BENIGNO PERILLA, José, Sr.

ESTRADA, Armando, Sr.

PALACIOS, Marta, Sra.

ESTRADA, Mauricio, Sr.

Acompaña a la delegación

CARRIZOSA, Melquiades, Sr.

Delegado de los empleadores

LOPEZ GUERRA, Guillermo, Sr., miembro del Comité de Laboralistas de la ANDI.

Consejeros técnicos y delegados suplentes

URIBE CORREA, Leonardo, Sr., secretario general del Banco Industrial Colombiano; miembro de la ANDI.

PINTO SAAVEDRA, Juan Alfredo, Sr., présidente de la ACOPI.

SALAZAR GIRALDO, Rodrigo, Sr., abogado laboralista; director ejecutivo de la ACOPI.

FAJARDO, Ernesto, Sr., jefe de relaciones industriales, Compañía Esso Colombiana.

DEL VALLE, Clemente, Sr., gerente de relaciones industriales de la empresa Icollantas.

Delegado de los trabajadores

CARRILLO ROJAS, Jorge, Sr., presidente de la Central Unitaria de Trabajadores (CUT).

Consejeros técnicos y delegados suplentes

PEDRAZA, Luis Alejandro, Sr., secretario de la CUT.

ALVIZ FERNANDEZ, Apécides, Sr., presidente de la Confederación de Trabajadores de Colombia (CTC).

GOMEZ ESGUERRA, Julio Roberto, Sr., presidente de la Confederación General del Trabajo (CGT).

VALDERRAMA, Mario de J., Sr., presidente de la CTDC.

ARMEL ARENAS, Ariel, Sr., presidente de la Confederación Colombiana de Consumidores (CCC).

COMORES COMOROS COMORAS

Délégués gouvernementaux

BACAR, Benali, M., ministre de la Justice, de la Fonction publique, de l'Emploi et de la Formation professionnelle.

MOUNIRA, Bourhane, Mme, directrice du Travail.

Délégué des employeurs

MOUMINI, Mohamed, M., président de la Chambre de commerce.

Délégué des travailleurs

ACHIRAFI, Nadhoir, M., directeur de la Caisse nationale de prévoyance.

CONGO

Délégués gouvernementaux

KIMBEMBE, Dieudonné, M., garde des Sceaux, ministre du Travail, de la Sécurité sociale et de la Justice.

KAYA, Grégoire Rufin, M., conseiller au travail, à l'emploi et à la formation professionnelle au ministère du Travail.

Conseillers techniques

SENGOMONA, Justin, M., directeur des études et de la planification au ministère du Travail.

NZAMBI, Godefroid, M., directeur des études et de la planification à l'Office national de l'emploi et de la main-d'œuvre.

NSEMI, Pauk, M., directeur administratif et financier à l'Office national de l'emploi et de la main-d'œuvre.

MABOUNDOU, Raphaël, M., fonctionnaire du ministère des Affaires étrangères et de la coopération.

Délégué des employeurs

LERGES, François, M.

Délégué des travailleurs

ONDONDA, Alphonse, M., membre du comité central; secrétaire permanent de la Confédération syndicale congolaise (CSC) chargé des relations extérieures.

Conseiller technique

LECKOMBA, Jean Eugène, M.

COSTA RICA

Delegados gubernamentales

TREJOS FLORES, Raúl, Sr., Embajador; representante permanente en Ginebra.

RHENAN SEGURA, Jorge, Sr., ministro consejero de la misión permanente en Ginebra.

Delegado de los empleadores

AMADOR ZAMORA, Alberto José, Sr., Unión de Cámaras y Asociaciones de la Empresa Privada.

Delegado de los trabajadores

BROWN YOUNG, Gilbert, Sr., Confederación Nacional de Trabajadores.

COTE D'IVOIRE

MINISTRE ASSISTANT A LA CONFERENCE

VANIE-BI-TRA, Albert, M., ministre du Travail.

Accompagné de NOUAMA, Emmanuel Kouassi, M., ambassadeur; représentant permanent à Genève.

Délégués gouvernementaux

ESSIGAN, Assomou, M., directeur du travail.

COULIBALY, Kounandi, Dr, directeur du Service autonome de la médecine du travail.

Conseillers techniques et délégués suppléants

TRAZIE BI DOUHOT, Emmanuël, M., attaché de cabinet du ministre du Travail.

N'TAKPE N'CHO, Atté, M., conseiller à la mission permanente à Genève.

Délégué des employeurs

TONDOH DOKO, Marcellin, M., directeur du personnel/CFCI.

Conseiller technique et délégué suppléant

DIAKITE, Souleymane, M., directeur de la formation/SOCO-PAO.

Délégué des travailleurs

ADIKO NIAMKE, Hyacinthe, M., secrétaire général de l'Union générale des travailleurs de Côte d'Ivoire (UGTCI); membre du Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants

TRAORE, Sidiki, M., membre du comité exécutif, chargé du budget et des finances de l'UGTCL.

BESSOU GNAKO, Maxime, M., membre du comité exécutif de l'UGTCL.

CUBA

Delegados gubernamentales

MARTINEZ BRITO, Héctor, Sr., vicepresidente del Comité Estatal de Trabajo y Seguridad Social (CETSS).

LEYVA CRAIT, Albio, Sr., director de Relaciones Internacionales del Comité Estatal de Trabajo y Seguridad Social.

Consejeros técnicos

HERNANDEZ OLIVA, Gretel, Sra., jefe del Departamento de Organismos Internacionales del CETSS.

ZAMORA HERNANDEZ, Eliseo, Sr., especialista de la Dirección de Organismos Internacionales del Ministerio de Relaciones Exteriores.

GONZALEZ HERNANDEZ, Rosa, Sra., especialista de la Dirección de Países no Alineados del Ministerio de Relaciones Exteriores.

FERRIOLECHEVARRIA, Marianela, Srta., segundo secretario de la misión permanente en Ginebra.

Delegado de los empleadores

FRANCIS de los REYES, Osmel, Sr., asesor de la Cámara de Comercio.

Consejero técnico y delegado suplente

NAVARRO CABRERA, Jorge Luis, Sr., de la Cámara de Comercio.

Delegado de los trabajadores

ESCANDELL ROMERO, Jesús, Sr., secretario nacional de las Relaciones Internacionales de la Central de Trabajadores de Cuba (CTC).

Consejero técnico y delegado suplente

AGUERO PEREZ, Juan, Sr., jefe del Departamento de Relaciones Internacionales de la CTC.

DANEMARK DENMARK DINAMARCA

MINISTER ATTENDING THE CONFERENCE

DYREMOSE, Henning, Mr., Minister of Labour.

Accompanied by HASSENKAM, Henrik, Mr., Permanent Secretary, Ministry of Labour.

PEDERSEN, Jesper Hartvig, Personal Assistant to the Minister of Labour.

MEMBERS OF PARLIAMENT ATTENDING THE CONFERENCE

CHRISTMAS-MOLLER, Pia, Ms.

GYLDENKILDE, Lilli, Ms.

Government delegates

ANDERSEN, Niels Ole, Mr., Head of the International Relations Division, Ministry of Labour.

EDELBERG, Einar, Mr., Head of Division, Ministry of Labour.

Adviser and substitute delegate

ISAKSEN, Mogens, Mr., Ambassador; Permanent Representative, Geneva.

Advisers

CHRISTENSEN, Susanne, Mrs., Head of Section, Ministry of Labour.

HELMS, Hans Jakob, Mr., Consultant, Home Rule Authorities, Greenland.

JAROSZEWSKI, Margrethe, Ms., Head of Section, National Labour Inspection Service.

JORGENSEN, Peter, Mr., Head of Section, Ministry of Labour.

PEDERSEN, Jorgen Maersk, Mr., Counsellor, Permanent Mission, Geneva.

Employers' delegate

JOHANSEN, Birte, Mrs., Head of Division, Danish Employers' Confederation.

Advisers

ANDERSEN, Hans Chr., Mr., Head of Division, Danish Employers' Confederation.

JEPSEN, Torben, Mr., Head of Division, Danish Employers' Confederation.

SPRINGBORG, H.C., Mr., Deputy Director, Danish Shipowners' Association.

WERNER, Helge, Mr., Attorney-at-Law, Danish Employers' Confederation.

Workers' delegate

SVENNINGSSEN, John, Mr., Head of Secretariat, Danish Federation of Trade Unions; Member, Governing Body of the ILO.

Advisers

BRUUN, Jorgen Ronnow, Mr., Consultant, Danish Federation of Trade Unions.

CHRISTOFFERSEN, Anker, Mr., Chairman, Federation of Danish Public Servants' and Salaried Employees' Organisations.

HEEGAARD, Ole D., Mr., Consultant, Danish Federation of Trade Unions.

HILSTROM, Niels Jorgen, Mr., Secretary, Danish Federation of Trade Unions.

KJAER, Britta, Mrs., Interpreter, Danish Federation of Trade Unions.

LARSEN, Svend Skovbro, Mr., International Secretary, Federation of Danish Public Servants' and Salaried Employees' Organisations.

DJIBOUTI

Délégués gouvernementaux

ABDI, Ahmed Ibrahim, M., ministre du Travail.

SAMATAR, Ahmed Walieh, M., secrétaire général du ministère du Travail et de la Prévoyance sociale.

Conseiller technique

OSMAN, Fatouma, Mme, chef du Service des affaires administratives et juridiques.

Délégué des employeurs

RO RYALE, Djibril Hassan, M.

Délégué des travailleurs

OSMAN, Moussa Ahmed, M., secrétaire général de l'UGTD; membre suppléant du Conseil d'administration du BIT.

**REPUBLIQUE DOMINICAINE
DOMINICAN REPUBLIC
REPUBLICA DOMINICANA**

Delegados gubernamentales

AGRAMONTE E., Rafael, Sr., secretario de Estado de Trabajo.

SUAZO FELIX, Daniel, Sr., ministro consejero, encargado de negocios de la misión permanente en Ginebra.

Consejeros técnicos y delegados suplentes

BONETTI, Angelina, Sra., primer secretario.

BURZTEJN-LAVIGNE, Mercedes A., Sra., ministro consejero.

Delegado de los empleadores

BERGES, Manuel, Sr.

Consejeros técnicos y delegados suplentes

NADAL, Pablo, Sr.

HERNANDEZ RUEDA, Lupo, Sr.

DE CASTRO, Olga, Sra.

Delegado de los trabajadores

SANCHEZ SORIANO, Efraín, Sr.

EGYPTE EGYPT EGIPTO

MINISTER ATTENDING THE CONFERENCE

EL-HAK, Asem Abd, Mr., Minister of Manpower and Training.

Government delegates

ELARABY, Nabil, Mr., Ambassador, Permanent Representative, Geneva.

TAHER, Khaled, Mr., First Under-Secretary of State, Ministry of Manpower and Training.

Advisers

OMAR, Moustaffa, Mr., Counsellor, Permanent Mission, Geneva.

EL-HENDAWI, Soliman, Mr., Counsellor for Labour, Permanent Mission, Geneva.

EL-ASSAR, Abd El-Kader, Mr., Director, Conferences and Organisations Department, Ministry of Manpower and Training.

FATHALLAH, Ahmed, Mr., Counsellor, Permanent Mission, Geneva.

SAADALLAH, Sherif, Mr., Third Secretary, Permanent Mission, Geneva.

GABR, Naéla, Mrs., Counsellor, Permanent Mission, Geneva.

RIFAAH, Mohamed, Mr., Counsellor, Permanent Mission, Geneva.

ABDEL-NASSER, Walid, Mr., Third Secretary, Permanent Mission, Geneva.

GOMAA, Mohammed, Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

GAZARIN, Adel, Mr., President, Federation of Egyptian Industries; Deputy Member, Governing Body of the ILO.

Adviser and substitute delegate

EL-HERRAWI, Mohamed Sherif, Mr., Member of the Board, Federation of Egyptian Industries.

Advisers

OSMAN, Farouk Ali, Mr., Secretary General, Federation of Egyptian Industries.

ELGAMAL, Mohamed Latif, Mr., Director-General, Board of Egyptian Industries.

Workers' delegate

ELAMAWY, Ahmed, Mr., President, Egyptian Trade Union Federation.

Adviser and substitute delegate

EID, Hassan, Mr., Secretary for Foreign Relations, Egyptian Trade Union Federation; Deputy Member, Governing Body of the ILO.

Advisers

IBRAHIM, Moustafa, Mr., Deputy Secretary for Foreign Relations, Egyptian Trade Union Federation.

GAAFAR, Gaafar, Mr., General Secretary, General Trade Union of Chemical Workers in Egypt.

KHALIL, Ahmed Desouky, Mr., Deputy Secretary General, General Trade Union of Chemical Workers in Egypt.

EL SALVADOR

MINISTRO ASISTENTE A LA CONFERENCIA

GONZALEZ DUBON, Mauricio, Sr., Ministro de Trabajo y Previsión Social.

Delegados gubernamentales

GALLEGOS, Miguel Alejandro, Sr., Embajador; representante permanente en Ginebra.

GONZALEZ, Adalberto, Sr., Embajador; representante permanente en Ginebra.

Consejero técnico

BARAHONA RIVAS, Carlos A., Sr., secretario de la misión permanente en Ginebra.

Delegado de los empleadores

ESCOBAR, Ernesto, Sr., miembro de la Federación Nacional de la Pequeña Empresa de El Salvador (FENAPES).

Delegado de los trabajadores

HUIZA CISNEROS, José Israel, Sr.

EMIRATS ARABES UNIS UNITED ARAB EMIRATES EMIRATOS ARABES UNIDOS

MINISTER ATTENDING THE CONFERENCE

AL-JUMAIRY, Ahmed Atige, Mr., Under-Secretary, Ministry of Labour and Social Affairs.

Government delegates

AL-MUHAIRY, Salem Ali, Mr., Director of Foreign Relations, Ministry of Labour and Social Affairs.

KHALIFA, Khalifa Seif, Mr., Head of Control Section, Labour Inspection Department, Ministry of Labour and Social Affairs.

Advisers and substitute delegates

SERAGALNOOR, Yousef Jafar, Mr., Expert, Ministry of Labour and Social Affairs.

YOUSEF, Ahmed Mohamed, Mr., Industrial Safety Inspector, Ministry of Labour and Social Affairs.

AL-DALEI, Fadhel Ahmed, Mr., Chief of Conferences and Organisations, Ministry of Labour and Social Affairs.

Advisers

AL-BURAHMA, Abdul-Aziz, Mr., Chargé d'Affaires a.i.

AL-DHAHIRI, Al Asri S., Mr., Second Secretary, Permanent Mission, Geneva.

HUREIZ, Youssef, Mr., Permanent Mission, Geneva.

Employers' delegate

MATAR, Khalifa Khamis, Mr., Member of the Federation of Chambers of Commerce and Industry.

Workers' delegate

BELAL, Belal Mohammed, Mr., Member of the Sociological Association.

EQUATEUR ECUADOR ECUADOR

MINISTRO ASISTENTE A LA CONFERENCIA

VERDUGA VELEZ, César, Sr., Ministro de Trabajo y Recursos Humanos.

Delegados gubernamentales

LEORO FRANCO, Galo, Sr., Embajador; representante permanente en Ginebra.

BORJA ILLESCAS, Eduardo, Sr., jefe de Asuntos Internacionales del Ministerio de Trabajo y Recursos Humanos.

Consejeros técnicos y delegados suplentes

GOMEZ, Roberto, Sr., subsecretario de Trabajo del Litoral. APUNTE FRANCO, Santiago, Sr., primer secretario, misión permanente en Ginebra.

SALVADOR CRESPO, Iñigo, Sr., segundo secretario, misión permanente en Ginebra.

Delegado de los empleadores

VELEZ, Sigfrido, Sr., Federación de Cámaras de Construcción.

Consejero técnico y delegado suplente

AREVALO, Gerardo, Sr.

PEREZ ANDA, Francisco, Sr., Federación de Cámaras Industriales.

Delegado de los trabajadores

BARRAGAN, Germán, Sr., CEDOC.

Consejeros técnicos y delegados suplentes

ZURITA, Eduardo, Sr., CTE.

DUTAN, Fausto, Sr., CEDOCUT.

CHAVEZ, José, Sr., CEOSL.

ESPAGNE SPAIN ESPAÑA

MINISTRO ASISTENTE A LA CONFERENCIA

CHAVES GONZALEZ, Manuel, Sr., Ministro de Trabajo y Seguridad Social.

Delegados gubernamentales

ARTACHO CASTELLANO, Emilio, Sr., Embajador; representante permanente en Ginebra.

CRESPO VALERA, Segismundo, Sr., subsecretario de Trabajo y Seguridad Social.

Consejeros técnicos y delegados suplentes

ALBALATE LAFITA, Joaquín, Sr., consejero laboral de la misión permanente en Ginebra.

PALACIOS SERRANO, Julián Ignacio, Sr., consejero de embajada de la misión permanente en Ginebra.

Consejeros técnicos

BARRIOS ALMAZOR, Pablo, Sr., representante permanente adjunto de la misión permanente en Ginebra.

CASADO GONZALEZ, Mariano, Sr., director del Departamento de Asuntos Socio-laborales de la Presidencia del Gobierno.

IPARRAGUIRRE THOMAS, José María, Sr., ministro plenipotenciario, misión permanente en Ginebra.

CHAMORRO Y GONZALEZ-TABLAS, Santiago, Sr., consejero, misión permanente en Ginebra.

CANO CAPDEVILLA, Juan, Sr., jefe de servicio de la Dirección General de Inspección de Trabajo y Seguridad Social.

GONZALEZ DE LINARES PALOU, Juan Manuel, Sr., primer secretario, misión permanente en Ginebra.

ARELLANO CATALAN, Juan-Cruz, Sr., jefe de servicio de la Oficina de Relaciones Sociales Internacionales del Ministerio de Trabajo y Seguridad Social.

GARCIA GARCIA, Luis, Sr., jefe de servicio de la Dirección General de Trabajo, Ministerio de Trabajo y Seguridad Social.

GOMEZ-HORTIGUELA AMILLO, Javier, Sr., inspector de trabajo de la Dirección General de Inspección de Trabajo y Seguridad Social.

GUASCH FARRAS, Juan, Sr., director de programas de condiciones de trabajo, Ministerio de Trabajo y Seguridad Social.

BAEZ EVERTSZ, Carlos, Sr., director de organismos técnicos, Dirección General de Organismos y Conferencias Internacionales, Ministerio de Asuntos Exteriores.

BENITO RUIZ-FORNELLS, Fernando, Sr., funcionario de la misión permanente en Ginebra.

Delegado de los empleadores

FERRER DUFOLL, Javier, Sr., miembro del comité ejecutivo de la Confederación Española de Organizaciones Empresariales (CEOE).

Consejero técnico y delegado suplente

LACASA ASO, José María, Sr., director del Departamento de Relaciones Internacionales de la CEOE; miembro adjunto del Consejo de Administración de la OIT.

Consejeros técnicos

JIMENEZ AGUILAR, Juan, Sr., secretario general de la CEOE.

MORENO DUARTE, Ricardo, Sr., secretario general de la Confederación del Metal de Zaragoza.

SUAREZ GARCIA, Roberto, Sr., miembro de la Confederación Española de la Pequeña y Mediana Empresa (CEPYME).

DONDAY, Alfonso, Sr., miembro de la CEOE.

ADRADOS GAUTIER, Paloma, Sra., del Departamento de Relaciones Laborales de la CEOE.

PUEYO PEREZ, Eduardo del, Sr., del Departamento de Relaciones Internacionales de la CEOE.

GOMEZ ALBO, Pablo, Sr., miembro de la CEOE.

Acompaña a la delegación de los empleadores

SANCHEZ FIERRO, Julio, Sr., director de Relaciones Laborales de la CEOE.

Delegado de los trabajadores

REDONDO URBIETA, Nicolás, Sr., secretario general de la Unión General de Trabajadores (UGT).

Consejero técnico y delegado suplente

BONMATI PORTILLO, Manuel, Sr., secretario de Relaciones Internacionales de la UGT; miembro suplente del Consejo de Administración de la OIT.

Consejeros técnicos

PEREZ ORTEGA, Antonio, Sr., de la UGT.

FRADES PERNAS, Jaime, Sr., de la UGT.

GONZALEZ ZAMORA, Miguel, Sr., de la Confederación Sindical de Comisiones Obreras (CC.OO).

LILLO PEREZ, Enrique, Sr., de la CC.OO.

CARCOVA ALONSO, Carlos, Sr., de la CC.OO.

GORRONO ALBERDI, Maite, Sra., de ELASTV.

ETATS-UNIS UNITED STATES ESTADOS UNIDOS

MINISTER ATTENDING THE CONFERENCE

DOLE, Elizabeth, Ms., Secretary of Labor.

Accompanied by DAVIS, Robert P., Mr., Solicitor-Designate, Department of Labor.

SARPY, John, Mr., Special Assistant to the Secretary, Department of Labor.

TRIBER TATE, Dale, Ms., Assistant Secretary-Designate for Public Affairs, Department of Labor.

THIGPEN, Susan, Ms., Special Assistant to the Secretary, Department of Labor.

Government delegates

McCAFFREY, Shellyn G., Ms., Ambassador; Deputy Under-Secretary, International Affairs, US Department of Labor.

MATTSON, James, Mr., Senior Advisor, Office of the Special Assistant to the Secretary and Coordinator for International Labor Affairs, Department of State.

Advisers and substitute delegates

PETERSON, David A., Mr., Senior Policy Advisor, Office of Economic Policy, Department of Commerce.

PETRONE, Joseph Carlton, Mr., Ambassador; Permanent Representative, Geneva.

KERN, Anthony M., Mr., Labor Affairs Advisor, Bureau of African Affairs, Department of State.

Advisers

BELT, Bill, Mr., Regional Administrator, Employment Standards Administration, Department of Labor.

CONNORS, Michael, Mr., Regional Administrator, Occupational Safety and Health Administration, Department of Labor.

DEPENBROCK, John, Mr., Associate Solicitor, Division of Labor-Management Laws, Solicitor's Office, Department of Labor.

DUNKAK, Barbara A., Mrs., Assistant Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

GOLDING, Carolyn, Ms., Deputy Assistant Secretary, Employment and Training Administration, Department of Labor.

HILBURN, Paul, Mr., Labor Attaché, Permanent Mission, Geneva.

HOUSTOUN, Marion F., Ms., Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor; Substitute Government Representative, Governing Body of the ILO.

JOHNSON, Thomas A., Mr., Legal Attaché, Permanent Mission, Geneva.

KICKINGBIRD, Kirke, Mr., Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

MARSH, William H., Mr., Minister Counsellor, Deputy Chief of Mission, Permanent Mission, Geneva.

MISNER, Julia E., Mrs., Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

RICHARDSON, Joseph P., Mr., International Resources Management, Permanent Mission, Geneva.

SILK, Jennifer C., Ms., Health Specialist, Occupational Safety and Health Administration, Department of Labor.

Employers' delegate

SMITH Jr., Charles H., Mr., Chairman of the Board, SIFCO Industries, Inc.

Adviser and substitute delegate

GLADE, Brian J., Mr., Director, International Labor Affairs, United States Council for International Business.

Advisers

ADAMSON, Rebecca, Mrs., President, First Nations Financial Project.

DILLON, David J., Mr., Manager, Employee Relations Programs, General Electric Company.

POTTER, Edward E., Mr., Attorney-at-Law, McGuiness and Williams.

SALWAY, Sherry, Ms., Vice-President, First Nations Financial Project.

TARNOW, Michael M., Mr., Executive Director, Employee Relations, Merck and Company, Inc.

Workers' delegate

BAKER, James, Mr., European Representative, European Office, American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), Paris; Member, Governing Body of the ILO.

Adviser and substitute delegate

GRAY, Charles, Mr., Executive Director, Asian-American Free Labor Institute.

Advisers

FRIEDMAN, Jesse, Mr., Deputy Executive Director, American Institute for Free Labor Development.

HICKEY Jr., Edward H., Mr., Attorney-at-Law, Mulholland and Hickey.

JOYCE, John, Mr., President, International Union of Bricklayers and Allied Craftsmen.

MILLER, Leonore, Ms., President, Retail, Wholesale and Department Store Union, New York.

MURRY, James W., Mr., Executive Secretary, Montana State, AFL-CIO.

CHARLTON, Byron, Mr.

WRIGHT, Michael J., Mr., Director, Safety and Health, United Steelworkers of America.

ETHIOPIE ETHIOPIA ETIOPIA

MINISTER ATTENDING THE CONFERENCE

ADUGNA, Shemelis, Mr., Member, Central Committee of the Workers Party of Ethiopia, Minister of Labour and Social Affairs.

Government delegates

WOLDE MARIAM, Desta, Mr., Head, International Relations.

TAREKIGNE, Getachew, Mr., Head, Factory Inspection.

Employers' delegate

WORKENEH, Menguesha, Mr., General Secretary, Ethiopian Chamber of Commerce.

Adviser and substitute delegate

ASSEGU, Fethaye, Mr., Legal Adviser, Ethiopian Chamber of Commerce.

Workers' delegate

TEFERI, Yohannes, Mr., Head, International Relations, Ethiopian Trade Union.

Adviser and substitute delegate

WIRTU, Melaku, Mr., Head, Administration Department.

FINLANDE FINLAND FINLANDIA

MINISTER ATTENDING THE CONFERENCE

PUHAKKA, Matti, Mr., Minister of Labour.

Accompanied by HUHTANIEMI, Pekka, Mr., Minister Counsellor; Permanent Mission in Geneva.

RAIVIO, Tuuli, Ms., Secretary for International Affairs, Ministry of Labour.

KANGASPERKO, Raila, Ms.

SKINNARI, Jouko, Mr., MP.

KOISTINEN, Annikki, Ms., MP.

NORDMAN, Hakan, Mr., MP.

TAINA, Anneli, Ms., MP.

TORNQVIST, Kerttö, Ms., MP.

Government delegates

RIIKONEN, Jaakko, Mr., Director-General, National Board of Labour Protection.

KOLI, Ilse, Ms., Assistant Director, Ministry of Labour.

Advisers and substitute delegates

SIIKI, Pertti, Mr., Government Secretary, Ministry of Labour.

VUORINEN, Anneli, Ms., First Secretary, Permanent Mission, Geneva.

Advisers

LONKA, Esa, Mr., Government Counsellor, Ministry of Labour.

AARNIO, Eero, Mr., Legislative Counsellor, Ministry of Justice.

LOPPI, Heikki, Mr., Assistant Director, National Board of Labour Protection.

HAMALA, Hannu, Mr., Counsellor, Ministry of Foreign Affairs.

AIKIO, Pekka, Mr., Researcher, Advisory Board for Sami Affairs.

KUUSELA, Antti, Mr., Attaché, Permanent Mission, Geneva.

Employers' delegate

MELIN, Ingvar S., Mr., MP, Director, Finnish Employers' Confederation.

Adviser and substitute delegate

KOSKIMIES, Jaakko, Mr., International Secretary, Finnish Employers' Confederation.

Advisers

AHTELA, Jukka, Mr., Head of Department, Finnish Employers' Confederation.

HURMALAINEN, Mikko, Mr., Head of Department, Finnish Employers' Confederation.

HUTTUNEN, Martti, Mr., Senior Adviser, Social and Manpower Affairs, Employers' Confederation of Service Industries.

VIRTANEN, Martti, Mr., Legal Adviser, Employers' Confederation of Service Industries.

NYSSOLA, Mikko, Mr., Legal Adviser, Finnish Employers' Confederation.

Workers' delegate

TAPIOLA, Kari, Mr., International Secretary, Central Organisation of Finnish Trade Unions.

Adviser and substitute delegate

LINDROOS, Päivikki, Ms., Secretary for International Affairs, Confederation of Salaried Employees.

Advisers

PALANKO-LAAKA, Kirsti, Ms., Head of Legal Department, Central Organisation of Finnish Trade Unions.

RUSANEN, Jorma, Mr., Legal Adviser, Central Organisation of Finnish Trade Unions.

TOROPAINEN, Markku, Mr., Medical Adviser, Central Organisation of Finnish Trade Unions.

HELIN, Jyrki, Mr., Research Secretary, Central Organisation of Finnish Trade Unions.

AALTO, Hannele, Ms., Legal Adviser, Confederation of Salaried Employees.

FRANCE FRANCE FRANCIA

MINISTRE ASSISTANT A LA CONFERENCE

SOISSON, Jean-Pierre, M., ministre du Travail, de l'Emploi et de la Formation professionnelle.

Délégués gouvernementaux

CHOTARD, Yvon, M., président de groupe au Conseil économique et social; représentant gouvernemental au Conseil d'administration du BIT.

RAMOND, Maurice, M., inspecteur général des affaires sociales; représentant gouvernemental suppléant au Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

CARTIER, Jean-Louis, M., sous-directeur; chef de la Division des relations internationales, ministère du Travail, de l'Emploi et de la Formation professionnelle.

Conseillers techniques

BEUTH, Heinrich Wilhelm, M., conseiller des affaires étrangères, Direction des Nations Unies et des organisations internationales, ministère des Affaires étrangères.

FEAU, Christine, Mme, administrateur civil à la Délégation à l'emploi, ministère du Travail, de l'Emploi et de la Formation professionnelle.

BOHUON, Jean, M., chargé de mission, service "Droit du travail, emploi, formation", ministère des Départements et Territoires d'outre-mer.

DALLEAU, Hélène, Mme, chargé de mission à la Division des relations internationales, ministère du Travail, de l'Emploi et de la Formation professionnelle.

GOUTTES, Bernard de, M., sous-directeur des affaires politiques, administratives et financières de l'outre-mer, ministère des Départements et Territoires d'outre-mer.

LADSOUS, Hervé, M., conseiller des affaires étrangères, mission permanente à Genève.

LEGUENNEC, Viviane, Mme, de la mission permanente à Genève.

PLAISANT, Isabelle, Mme, ingénieur sanitaire à la Direction des relations du travail, ministère du Travail, de l'Emploi et de la Formation professionnelle.

SANANES, Henri, M., administrateur civil à la Direction des relations du travail, ministère du Travail, de l'Emploi et de la Formation professionnelle.

SOUZA, Jean de, M., secrétaire d'ambassade, mission permanente à Genève.

LECLERC, Jacqueline, Mme, chargée de mission au ministère des Affaires étrangères.

Délégué des employeurs

OECHSLIN, Jean-Jacques, M., directeur des questions sociales internationales, Conseil national du patronat français (CNPF); Vice-président du Conseil d'administration du BIT.

Conseillers techniques

DEJEAN DE LA BATIE, Anne, Mme, du Département hygiène-sécurité-environnement de l'Union des industries chimiques (UIC).

DRAGUE, Olivier, M., de l'Union des industries métallurgiques et minières (UIMM).

HOLTZ, Robert, M., président de la Fédération internationale des petites et moyennes entreprises (FIPME); vice-président de l'Action internationale, Confédération générale des petites et moyennes entreprises (CGPME).

PARCHET, Christine, Mme, adjointe du directeur des questions sociales internationales, CNPF.

RODIE, Raymond, M., de la Confédération générale des petites et moyennes entreprises (CGPME).

ROILAND, Marie-Paule, Mme, Service des affaires internationales, UIMM.

TASSIN, Jacques, M., délégué général honoraire, Fédération française des sociétés d'assurances.

Délégué des travailleurs

MOURGUES, Bernard, M., secrétaire confédéral de la Confédération générale du travail-Force ouvrière (CGT-FO).

Conseillers techniques

BRIESCH, Roger, M., secrétaire confédéral chargé du secteur international, CFDT.

CAILLAT, Rémy, M., secrétaire général de l'Union départementale FO de l'Ain.

DELHOMENIE, Jean-Pierre, M., secrétaire confédéral; membre du Département international CFDT.

DEPREZ, Eric, M., adjoint au chef du service international de la Confédération française du personnel d'encadrement (CGC).

DUNET, André, M., secrétaire de la commission OIT-CGT, bureau confédéral de la CGT.

PASCARE, Roger, M., collaborateur du secteur politique revendicative de la CGT.

TIXIER, Jacques, M., collaborateur du bureau confédéral, Département international CGT.

VEYSSIERE, Jacques, M., membre du bureau confédéral, CFTC.

Personne désignée en conformité avec l'article 2, alinéa 3 i), du Règlement de la Conférence

TELLIER, Régine, Mme, secrétaire nationale de la Fédération de l'éducation nationale (FEN).

GABON

MINISTRE ASSISTANT A LA CONFERENCE

MAYILA, Louis-Gaston, M., ministre du Travail, de l'Emploi, des Ressources humaines et de la Formation professionnelle.

Accompagné de LEKOUNDA-BOUMY, Léon, ambassadeur; représentant permanent à Genève.

Délégués gouvernementaux

TCHEN, Eugénie, Mme, directeur général du travail, de la main-d'oeuvre et de l'emploi.

OSSOUBITA, Obiang, M., inspecteur général de l'hygiène et de la médecine du travail.

Conseillers techniques et délégués suppléants

AKOE-MBA, Jean-Baptiste, M., directeur des relations internationales au ministère du Travail et de l'Emploi.

NZIENGUI, Moulomba, M., premier conseiller à la mission permanente à Genève.

Délégué des employeurs

ABOUGHE OBAME, Jean, M., membre de la Confédération patronale gabonaise; directeur des ressources humaines de la société Elf-Gabon.

Conseiller technique et délégué suppléant

TCHOUA, Jean-Pierre, M., deuxième secrétaire général de la Confédération nationale du patronat gabonais.

Délégué des travailleurs

ALLINI, Martin, M., secrétaire général de la Confédération syndicale gabonaise (COSYGA); membre adjoint du Conseil d'administration du BIT.

Conseillers techniques

OBAME, Antoine Eyegue, M., secrétaire confédéral, COSYGA.

ALIANGA, Antoinette, Mme, secrétaire confédérale, COSYGA.

GHANA

MINISTER ATTENDING THE CONFERENCE

BOATENG, D.S., Mr., Deputy Secretary for Mobilisation and Social Welfare.

Accompanied by AMOO-GOTTFRIED, Kojo, Mr., Ambassador; Permanent Representative, Geneva.

BLAVO, H.O., Mr., Minister-Counsellor and Deputy Permanent Representative, Geneva.

Government delegates

GYIMAH-BOAKYE, A.K., Mr., Chief Labour Officer, Labour Department.

BAAH-DUODU, Kwabena, Mr., Counsellor, Permanent Mission, Geneva.

Adviser

TENKORANG, Kwame Asamoah, Mr., Counsellor, Permanent Mission, Geneva.

Employers' delegate

WILLIAMS, E.A., Mr., Acting Executive Director, Ghana Employers' Association (GEA).

Adviser

AMONOO, H.R., Mr., Council Member, GEA.

Workers' delegate

YANKEY, A.K., Mr., Secretary-General, Trades Union Congress (TUC).

Adviser

NUNOO-QUAYE, S.O., Mr., Director, International Department, TUC.

MANNAH, George, Mr., General Secretary, Timber and Woodworkers Union, TUC.

GRECE GREECE GRECIA

Délégués gouvernementaux

KERKINOS, Euripide, M., ambassadeur; représentant permanent à Genève.

KOUKIADIS, Yannis, M., professeur à l'Université de Thessaloniki; représentant gouvernemental au Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants

COUNINIOTIS, Nicolaos, M., premier conseiller à la mission permanente à Genève; représentant gouvernemental suppléant au Conseil d'administration du BIT.

HARISSIOU, Chryssoula, Mme, secrétaire spéciale au ministère du Travail.

ILIOPOULOS, Dimitris N., M., premier conseiller à la mission permanente à Genève.

BEYS-KAMNAROKOS, Stylianos, M., conseiller de presse à la mission permanente à Genève.

CANGELARIS, Panayotis, M., conseiller à la mission permanente à Genève.

TSOUKATOS, Panayotis, M., directeur au ministère du Travail.

SPINELLIS, Michel, M., premier secrétaire d'ambassade.

DARATZIKIS, Michel-Efstratios, M., premier secrétaire d'ambassade.

Conseillers techniques

STRATAKIS, Emmanuel, M., attaché du travail au consulat à Zurich.

TOMBROU-KALOGRIDOU, Ioanna, Mme, fonctionnaire au ministère du Travail.

LAIOU, Maria, Mme, fonctionnaire au ministère du Travail.

PAPADOPOULOS, Panayotis, Mme, fonctionnaire au ministère du Travail.

KATSANI, Maria, Mme, fonctionnaire au ministère du Travail.

CHRYSSANTHOU, Eudokia, Mme, fonctionnaire au ministère du Travail.

ASIMAKOPOULOU, Angeliki, Mme, fonctionnaire au ministère du Travail.

Délégué des employeurs

MITOS, Ioannis, M., président honoraire de la Fédération des industries de Grèce (FIG).

Conseillers techniques et délégués suppléants
ANALYTIS, Nicolaos, M., vice-président de la FIG.
KYRIAKOPOULOS, Odysseas, M., membre du Conseil de la FIG.

Conseillers techniques
HARAKAS, Harilaos, M., conseiller juridique à la FIG.
ANGHELOU, Georgios, M., conseiller à la FIG.
TSOUMANI-SPENTZA, Eugenia, Mme, avocate à la Fédération des industries de Grèce.
KOLTSIDOPOULOS, Georgios, M., avocat à la FIG.
VAYAS, Antoine, M., conseiller du travail à la FIG.

Délégué des travailleurs
KANELLOPOULOS, Lambros, M., président de la Confédération générale des travailleurs de Grèce (CGTG).

Conseiller technique et délégué suppléant
DASSIS, Georgios, M., relations extérieures de la CGTG.

Conseillers techniques
KOSTOPOULOS, Mitsos, M., secrétaire général de la CGTG.
PAPAMICHAIL, Ioannis, M., président suppléant de la CGTG.
STEPHANOU, Ioannis, M., trésorier de la CGTG.
STAMOU, Spyros, M., membre du comité exécutif de la CGTG.
HATZISOKRATIS, Dimitris, M., membre du comité exécutif de la CGTG.
MARAGOUidakis, Kostas, M., membre du comité exécutif de la CGTG.
DELIGIANNAKIS, Theodoros, M., conseiller juridique à la CGTG.

GRENADE GRENADA GRANADA

Government delegates
McGUIRE, George, Mr., Minister of Social Services and Labour.
NEWTON, Abel, Mr., Deputy Labour Commissioner.

Employers' delegate
SMITH, Angela, Mrs., Director, Grenada Employers' Federation.

Workers' delegate
DeBOURG, Anselm, Mr., Grenada Trade Union Council.

GUATEMALA

MINISTRO ASISTENTE A LA CONFERENCIA
MALDONADO RUIZ, Rodolfo, Sr., Ministro de Trabajo y Previsión Social.

Delegados gubernamentales
CHEA URRUELA, José Luis, Sr., Embajador; representante permanente en Ginebra.

LINARES MORALES, Aquiles, Sr., asesor específico en relaciones internacionales, Ministerio de Trabajo y Previsión Social.

Consejeros técnicos y delegados suplentes
RODRIGUEZ FANKHAUSER, Carolina, Sra., ministro consejero de la misión permanente en Ginebra.
BARREIRO GONZALEZ, Lucía Regina, Sra., primer secretario de la misión permanente en Ginebra.
CASTRO GUTIERREZ, Blanca María, Srta., segundo secretario de la misión permanente en Ginebra.

Delegado de los empleadores
PIVARAL GUZMAN, José, Sr., de la Coordinadora de Asociaciones Comerciales, Industriales y Financieras.

Consejero técnico y delegado suplente
BOSCH GUTIERREZ, Juan Luis, Sr., de la Coordinadora de Asociaciones Comerciales, Industriales y Financieras.

Delegado de los trabajadores
ISMAEL BARRIOS, Juventino, Sr., de la Federación Central de Trabajadores de Guatemala (FELETRAG).

GUINEE GUINEA GUINEA

Délégués gouvernementaux
CAMARA, Ibrahima, M., directeur général du travail et des lois sociales; représentant gouvernemental au Conseil d'administration du BIT.
CAMARA, Makalé, Mme, inspecteur général du travail.

Délégué des employeurs
KABA, Souleymane, M., directeur général de l'Office national des hydrocarbures (ONAH) de Guinée.

Délégué des travailleurs
DIALLO, Saikou Yaya, M., secrétaire général adjoint de la Confédération nationale des travailleurs de Guinée (CNTG).

GUINEE-BISSAU GUINEA-BISSAU GUINEA-BISSAU

MINISTRE ASSISTANT A LA CONFERENCE
GODINHO GOMES, Henriqueta, Mme, ministre de la Fonction publique et du Travail.

Délégués gouvernementaux
GOMES, António Paulo, M., chef du Département des relations internationales du ministère de la Fonction publique et du Travail.
SALIU DJALO, Cirilo Mama, M., technicien supérieur au ministère de la Fonction publique et du Travail; chef de cabinet du ministre.

Conseiller technique et délégué suppléant

DE BARROS, Ana Emilia, Mme, technicienne supérieure au ministère de la Fonction publique et du Travail.

Délégué des employeurs

PIRES, Antonio, M., président de la coopérative de construction Unité et progrès.

Délégué des travailleurs

MENDES CORREIA, Mário, M., membre suppléant du bureau politique du Parti africain de l'indépendance de la Guinée et du Cap-Vert (PAIGC); secrétaire général de l'Union nationale des travailleurs de Guinée (UNTG).

Conseiller technique et délégué suppléant

BORGES, Felix, M., chef du Département des relations internationales, UNTG.

GUYANA

Government delegates

SHARMA, Gowkarran, Mr., Minister of Labour and Co-operatives.

PLAYTER, Hendly, Mr., Chief Labour Officer, Ministry of Labour and Co-operatives.

Employers' delegate

YANKANA, David Ivan, Mr., Executive Director, Consultative Association of Guyanese Industry Ltd.

Workers' delegate

ANDREWS, Frank, Mr., President, Guyana Trade Union Congress.

HAITI

MINISTRE ASSISTANT A LA CONFERENCE

GUERRIER, Louis Arnault, M., ministre des Affaires sociales.

Délégués gouvernementaux

VAVAL, Jean-Robert, M., directeur général au ministère des Affaires sociales.

MICHAUD, Jean-Claude, M., conseiller technique au ministère des Affaires sociales.

Conseiller technique et délégué suppléant

POMPE, Alix, M., représentant permanent à Genève.

Conseiller technique

SEVETEN, Joseph, M.

Délégué des employeurs

DUPUY, Edmond, M., secrétaire général de la Chambre de commerce.

Délégué des travailleurs

LEBURN, Jean Claude, M., secrétaire général de la Centrale autonome des travailleurs haïtiens affiliée à la Centrale latino-américaine des travailleurs (CATH/CLATH).

HONDURAS

Delegados gubernamentales

BLANCO PANIAGUA, Armando, Sr., Ministro de Trabajo y Previsión Social.

MEJIA UCLES, José Enrique, Sr., Embajador; representante permanente en Ginebra.

Consejeros técnicos y delegados suplentes

ZAPATA, Rolando, Sr.

VALENZUELA SOTO, Nelson, Sr.

AGUERO GUEVARA, Graciamaría, Srta.

NIETO DE MEJIA UCLES, Soledad Carrasco, Sra.

Delegado de los empleadores

MONTES, César, Sr.

Delegado de los trabajadores

GONZALEZ, Mariano de Jesús, Sr., presidente de la CTH.

HONGRIE HUNGARY HUNGRIA

MINISTRE ASSISTANT A LA CONFERENCE

HALMOS, Csaba, M., secrétaire d'Etat; président du Bureau d'Etat du travail et du salaire.

Délégués gouvernementaux

VARGA, István, M., ambassadeur; représentant permanent à Genève.

MARTON, Tamás, M., chef du Département des relations internationales au Bureau d'Etat du travail et du salaire.

Conseillers techniques et délégués suppléants

SZABO, József, M., premier secrétaire à la mission permanente à Genève.

BERECZKY, Katalin, Mme, chef de service au Département des relations internationales du Bureau d'Etat du travail et du salaire.

Conseillers techniques

GONDOR, Péter, M., conseiller à la mission permanente à Genève.

MEGYESI, László, M., troisième secrétaire au ministère des Affaires étrangères.

SOLYOM, Ferenc, M., président de l'Inspection générale de la sécurité du travail.

BEKES, András, M., chef de département à l'Inspection générale de la sécurité du travail.

Délégué des employeurs

MARTOS, István, M., directeur général de l'entreprise "Medicor"; vice-président de la Chambre de commerce hongroise.

Conseiller technique et délégué suppléant

TARDOS, János, M., chef de département à la Chambre de commerce hongroise.

HAJDU, Péter, M., de la Chambre de commerce hongroise.

Délégué des travailleurs

NAGY, Sándor, M., secrétaire général du Conseil national des syndicats.

Conseiller technique et délégué suppléant

BARANYAI, Eva, Mme, chef du Département des relations internationales au Conseil national des syndicats.

Conseillers techniques

KEKI, Ervin, M., chef adjoint du Département des relations internationales au Conseil national des syndicats.

TIMMER, József, M., président du Conseil syndical de Budapest; membre adjoint du Conseil d'administration du BIT.

HALASZ, Eva, Mme.

INDE INDIA INDIA

Government delegates

MALVIYA, Radha Krishnan, Mr., Deputy Minister for Labour.

ROY, Badal, Mr., Labour Secretary; Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

SHARMA, K.C., Mr., Additional Secretary, Ministry of Labour, Government of India.

SHARMA, Kamallesh, Mr., Ambassador; Permanent Representative, Geneva.

Advisers

MISHRA, B.K., Mr., Joint Secretary, Ministry of Welfare.

GHOSH, H., Mr., Joint Secretary, Ministry of Labour.

CHAUDHRY, Meenaxi Anand, Mrs., Labour Secretary, Government of Haryana.

NARAYAN, Ashok, Mr., Joint Secretary, Ministry of Labour.

JOSHI, J., Mr., Director General, Labour Welfare, Ministry of Labour.

MALHOTRA, Ajai, Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

DHAR, Bansi, Mr., Chairman and Senior Managing Director, DCM Ltd.

Advisers

KIDWAI, Waris R., Mr., Secretary General, Standing Conference of Public Enterprises.

PANDEY, R.C., Mr., Secretary, AIOE.

KANNAN, N., Mr., Secretary, Employees' Federation of Southern India.

SINGH, Rajendra, Mr., Director (P), NTPC.

TODI, S.B., Mr., Todi Industries Pvt. Ltd.

Workers' delegate

GOPAL, V.G., Mr., Vice-President, INTUC; Member, Governing Body of the ILO.

Advisers

SINGH, Lal Bahadur, Mr., General Secretary, INTUC.

PASSEY, S.L., Mr., Secretary, INTUC.

VIJAYALAKSHMI, S., Dr. (Miss), President, Heavy Vehicles National Workers' Union.

KHAN, K.A., Mr., General Secretary, Indian Federation of Building and Wood Workers, Bombay.

AGHI, Om Prakash, Mr., Organising Secretary, Bharatiya Mazdoor Sangh.

INDONESIE INDONESIA INDONESIA

MINISTER ATTENDING THE CONFERENCE

BATUBARA, Cosmas, Mr., Minister of Manpower.

Government delegates

SUMA'MUR, P.K., Mr., Director General, Industrial Relations, Development of Labour Standards, Department of Manpower.

SUWARTO, Mr., Director, Industrial Relations, Department of Manpower.

Adviser and substitute delegate

LOEIS, Wisber, Mr., Ambassador Extraordinary and Plenipotentiary; Permanent Representative, Geneva.

Advisers

ISMADI, G. Soesanto, Mr., Head, Bureau of Legal Affairs and International Co-operation, Department of Manpower.

DJUNAIDI, Achmad, Mr., Director of Finance, Employees' Social Insurance Administration (ASTEK).

WIRAJUDA, Hassan Nur, Mr., Counsellor, Permanent Mission, Geneva.

SUTRISNO, Tupuk, Mr., First Secretary, Permanent Mission, Geneva.

RUSTAM, Lucia H., Mrs, Official, Department of Foreign Affairs.

THAYEB, Hamzah, Mr., Third Secretary, Permanent Mission, Geneva.

KURTIANTO, Ramli, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

HARYONO, Mr., Secretary General, Indonesian Employers' Association (IEA).

Adviser and substitute delegate

BOEDJOSASTRO, Suprpto, Mr., IEA.

Advisers

HATTA, M., Mr., Chairman, IEA.

SJAMBUDI, Mr., Board Member, IEA.

SOEDARYANTO, J., Mr., Board Member, IEA.

DJADJURI, Koesnendar, Mr., Board Member, IEA.

RAMLAN, Mr., Board Member, IEA.

AMIR, Margono M., Mr., Board Member, IEA.

ROESFANDI, Mr., Board Member, IEA.

Workers' delegate

PASARIBU, Bomer, Mr., MP, Chairman, All Indonesia Workers' Union (SPSI).

Advisers

SOEDARWO, Imam, Mr., General Chairman, SPSI.
ACHMAD, Marzuki, Mr., Deputy General Secretary, SPSI.

REPUBLIQUE ISLAMIQUE D'IRAN ISLAMIC REPUBLIC OF IRAN REPUBLICA ISLAMICA DEL IRAN

MINISTER ATTENDING THE CONFERENCE

GANJEI, Kamal, Mr., Senior Deputy Minister of Labour and Social Affairs.

Government delegates

NASSERI, Sirous, Mr., Ambassador; Permanent Representative, Geneva.
TIZMAAGHZ, Hassan, Mr., Director-General for International Relations, Ministry of Labour and Social Affairs; Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

SADEGHI ESFAHLANI, Hooshang, Mr., Adviser on International Affairs, Ministry of Labour and Social Affairs.
FANNI ZADEH, Kamran, Mr., Senior Expert, Ministry of Labour and Social Affairs.

Advisers

GHAREHGOZLOO, Asghar, Mr., Expert, International Relations, Ministry of Labour and Social Affairs.
NABIAN, Mohammad Sadegh, Mr., Expert, International Relations, Ministry of Labour.
ASADI, Masoud, Mr., Expert, International Relations Bureau.
BASSIRIAN HARIRI, Hamid, Mr., Director General, Labour and Social Security Institute.
NAGHIBI, Hossein, Mr., Legal Adviser.
HOMAEI NEJAD, Mohamed, Mr., First Secretary, Permanent Mission, Geneva.
KHORAMMIAN KERMANCHAH, Morteza, Mr., Political Attaché, Permanent Mission, Geneva.
BARIMANI, Mahmood, Mr., Attaché, Ministry of Foreign Affairs.
AMINI, Nasser, Mr., Expert.
RAEISI YEKTA, Mahmoud, Mr., Expert, Health and Safety at Work.
HASHEMI, Seyed Fakhreddin, Mr., Legal Adviser.
MALEKASA, Karim, Mr. Legal Adviser.
RAHIM NEJAD, Bakhshali, Mr., Legal Adviser.

Accompanying the delegation

MOUSAVI, Mansour, Mr., Expert, International Relations Bureau.
SHIRAZI, Sohiab Moghadam, Mr., Director-General, Labour Inspection.

Employers' delegate

HOUBAKHT, Mostafa, Mr., Head of Governing Body of Islamic Community of Managers (ICM).

Adviser and substitute delegate

KARDAN, Hassan, Mr., Managing Director, Rasul Factory, Member of ICM.

Advisers

ZARGAR, Abdullah, Mr., Member, Islamic Managers Association.
NAGHSHINEH, Sasan, Mr., Programming Expert ICM.
SHAMS, Naser, Mr., Managing Director, Electrical Industry Co., Member of ICM.
BAHONAR, Mohamed Reza, Mr., Legal Adviser.
TAHA, Ahmed, Mr., Legal Adviser.
ROHANI ZADEH, Saleh, Mr., Legal Adviser.

Accompanying the Employers' delegation

JAFARZADEH, Jamshid, Mr., Member of ICM.

Workers' delegate

MOSHIRIAN, Ahmad, Mr., Chief Senior Member, Labour House.

Adviser and substitute delegate

KAMALI, Hossein, Mr., Chief of Labour House.

Advisers

HOSSEINZADEH, Javad, Mr.
SALIMIAN, Ali Jabar, Mr., Member of Labour House.
FAZLIARAB, Ghasem, Mr., Member of Labour House.
ROUHI, Ali Reza, Mr., Best Worker of the Year.
TAJEDDINE, Abdulrahman, Mr., Member of Labour House.
ALI HOSSEINI, Mohammad Taghi, Mr., Member of Labour House.
DEHGHANI, Amanollah, Mr., Member of Labour House.

Accompanying the Workers' delegation

NADERI, Jafar, Mr.
KAVOUSHI, Nader, Mr.
ECHRESH, Ebrahim, Mr., Member of Labour House.

IRAQ

MINISTER ATTENDING THE CONFERENCE

MOUBARAK, Omèd Medhat, Mr., Minister of Labour and Social Affairs.

Government delegates

SAID, Hamid Ali, Mr., Director General, Headquarters Office, Ministry of Labour and Social Affairs.
KAMIL, Nazar A., Mr., Director, Department of Arab and Foreign Affairs, Ministry of Labour and Social Affairs.

Advisers

ABBAS, Basil Jawdat, Mr., Director, Department of Planning, Studies and Statistics, Ministry of Labour and Social Affairs.
KASEM HOSSEIN, Ahmad, Mr., Second Secretary, Permanent Mission, Geneva.
AL-JIBORI, Ayed, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

HUSSAIN, Mohammed Kafil, Mr., Vice-Chairman, Baghdad Chamber of Commerce and Industry.

Workers' delegate

GHARIB, Fadhil Mahmoud, Mr., President, General Federation of Trade Unions (GFTA).

Adviser

HAMZA, Karim Abdulla, Mr., Secretary of Foreign Relations, GFTA.

IRLANDE IRELAND IRLANDA

MINISTER ATTENDING THE CONFERENCE

AHERN, Bertie, Mr., Minister for Labour.

Accompanied by KEEGAN, Michael, Mr., Secretary General, Department of Labour.

Government delegates

O'RIORDAN, C., Mr., Assistant-Secretary, Department of Labour.

LILLIS, M., Mr., Ambassador; Permanent Representative in Geneva.

Advisers and substitute delegates

BEAMISH, C., Mr., Assistant Principal, Department of Labour.

FLYNN, M., Mr., Deputy Permanent Representative, Geneva.

Advisers

O'BRIEN, R., Mr., Industrial Inspector, Department of Labour.

HAWKES, B., Mr., First Secretary, Permanent Mission, Geneva.

HANBERRY, B., Mr., Administrative Attaché, Permanent Mission, Geneva.

Employers' delegate

DUNNE, J.P., Mr., Director, Federated Union of Employers.

Adviser and substitute delegate

McAULEY, Daniel J., Mr., Director-General, Federated Union of Employers.

Workers' delegate

FLYNN, Philip, Mr., Irish Congress of Trade Unions.

Adviser

O'DONOVAN, Patricia, Mrs., Irish Congress of Trade Unions.

ISLANDE ICELAND ISLANDIA

MINISTER ATTENDING THE CONFERENCE

SIGURDARDOTTIR, Jóhanna, Mrs., Minister of Social Affairs.

Government delegates

GUNNLAUGSSON, Sverrir Haukur, Mr., Permanent Representative, Geneva.

KRISTINSSON, Gylfi, Mr., Head of Division, Ministry of Social Affairs.

Advisers and substitute delegates

ARNASON, Kristinn F., Mr., First Secretary.

EIRIKSDOTTIR, Bjarnweig, Mrs., First Secretary.

Adviser

SAMUNDSSON, Eyjólfur, Mr., Managing Director of the Icelandic Administration of Occupational Safety and Health.

Employers' delegate

STEFANSDOTTIR, Hrafnhildur, Mrs., Attorney-at-Law, Confederation of Icelandic Employers.

Adviser and substitute delegate

MAGNUSSON, Jón, Mr., Attorney-at-Law, Confederation of Icelandic Employers.

Workers' delegate

STEFANSSON, Asmundur, Mr., Chairman, Icelandic Federation of Labour.

Adviser and substitute delegate

GUDMUNDSSON, Gudmundur J., Mr., Chairman, Icelandic Federation of General Workers.

Adviser

TORFADOTTIR, Elin, Mrs.

ISRAEL

MINISTER ATTENDING THE CONFERENCE

FELDMAN, Moshe Zeev, Mr., Deputy Minister of Labour and Social Affairs.

Government delegates

ELIAV, Pinhas, Mr., Ambassador; Permanent Representative, Geneva.

BARAK, Itzhak, Mr., Legal Adviser, Ministry of Labour and Social Affairs.

Advisers and substitute delegates

ZEIDMAN, Hanoach, Mr., Director-General, Ministry of Labour and Social Affairs.

KATZ, David, Mr., Director, Manpower Planning Authority, Ministry of Labour and Social Affairs.

MILLO, Avraham, Mr., Minister-Counsellor; Deputy Permanent Representative, Geneva.

WALDEN, Raphael, Mr., Minister-Counsellor, Permanent Mission, Geneva.

DANIELI, David, Mr., Deputy Director for International Organisations, Ministry of Foreign Affairs.

DORON, Eliezer, Mr., Attaché, Permanent Mission, Geneva.

Adviser

COHEN-KAGAN, Eli, Mr., Minister for Labour Affairs, Embassy, Washington.

Employers' delegate

GATTEGNO, Joseph, Mr., Advocate; Head, Labour and Human Resources Division, Manufacturers' Association of Israel.

Workers' delegate

SELA, Eitan, Mr., Histadrut Representative for Latin America.

Advisers and substitute delegates

BARKAN, Raffel, Mr., Member, Histadrut Executive Bureau.

CARCABI, Nelly, Mrs., Member, Histadrut Executive Bureau.

BEHAR, Nissim, Mr., "Hevrat Ovdim" Representative in Geneva.

OPHIR, Dan, Mr., Histadrut Representative for Europe.

SHTEVIN, Abraham, Mr., Member, Histadrut Executive Bureau.

LIDAR, Jacob, Mr., Member, Histadrut Executive Bureau.

ITALIE ITALY ITALIA

MINISTRE ASSISTANT A LA CONFERENCE

FORMICA, Rino, M., ministre du Travail.

Accompagné de FONTANA, Elio, M., sous-secrétaire d'Etat au ministère du Travail.

ROSSI, Roberto, M., conseiller diplomatique du ministre du Travail.

SALOMONE, Gianfranco, M., chef du Bureau de presse du ministère du Travail.

Délégués gouvernementaux

CAVAGLIERI, Alberto, M., ambassadeur.

ARISTODEMO, Francesco, M., directeur général des relations du travail au ministère du Travail.

Conseillers techniques et délégués suppléants

DI MAIO, Lorenzo, M., Direction des rapports du travail au ministère du Travail; représentant gouvernemental suppléant au Conseil d'administration du BIT.

VINCENTI MARERI, Giovanni, M., ministère des Affaires étrangères.

Conseillers techniques

BALBONI, Alberto, M., chef du Bureau des organisations internationales; directeur général à la coopération au développement au ministère des Affaires étrangères.

PRIGIONI, Giulio, M., premier conseiller à la mission permanente à Genève.

TRIGGIANI, Ennio, M., de l'Université de Bari; conseiller juridique au ministère du Travail.

GUERRIERI, Maurizio, M., fonctionnaire à la Division de l'hygiène et de la sécurité du travail au ministère du Travail.

CARLA, Daniela, Mme, fonctionnaire au ministère du Travail.

GERMANI, Lidia, Mme, fonctionnaire au ministère du Travail.

NOCITO, Alfio, M., attaché à la mission permanente à Genève.

CARACCILOLO, Antonio, M., fonctionnaire au ministère du Travail.

ROTUNDO, Giuseppe, M., de la mission permanente à Genève.

VIVIAN RICCI, Viviana, Mme, ministère des Affaires étrangères.

Délégué des employeurs

SASSO-MAZZUFFERI, Lucia, Mme, responsable des affaires internationales de la Confédération générale de l'industrie (CONFINDUSTRIA); membre adjoint du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

GAMBARUTO, Ferruccio, M., directeur de l'AMMA/CONFINDUSTRIA.

Conseillers techniques

CATTANEO, Giovanni, M., directeur adjoint de la délégation du Piémont et du Val d'Aoste de l'association syndicale INTERSIND.

PALMAROLI, Luciano, M., de l'Office des rapports internationaux/Concoopératives.

MISSERVILLE, Giuseppe, M., expert à la CONFAGRICULTURA.

CONFORTI, Luciano, M., dirigeant du Bureau syndical de la chimie de l'ASAP.

PERROTTI, Maria Teresa, Mme, fonctionnaire à la direction des services syndicaux de la Confédération générale du commerce et du tourisme (CONFCOMMERCIO).

Délégué des travailleurs

CAL, Luigi, M., département international de la Confédération italienne des travailleurs (CISL).

Conseiller technique et délégué suppléant

VANNI, Raffaele, M., secrétaire général de l'Union italienne des travailleurs du tourisme, du commerce et des services (UILCS-UIL); membre adjoint du Conseil d'administration du BIT.

Conseillers techniques

FERRARI, Renato, M., secrétaire général de l'Union italienne des travailleurs du textile et de l'habillement (UILTA).

BARBON, Silvano, M., département international de la Confédération italienne du travail (CGIL).

BIONDI, A., Mme, département international de la CGIL.

GIORGETTI, R., Mme, département international de la CISL.

LAI, M., M., département international de la CISL.

JAMAIQUE JAMAICA JAMAICA

MINISTER ATTENDING THE CONFERENCE

BUCHANAN, Donald, Mr., MP, Minister of State, Ministry of Labour, Welfare and Sports.

Government delegates

MARSH, M.D., Mr., Permanent Secretary, Ministry of Labour.

HILL, K.G.A., Mr., Ambassador; Permanent Representative, Geneva.

Advisers

AITKEN, Probyn W., Mr., Chief Liaison Officer, Washington.

HERON, Noel P., Mr., Chief Liaison Officer, Canada.

SMITH, Ransford, Mr., Minister/Counsellor, Permanent Mission, Geneva.

MONTAGUE, Delrose, Miss, First Secretary, Permanent Mission, Geneva.

EDWARDS, F. Harold, Mr.

Employers' delegate

ROBINSON, Barrington Anthony, Mr., Executive Member and Training Committee Chairman, Jamaica Employers' Federation.

Workers' delegate

MYERS, J.A.G., Mr., Assistant Island Supervisor, National Workers' Union of Jamaica.

Advisers

WILLIAMS, E., Mr., Union Officer, Bustamente Industrial Trade Union.

CAVEN, H., Mr., General Secretary, Trade Union Congress.

ENNIS, Reginald, Mr., General Secretary, Union of Technical, Administrative and Supervisory Personnel.

JAPON JAPAN JAPON

MINISTER ATTENDING THE CONFERENCE

SHIRAI, Shintaro, Mr., Vice-Minister of Labour.

Accompanied by MATSUBARA, Nobuko, Mrs., Director, International Labour Affairs Division, Ministry of Labour.

Government delegates

HATANO, Yoshio, Mr., Ambassador Extraordinary and Plenipotentiary; Permanent Representative, Geneva; Government Representative, Governing Body of the ILO.

SATO, Katsumi, Mr., Assistant Minister for International Labour Affairs, Ministry of Labour; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

TAKEMURA, Takeshi, Mr., Director-General, Measures for the Aged Department, Employment Security Bureau, Ministry of Labour.

TAKAHASHI, Sakutarō, Mr., Councillor, Minister's Secretariat, Ministry of Labour.

SUGAMA, Tadao, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

KAMINAGA, Zenji, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

MISUMI, Takashi, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

Advisers

ISHIKAWA, Yoshinobu, Mr., Director, First Public Service Personnel Division, Public Service Personnel Department, Local Administration Bureau, Ministry of Home Affairs.

HATAKENAKA, Nobuo, Mr., attached to the Minister's Secretariat, Ministry of Labour.

TSUYUKI, Tamotsu, Mr., Director, Chemical Substance Investigation Division, Industrial Safety and Health Department, Labour Standards Bureau, Ministry of Labour.

TSUJIMOTO, Hajime, Mr., Director, Social Co-operation Division, United Nations Bureau, Ministry of Foreign Affairs.

GOTO, Yukio, Mr., Counsellor, Personnel Bureau, Management and Co-ordination Agency.

AOKI, Isao, Mr., Counsellor, Embassy of Japan, London.

NISHIBAYASHI, Masuo, Mr., First Secretary, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO

NIJIMA, Yoshio, Mr., First Secretary, Embassy of Japan, Bonn.

TSUZUKI, Yuzuru, Mr., First Secretary, Permanent Delegation of Japan to the Organisation for Economic Co-operation and Development.

KITANI, Masato, Mr., First Secretary, Permanent Mission, Geneva.

TAUCHI, Masahiro, Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

SUZUKI, Eiji, Mr., President, Japan Federation of Employers' Associations (NIKKEIREN).

Adviser and substitute delegate

TSUJINO, Hiroshi, Mr., Member of the Policy Board and Executive Director, NIKKEIREN; Adviser, Mitsubishi Kasei Corporation; Member, Governing Body of the ILO.

Advisers

TAKASAWA, Toshio, Mr., Managing Director, Japan Chemical Industry Association.

INOUE, Kazuo, Mr., Deputy Director, Employment and Education Policy NIKKEIREN.

ARAKAWA, Syun, Mr., Deputy Director, Wage and Personnel Management Policy Division, NIKKEIREN.

SUZUKI, Toshio, Mr., Director, International Division, NIKKEIREN.

YOKODATE, Hisanori, Mr., Deputy Director, International Division, NIKKEIREN.

Workers' delegate

MARUYAMA, Yasuo, Mr., Adviser, General Council of Trade Unions of Japan (Sohyo); Member, Governing Body of the ILO.

Advisers

TANAKA, Yoshikazu, Mr., Vice President, Japanese Private Sector Trade Union Confederation (Jptuc-Rengo).

MATSUMOTO, Yuiko, Ms., Assistant General Secretary in charge of Women's Affairs, Jptuc-Rengo.

KAIBARA, Naotake, Mr., Assistant General Secretary in charge of International Affairs, Jptuc-Rengo.

MORITO, Kaname, Mr., Executive Committee Member/Chemical Substance Committee Officer, Japanese Federation of Chemical and General Workers' Unions (Zenka Domei).

YAMADA, Yoichi, Mr., Director, International Bureau, Sohyo.

HATSUOKA, Shoichiro, Mr., Director, Tokyo Office, Postal, Telegraph and Telephone International (PTTI).

HAGIO, Kazuo, Mr., Director, Law Department, All-Japan Prefectural and Municipal Workers' Union (Jichiro).

OGAWA, Masahiro, Mr., Chief, International Bureau, Sohyo.

JORDANIE JORDAN JORDANIA

MINISTER ATTENDING THE CONFERENCE

EL-BEDOUR, Jamal A., Dr., Minister of Labour and Social Development.

Accompanied by KHASAWNEH, Saleh, Mr., Secretary-General, Ministry of Labour.

Government delegates

QASRAWI, Farooq, Mr., Ambassador; Permanent Representative, Geneva.

TARAWNEH, Saleh, Mr., Director, Labour Offices Department.

Adviser and substitute delegate

SHAHATTT, Issam Ibrahim, Mr., Assistant-Director, Department of Foreign Relations.

Advisers

MATALGAH, Fakhri, Mr., Second Secretary.

NADIF, Omar, Mr., Attaché.

Employers' delegate

HABAIBEH, Abdelnoor, Mr., Member of the Board, Amman Chamber of Industry.

Advisers

DAJANI, Ali, Mr., Consultant, Amman Chamber of Industry; Substitute Member, Governing Body of the ILO.

HUSSEINI, Amin, Mr., General Secretary, Confederation of Jordanian Chambers of Commerce.

Workers' delegate

ABU KHORMAH, Khalil, Mr., Vice-General Secretary, General Federation of Trade Unions (GFTU).

Adviser

MOMANI, Yossif, Mr.

KENYA

MINISTER ATTENDING THE CONFERENCE

OKONDO, Peter Habega, Mr., MP, Minister for Labour.

Government delegates

KAMENCU, Zakayo John, Mr., Permanent Secretary, Ministry of Manpower Development and Employment.

MUTUGI, Josephat Mureithi, Mr., Labour Commissioner, Ministry of Labour.

Advisers and substitute delegates

NGARE, Ephraim Waweru, Mr., Senior Assistant Labour Commissioner, Ministry of Labour.

GICHERU, H.B.N., Mr., Chargé d'Affaires a.i., Permanent Mission, Geneva.

CHELUGET, Nancy C., Miss, Second Secretary, Permanent Mission, Geneva.

KINYANJUI, M.D., Mr., Second Secretary, Permanent Mission, Geneva.

Advisers

KIARA, Stephen Kinoti, Mr., Chief Inspector of Factories, Ministry of Labour.

OTIENO, Barack Emmanuel Oduor, Mr., Principal Economist, Ministry of Manpower Development and Employment.

CHIKA, C.M., Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

KONDITI, Gershon Nyabwa, Mr., Deputy Executive Director, Federation of Kenya Employers.

Adviser and substitute delegate

SIMBA, John Peter Nyangeri, Mr., Executive Director, ICDC; Chairman, Federation of Kenya Employers.

Advisers

WEJULI, Fanuel Olunga, Mr., Group Personnel Director, Brooke Bond Kenya Limited.

KIMANTHI, James, Mr., Personnel Director, Bamburi Portland Cement.

Workers' delegate

MUGALLA, Joseph Jolly, Mr., Secretary-General, Central Organisation of Trade Unions (COTU).

Advisers

OGUTU, Were Dibo, Mr., Secretary-General, Kenya Chemical Workers' Union; Treasurer-General, COTU.

NZIOKA, Benjamin, Mr., First Vice-Chairman General, COTU.

MURUGU, John Wangoru, Mr., General Secretary, Kenya Building Construction, Civil Engineering and Allied Trades Workers Union; Deputy Treasurer General, COTU.

KOWEIT KUWAIT KUWAIT

MINISTER ATTENDING THE CONFERENCE

AL-SABAH, Shaikh Nasser Mohamed Al-Ahmad Al-Jaber, Mr., Minister of Social Affairs and Labour.

Government delegates

YASEEN, Eisa, Mr., Under-Secretary, Ministry of Social Affairs.

AL-SABAH, Salem Jaber Al-Ahmad, Mr., Ambassador; Permanent Representative, Geneva.

Advisers and substitute delegates

AL-THAMER, Mohammed Shabnan, Mr., Assistant Under-Secretary for Labour Affairs.

AL-MALEK AL-SABAH, Duaij Khalifa, Mr., Assistant Under-Secretary for Financial and Administrative Affairs.

AL-OMAR, Adnan Ali, Mr., Director, Hawalli Governorate Labour Department.

AL-TAWHEED, Abdulrahman, Mr., Director, Al Ahmadi Governorate Labour Department.

AL-NAMI, Nami Saif Farhan, Mr., Director, Minister's Office.

AL-MEDADEI, Hamad Abdullah, Mr., Assistant Director, Al Jahra Governorate Labour Department.

AL-JAW'AN, Faisal Mohammed Abdulwahab, Mr., Deputy Director, Minister's Office.

Employers' delegate

AL-JASSEM, Aqil Ahmad, Mr., Assistant Director, Kuwait Chamber of Commerce and Industry; Deputy Member, Governing Body of the ILO.

Adviser and substitute delegate

AL-ASOUSI, Abdulrahman Eisa, Mr., Co-ordinator of Environment Protection Affairs, Kuwait Petrochemical Industries.

Workers' delegate

AL-KANDARY, Ali Abdulrahman, Mr., Secretary-General, General Union of Kuwait Workers.

Adviser and substitute delegate

AL-OTAIBI, Khalid A'ayed, Mr., Member of the Executive Council, General Union of Kuwait Workers.

BALBOUL, Fouad, M., président de l'Association des fabricants de marbre, de carreaux et des produits en ciment dans la République libanaise.

LADKY, Nabil, M., directeur général de l'Association des industriels libanais.

Délégué des travailleurs

BECHARA, Antoine, M., président de la Confédération générale des travailleurs.

Conseiller technique et délégué suppléant

ZEIDAN, Habib, M., vice-président de la Confédération générale des travailleurs.

Conseillers techniques

AL-HABR, Elias, M., conseiller.

HUSSEIN, Ali Hussein, M., conseiller.

LESOTHO

MINISTER ATTENDING THE CONFERENCE

TIHELI, M.M., Mr.

Government delegates

MOPHETHE, M.L., Mr.

FANANA, Noozi Mabote, Mr.

Employers' delegate

KOTELO, Mokete, Mr.

Workers' delegate

LIMEMA, A., Mrs.

LIBERIA

MINISTER ATTENDING THE CONFERENCE

NAIGOW, Peter L., Mr., Minister of Labour.

Government delegates

DEMPSTER, Matilda, Mrs., Assistant Minister/Special Assistant to the Minister of Labour.

AYOMANOR, Charles, Mr., Assistant Minister of Labour.

Advisers

WISSEH, Ignatius K., Mr., Assistant Minister of Labour for Employment.

SAMUELS, Carrington, Mr., Assistant Minister for Labour Standards.

McBORROUGH-DIGGS, Otalee, Mrs., Assistant Minister for Vocational and Technical Training, Ministry of Youth and Sports.

Employers' delegate

SANCHO, William B., Mr., Head of Personnel Department, LAMCO J.V. Operating Company.

Adviser

NEUFVILLE, Christian H., Mr., Head of Labour Relations Section, Bong Mining Company.

Workers' delegate

GRAY, Amos N., Mr., Secretary General, Liberia Federation of Labour Unions (LFLU).

Advisers

TARBAH, George, Mr., President, National Seamen, Port and General Workers' Union of Liberia (NSPGWUL).

SUEN, John S., Mr., Secretary General, NSPGWUL.

KIEH, S. Aloysius, Mr., President, LAMCO Mine Workers' Union.

GOSS, Mohamed, Mr.

SASA, George, Mr.

NATT III, John N., Mr., President, Teamster Commercial Transport and General Workers Union.

KOLLIE, Prince, Mr., Secretary General, Bong Workers' Union, Bong Mining Company.

SONPON, Joseph, S., Mr., President, National Insurance Workers and Agents Union of Liberia.

LIBAN LEBANON LIBANO

Délégués gouvernementaux

KHOURY, Hamid, M., directeur général du ministère du Travail.

HAMDAN, Hicham, Mr., représentant permanent adjoint à Genève.

Conseiller technique et délégué suppléant

KENAN, Adnan, M., chef du Département de l'emploi au ministère du Travail.

Délégué des employeurs

KASSAR, Adnan, M., président de la Chambre de commerce et d'industrie de Beyrouth.

Conseiller technique et délégué suppléant

NASR, Marwan, M., conseiller pour les affaires techniques et du travail de l'Association des industriels libanais; membre du Conseil d'administration du BIT.

Conseillers techniques

BEYDOUN, Rachid, M., secrétaire général du conseil d'administration de l'Association des industriels libanais.

SOUED, Maarouf, M., membre de l'Association des industriels libanais.

**JAMAHIRIYA ARABE LIBYENNE
LIBYAN ARAB JAMAHIRIYA
JAMAHIRIYA ARABE LIBIA**

Government delegates

OMAR, Ibrahim Abdul Aziz, Mr., Chargé d'Affaires a.i., Permanent Mission, Geneva.

BURWIN, Nasser Sanussi, Mr., Director, Foreign Affairs Department.

Advisers

DERBY, Abdulhazef M., Mr.

ZLITNI, Imhemed Abubaker, Mr.

BAARA, Imhemed Mohamed, Mr.

AL-ZAWI, Ali Mohamed, Mr.

ABUGHESA, Ayad, Mr.

SHAABAN, Ahmed Mahmoud, Mr.

Employers' delegate

KWAIRY, Abdulla, Mr., Secretary of the People's Committee on Aluminium and Lead, Benghazi.

Adviser and substitute delegate

ELMUKHERBI, Mohamed Elhadi, Mr., Secretary of the People's Committee, General Dairies and Products Company.

Adviser

EL GHOUL, Mohamed Salem, Mr.

Workers' delegate

HOWAYDI, Bashir Ihwege, Mr., General Secretary, General Conference of the Labour Union.

Advisers and substitute delegates

JALLOUD, Salem Ahmed, Mr., Deputy General Secretary, General Conference of the Labour Union.

IDRISS IBRAHIM, Abdallah, Mr., Secretary General, General Labour Congress, Benghazi Branch.

ABUZEID, Mohamed Almabrouk, Mr., Labour Union; Substitute Member, Governing Body of the ILO.

Advisers

GAMOUDI, Mohamed, Mr.

NAILY, Salem, Mr.

**LUXEMBOURG
LUXEMBOURG
LUXEMBURGO**

MINISTRES ASSISTANT A LA CONFERENCE

BERG, Benny, M., ministre de la Sécurité sociale; ministre de la Santé.

JUNCKER, Jean-Claude, M., ministre du Travail; ministre délégué au Budget.

Délégués gouvernementaux

SCHINTGEN, Romain, M., administrateur général du ministère du Travail.

MOUSEL, Jean-Marie, M., directeur de l'Administration de l'emploi.

Conseillers techniques et délégués suppléants

DERATTE, Arthur, M., conseiller de gouvernement 1^{re} classe au ministère de la Sécurité sociale.

SCHUSTER, Arthur, M., directeur de l'Inspection du travail et des mines.

Conseillers techniques

ZAHLES, René, M., représentant permanent adjoint à Genève.

WEBER, Paul, M., directeur adjoint de l'Inspection du travail et des mines.

BICHELER, Claude, M., conseiller de direction 1^{re} classe à l'Administration de l'emploi.

FEYEREISEN, Marc, M., attaché d'administration au ministère du Travail.

Délégué des employeurs

JUNG, Lucien, M., administrateur-directeur de la Fédération des industriels luxembourgeois.

Conseiller technique et délégué suppléant

SAUBER, Marcel, M., secrétaire général de la Fédération des artisans.

Conseillers techniques

BEFFORT, Romain, M., secrétaire général de la Fédération des industriels luxembourgeois.

OLINGER, Paul, M., secrétaire général adjoint de la Fédération des artisans.

Délégué des travailleurs

SCHWEITZER, François, M., secrétaire général de la Confédération luxembourgeoise des syndicats chrétiens.

Conseiller technique et délégué suppléant

PIZZAFERRI, René, M., membre du comité exécutif de la Confédération générale du travail.

Conseillers techniques

ARENDT, Marcel, M., membre du comité national de la Confédération générale du travail.

BAUSCH, Eugène, M., membre du comité national de la Confédération générale du travail.

DALEIDEN, Joseph, M., secrétaire général de la Confédération générale de la fonction publique.

HAAS, Félix, M., trésorier fédéral de la Confédération générale de la fonction publique.

HOFFMANN, Nico, M., secrétaire fédéral de la Confédération luxembourgeoise des syndicats chrétiens.

MARCUS, Jean, M., vice-président de la Fédération des employés privés - Fédération indépendante des travailleurs.

WAGNER, Carlo, M., vice-président de la Fédération des employés privés - Fédération indépendante des travailleurs.

MADAGASCAR

Délégués gouvernementaux

RUPHIN, Georges, M., ministre de la Fonction publique, du Travail et des Lois sociales.

RAZAFIMBELO, Toussaint, M., inspecteur du travail.

Délégué des employeurs

RANOHI SOA, Seth, M., du FIVMPAMA.

Conseillers techniques

RABEMANANTSOA, Emile, M., du FIVMPAMA.

ADRIANTSITOHAINA, Charles, M., du Groupement des entreprises de Madagascar (GEM).

RAMANANKASINA, Michelson, M., administrateur du GEM.

Délégué des travailleurs

RANAIVOJAONA, Jean-Stéphane, M., du syndicat SEREMA.

MALAISIE MALAYSIA MALASIA

MINISTER ATTENDING THE CONFERENCE

LEE KIM SAI, Mr., Minister of Labour.

Accompanied by LOH KEE MING, Michael, Mr., Senior Private Secretary to the Minister of Labour.

Government delegates

NIK MOHAMED AMIN, Nik Abu Bakar, Mr., Secretary-General, Ministry of Labour; Government Representative, Governing Body of the ILO.

ABDUL JALIL MAHMUD, Haji, Mr., Director General, Factories and Machinery Department, Ministry of Labour.

Advisers

MOHD YUSOF HITAM, Dato, Mr., Ambassador; Permanent Representative, Geneva.

TENGKU OMAR, Tengku Bot, Mr., Director General of Labour, Ministry of Labour.

ABDUL RAHMAN HARON, Mr., Principal Assistant Secretary, Ministry of Labour.

KIRUBANATHAN, J.D., Mr., Labour Attaché, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

ABDUL SAMAD OTHMAN, Mr., Second Secretary, Permanent Mission, Geneva.

MOHD SULKEPHLI, Mohd Noor, Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

MOKZHANI ABDUL RAHIM, Datuk, Mr., President, Malaysian Employers' Federation (MEF).

Adviser and substitute delegate

MOHAMED ZAIN, Abdul Majid, Mr., Executive Director, MEF.

Adviser

ABDUL AZIZ, Mohamed Datuk Haji, Mr., Treasurer, MEF.

Workers' delegate

ZAINAL RAMPAK, Mr., President, Malaysian Trades Union Congress (MTUC).

Adviser

RAGUNATHAN, A., Mr., President, Congress of Unions of Employees in the Public and Civil Services.

MALAWI

MINISTER ATTENDING THE CONFERENCE

DELEZA, W.B., Mr., M.P., Minister of Labour.

Government delegates

MAPUNDA, S.E., Mr., Secretary for Labour, Ministry of Labour.

KUNJE, F.N., Mr., Chief Inspector of Factories and Explosives, Ministry of Labour.

Advisers and substitute delegates

SOMANJE, W.A.G., Mr., Under Secretary.

MANDA, C.M., Mr., Principal Labour Officer (Employment).

Employers' delegate

MASANGANO, K.D., Mr., General Manager, Smallholder Tea Authority.

Adviser and substitute delegate

NYALANI, D.K.G., Mr., Deputy Managing Director, Trust Auctioneers and Estate Agents.

Workers' delegate

CHIMPHANGA, W.C., Mr., Chairman, Trades Union Congress of Malawi.

MALI

MINISTRE ASSISTANT A LA CONFERENCE

DIALLO, Lalla Sy, Mme, ministre de l'Emploi et de la Fonction publique.

Délégués gouvernementaux

KOULIBALY, Bouno Sama, M., directeur national de l'emploi, du travail et de la sécurité sociale.

TALL, Penda Sidibé, Mme, directeur général de l'Office national de la main-d'oeuvre et de l'emploi (ONMOE).

Conseiller technique et délégué suppléant

TRAORE, Boissé, M., directeur général de l'Institut national de la prévoyance sociale (INPS); membre suppléant du Conseil d'administration du BIT.

Délégué des employeurs

TOURE, Ousmane, M., secrétaire permanent de la Fédération nationale des employeurs du Mali (FNEM); membre suppléant du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

DIALLO, Mamadou Sada, M., membre de la FNEM.

Délégué des travailleurs

KARAMBE, Bakary, M., secrétaire général de l'Union nationale des travailleurs du Mali (UNTM).

Conseiller technique et délégué suppléant

DOUCOURE, Issa Dit Issé, M., secrétaire aux relations extérieures de l'UNTM.

MALTE MALTA MALTA

Government delegates

BORG CARDONA, George, Mr., Permanent Secretary, Ministry for Social Policy.

CILIA, Louis, Mr., Assistant Head, Ministry for Social Policy.

Adviser and substitute delegate

BELLIZZI, Alfred J., Mr., Ambassador; Permanent Representative, Geneva.

Employers' delegate

MALLIA MILANES, Alfred, Mr., International Secretary, Employers' Association of Malta; Substitute Member, Governing Body of the ILO.

Adviser and substitute delegate

SCICLUNA, John B., Mr., Administrative Secretary, Federation of Industries.

Adviser

SCICLUNA, Victor, Mr., President, Employers' Association of Malta.

Workers' delegate

CALAMATTA, Jack, Mr., Assistant General Secretary, General Workers' Union.

Adviser and substitute delegate

SPITERI, Salvino, Mr., President, Confederation of Trade Unions (CMTU).

MAROC MOROCCO MARRUECOS

MINISTRE ASSISTANT A LA CONFERENCE

ABBADI, Hassan, M., ministre de l'Emploi.

Délégués gouvernementaux

BENHIMA, El Ghali, M., ambassadeur; représentant permanent à Genève.

KHALES, Abdellatif Ahmed, M., secrétaire général du ministère de l'Emploi.

Conseillers techniques

HAKKOU, Mahmoud, M., directeur du travail; représentant gouvernemental au Conseil d'administration du BIT.

ALAOUI, Mohamed Ben Smail, M., directeur de cabinet du ministre de l'Emploi.

LAGHRIFI, Abderrahmane, M., chef du Service de la réglementation du travail.

HALFAOUI, Mustapha, M., premier secrétaire des affaires étrangères; représentant gouvernemental suppléant au Conseil d'administration du BIT.

JEBARI, Mustapha, M., secrétaire des affaires étrangères.

Délégué des employeurs

BOULOUIZ, Allal, M., président de la Chambre du commerce et de l'industrie d'Oujda.

Conseillers techniques

RAGY, Abdelbaqi, M., président de la commission sociale de la Confédération générale économique du Maroc.

ABOU LAHCEN, Ahmed, M., président de la Chambre du commerce et de l'industrie de Settat.

Délégué des travailleurs

BEN SEDDIK, Mahjoub, M., secrétaire général de l'Union marocaine du travail (UMT).

Conseillers techniques

AWAB, Abdelkader, M., de l'UMT.

BEN SEGHIR, Mohamed, M., de l'UMT.

MAURICE MAURITIUS MAURICIO

Government delegates

BAPPOO, Sheilabai, Mrs., Minister of Labour and Industrial Relations, Women's Rights and Family Welfare.

TOOFANY, Motallib, Mr., Permanent Secretary, Ministry of Labour and Industrial Relations, Women's Rights and Family Welfare.

Employers' delegate

REY, Joseph Marcel Francis, Mr., Director, Mauritius Employers' Federation; Substitute Member, Governing Body of the ILO.

Workers' delegate

BHAGIRUTTY, Chandersensing, Mr., President, Mauritius Labour Congress.

MAURITANIE MAURITANIA MAURITANIA

MINISTRE ASSISTANT A LA CONFERENCE

OULD HAIMER, Mohamed, M., ministre de la Fonction publique, du Travail, de la Jeunesse et des Sports.

Délégués gouvernementaux

TRAORE, Ahmed, M.

OULD BAYA, Bah, M.

Délégué des employeurs

OULD SIDI MOHAMED, Mohamed Ali, M., member suppléant du Conseil d'administration du BIT.

Délégué des travailleurs

OULD RADHI, Mohamed Mahmoud, M.

MEXIQUE MEXICO MEXICO

MINISTRO ASISTENTE A LA CONFERENCIA

BONILLA GARCIA, Javier, Sr., subsecretario "B" del Trabajo y Previsión Social, Secretaría del Trabajo y Previsión Social.

Delegados gubernamentales

MARIN-BOSCH, Miguel, Sr., Embajador; representante permanente en Ginebra.

NOVELO Von GLUMER, Gastón, Sr., asesor del C. Secretario del Trabajo y Previsión Social en asuntos internacionales, Secretaría del Trabajo y Previsión Social.

Consejeros técnicos

ROSAS LANDA, Luis Eduardo, Sr., coordinador general de la Unidad Coordinadora de Políticas, Estudios y Estadísticas del Trabajo de la Secretaría del Trabajo y Previsión Social.

ALBIN, Gustavo, Sr., consejero de la misión permanente en Ginebra.

LOZANO, Gerardo, Sr., segundo secretario de la misión permanente en Ginebra.

FUCHS, Adela, Sra., de la misión permanente en Ginebra.

Delegado de los empleadores

CEBALLOS GOMEZ, Jesús, Sr., vicepresidente de la Confederación de Cámaras Industriales (CONCAMIN).

Consejero técnico y delegado suplente

DEREGIL GOMEZ, Jorge, Sr., presidente de la Comisión de Trabajo y Previsión Social de la CONCAMIN; miembro adjunto del Consejo de Administración de la OIT.

Consejeros técnicos

CARVAJAL BUSTAMANTE, Octavio, Sr., vicepresidente de la Comisión de Trabajo y Previsión Social de la CONCAMIN.

ORTEGASOLIS, Adalberto, Sr., asesor jurídico de la Cámara de la Industria Metalúrgica de Jalisco.

DIAZ GUJARDO, Amado R., Sr., asesor jurídico de la Cámara de la Industria de la Transformación, Nuevo León.

MACIAS-SANTOS, Eduardo, Sr., presidente de la Comisión para la OIT de COPARMEX.

SANCHEZ VAYLON, Tomás, Sr., asesor jurídico-laboral de COPARMEX.

GUTIERREZ, Reynold, Sr., asesor jurídico-laboral de COPARMEX; gerente de relaciones laborales del Grupo CYDSA.

Acompaña a la delegación de los empleadores

VELAZCO ARZAC, Guillermo, Sr., vicepresidente de relaciones internacionales de COPARMEX.

Delegado de los trabajadores

SANCHEZ MADARIAGA, Alfonso, Sr., secretario de relaciones del Comité Nacional de la Confederación de Trabajadores de México (CTM); miembro del Consejo de Administración de la OIT.

Consejeros técnicos

MONTAÑO, Martín, Sr., senador; secretario general de la Federación de Trabajadores del Estado de Guanajuato.

CALLEJA, Juan Moisés, Sr., jefe del Departamento Jurídico de la Confederación de Trabajadores de México.

ZAVALA PEÑA, Humberto Andrés, Sr., secretario de Acción Política de la Federación de Trabajadores del Estado de Chiapas.

SAN ROMAN ARRIAGA, Héctor, Dr., secretario sustituto de Acción Social de la CTM.

ESPONDA ZEBADUA, Gonzalo, Sr., asesor jurídico del Sindicato de la Petroquímica.

MONGOLIE MONGOLIA MONGOLIA

Government delegates

BAYART, Luvsandorjiin, Mr., Ambassador; Permanent Representative, Geneva.

BALJINNYAM, Damdiny, Mrs., First Secretary, Permanent Mission, Geneva.

Advisers and substitute delegates

ONON, Sodovyn, Mrs., Officer, State Planning and Economic Committee.

GANSUKH, Purevjavyn, Mr., Officer, Ministry of Foreign Affairs.

Employers' delegate

TSEMBEL, Turmunkhiin, Mr., Vice-Chairman, Union of Coal-mining Enterprises.

Workers' delegate

TSAGAAN, Puntsagiin, Mr., Central Council of Mongolian Trade Unions.

Adviser and substitute delegate

TSETSEGMAA, Luvsanbaldangiin, Mrs., Officer, Central Council of Mongolian Trade Unions.

MOZAMBIQUE

MINISTRE ASSISTANT A LA CONFERENCE

REAL MAZULA, Aguiar Jonassane Reginaldo, M., ministre du Travail.

Délégués gouvernementaux

MIGUIGY MURARGY, Murade Isac, M., ambassadeur extraordinaire; ministre plénipotentiaire.

JUSTINO, Adolfo Jorge, M., directeur du cabinet d'études du ministère du Travail.

Conseiller technique et délégué suppléant

DE DEUS, Clemente, M., sous-inspecteur du ministère du Travail.

Délégué des employeurs

MUSSANIANE, Egas, M., vice-président de l'Association des entreprises du Mozambique.

Délégué des travailleurs

GANANCIO, José Correia, M., secrétaire général adjoint de l'Organisation des travailleurs du Mozambique (OTM).

Conseiller technique

MABUMO, Estevao Nwamushuate, M., chef du Département des relations internationales de l'OTM; membre suppléant du Conseil d'administration du BIT.

NAMIBIE NAMIBIA NAMIBIA

Government delegates

DIAKENGA SERAO, Toko, Mr.

SAVUT, Ali, Mr.

Adviser

ALMEIDA, Maria, Ms.

Employers' delegate

ASOMBANG, Wilfred, Mr.

Workers' delegate

DEMBA, Diop, Mr.

NEPAL

Government delegates

BISTA, Lila Raj, Mr., Minister for Labour and Social Welfare.

KIRAN, Chandra Kala, Ms., Secretary, Ministry of Labour and Social Welfare.

Adviser

SHAH, Gobardhan Bikram, Mr., Chargé d'Affaires a.i., Permanent Mission, Geneva.

Employers' delegate

AGRAWAL, Jagdish Prasad, Mr., Secretary-General, Federation of Nepal Chambers of Commerce and Industry.

Workers' delegate

SHAHI, Hari Narayan, Mr., President, Nepal Labour Organisation (NLO).

Advisers

KHADKA, Resham Bahadur Singh, Mr., Secretary, NLO.

DAHAL, Ballav Mani, Mr., Professor, Tribhuvan University.

NICARAGUA

MINISTRO ASISTENTE A LA CONFERENCIA

MENESES FONSECA, Benedicto, Sr., Ministro del Trabajo.

Delegados gubernamentales

VARGAS, Gustavo-Adolfo, Sr., Embajador; representante permanente en Ginebra; representante suplente gubernamental, Consejo de Administración de la OIT.

MEZA SOZA, Adrián, Sr., secretario general del Ministerio del Trabajo.

Consejeros técnicos

CASTELLON DUARTE, Mario, Sr., consejero de la misión permanente en Ginebra.

ALEMAN, Oscar, Sr., consejero de la misión permanente en Ginebra.

CASTRO, Denis, Sr., director de relaciones internacionales del Ministerio del Trabajo.

WILSON, Minerva, Sra., funcionaria del gobierno regional autónomo de Atlantic Norte.

ROJAS, Irasema, Sra., de la misión permanente en Ginebra.

MENESES, Krupskaya, Sra., del Ministerio del Exterior.

RUIZ, Fernando, Sr., de la misión permanente en Ginebra.

Delegado de los empleadores

ARAGON, Juan Ramón, Sr., miembro de la junta de Dirección Nacional de la UNAG.

Consejeros técnicos

GARACHE, Mario, Sr., secretario ejecutivo del COSEP.

LEIVA, Antonio, Sr. director del COSEP.

GONZALES, Marcos, Sr., gerente general de la Empresa de Productores Agropecuarios.

Delegado de los trabajadores

GARCIA, Edgardo, Sr., secretario general de la Asociación de Trabajadores del Campo (ATC).

Consejeros técnicos

CANO, Francisco, Sr., secretario de relaciones internacionales de la ATC.

TORREZ, Luciano, Sr., secretario de relaciones internacionales de la Central Sandinista de Trabajadores (CST).

NIGER

MINISTRE ASSISTANT A LA CONFERENCE

MADOUYOU, Amadou, M., ministre de la Fonction publique, du Travail et de la Formation professionnelle.

Délégués gouvernementaux

YAHAYA, Cherif, M., directeur du travail et de la sécurité sociale.

ISSA, Dan-Azoumi, M., directeur de l'emploi.

Conseiller technique et délégué suppléant

KOUSSOU, Ibrahim, M., directeur de la Caisse nationale de sécurité sociale.

Conseiller technique

ABDOUL-AZIZ, Abouyaha, M., chef de la Division des relations internationales et études à la Direction du travail et de la sécurité sociale.

Délégué des employeurs

GEORGET, Henri, M., conseiller technique principal du Syndicat national des petites et moyennes entreprises et industries du Niger (SYNAPEMEIN); membre du Conseil d'administration du BIT.

Conseiller technique

IDE, Issaka, M., délégué du Syndicat patronal des entreprises et industries du Niger (SPEIN) auprès du ministère du Travail.

Délégué des travailleurs

MAINASSARA, Boureima, M., secrétaire général de l'Union des syndicats des travailleurs du Niger (USTN).

Conseillers techniques

MAYAKI, Ibrahim, M., secrétaire aux relations extérieures de l'USTN.

MANSOUR, Mahaman Daddo, M., secrétaire adjoint aux relations extérieures de l'USTN.

NIGERIA

MINISTER ATTENDING THE CONFERENCE

UMAR, Alhaji Abubakar, Mr., Minister of Employment, Labour and Productivity.

Accompanied by AZIKIWE, E.A., Mr., Ambassador; Permanent Representative, Geneva.

Government delegates

OLUMIDE, Adekunle A., Mr., Director-General, Federal Ministry of Employment, Labour and Productivity.

WILLIAMS, Fortunatus Oyeyinka, Mr., Director, Trade Union Services and Industrial Relations Department, Federal Ministry of Employment, Labour and Productivity.

Advisers and substitute delegates

ABUBAKAR, Alhaji Umar, Mr., Special Assistant to the Minister, Federal Ministry of Employment, Labour and Productivity.

ADEWOYE, R.O., Mr., Director of Factories, Federal Ministry of Employment, Labour and Productivity.

KUBOR, I., Mr., Director, Youth Employment, National Directorate of Employment.

FASANYA, Jonathan O., Mr., Assistant-Director, Federal Ministry of Employment, Labour and Productivity.

OWOEYE, S.A., Mr., Minister Counsellor, Permanent Mission, Geneva.

OKAFOR, G.E., Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

UBEKU, A.K., Mr., President, Nigeria Employers' Consultative Association (NECA).

Advisers

OKOGWU, Gabriel Chike, Mr., Executive Director, NECA; Deputy Member, Governing Body of the ILO.

DAMACHI, U.G., Mr., Member, Governing Council, NECA.

LAWAL, A., Mr., Chairman, Industrial Relations Committee, NECA.

Workers' delegate

OSHIOMHOLE, Adams, Mr., Deputy President, Nigeria Labour Congress (NLC).

Advisers

OSUNDE, L.A., Mr., General Secretary, NLC.

ASANBA, Peter, Mr., President, Footwear and Rubber Products, Workers Union of Nigeria.

MUSA, B.A., Mr., President, National Union of Chemical and Non-Metallic Products Workers.

NORVEGE NORWAY NORUEGA

MINISTER ATTENDING THE CONFERENCE

BORGEN, Kjell, Mr., Minister of Local Government and Labour.

Accompanied by FALCK, Lucie Paus, Ms., State Secretary, Ministry of Local Government and Labour.

SAND, Ulf, Mr., Secretary General, Ministry of Local Government and Labour.

GULLVAG, Steinar, Mr., Personal Adviser, Ministry of Local Government and Labour.

MARKHUS, Sissel, Ms., Deputy Director-General, Ministry of Local Government and Labour.

IVERSEN, Hildur, Ms., Secretary, Ministry of Local Government and Labour.

MEMBERS OF PARLIAMENT ATTENDING THE CONFERENCE

LUNDE, Kjellbjorg, Ms.

HUSEBY, Magnar, Mr.

Government delegates

RUGE, Mari Holmboe, Ms., Adviser for ILO Affairs, Ministry of Local Government and Labour.

BRUAAS, Odd, Mr., Senior Executive Officer, Ministry of Local Government and Labour.

Advisers and substitute delegates

STUB, Sverre, Mr., Counsellor, Permanent Mission, Geneva.

VOLLEBAEK, Knut, Mr., Head of Division, Ministry of Foreign Affairs.

Advisers

ARNESSEN, Arne G., Mr., Deputy Director-General, Ministry of Agriculture.

BJORKE, Kari, Ms., Executive Officer, Ministry of Local Government and Labour.

LOVENG, Turid, Ms., Senior Engineer, Directorate of Labour Inspection.

SARA, Aslak Nils, Mr., President, Norwegian Sami Council.

UTHEIM, Bjornar, Mr., Ambassador, Ministry of Foreign Affairs.

WILLE, Petter F., Mr., Head of Division, Ministry of Foreign Affairs.

Employers' delegate

HOFF, Erik, Mr., Assistant Director, Confederation of Norwegian Business and Industry.

Adviser and substitute delegate

WIUM, Per, Mr., Medical Director, Occupational Health and Safety, Confederation of Norwegian Business and Industry.

Advisers

HURLEN, Tore, Mr., Master of Law, Confederation of Norwegian Business and Industry.

VIK, Inga Merethe, Ms., Attorney-at-Law, Confederation of Norwegian Business and Industry.

GLOMSTEIN, Ivar, Mr., Public Relations Manager, Confederation of Norwegian Business and Industry.

MIDELFART, Edith, Ms., Legal Adviser, Norwegian Shipping and Offshore Federation.

VAGENG, Sigrun E., Ms., Personnel Manager, Grand Hotel, Oslo.

Workers' delegate

ANDREASSEN, Harriet, Ms., Secretary, Confederation of Trade Unions in Norway; Former Minister of Local Government and Labour.

Adviser and substitute delegate

DAHL, Karl Nandrup, Mr., Legal Adviser, Confederation of Trade Unions in Norway.

Advisers

HALONEN, Leif, Mr., County Agronomist, Norwegian Union of Employees in the Civil Service.

GREVSKOTT, Kirsti, Ms., Industrial Hygienist, Confederation of Trade Unions in Norway.

MORIN, Aase, Ms., Secretary, Confederation of Trade Unions in Norway.

SAETER, Tommy, Mr., Secretary, Norwegian United Federation of Trade Unions.

NOUVELLE-ZELANDE NEW ZEALAND NUEVA ZELANDIA

MINISTER ATTENDING THE CONFERENCE

RODGER, S.J., Mr., Minister of Labour.

Accompanied by McKENZIE, C.J., Mr., Secretary, Department of Labour.

GALL, R.H., Mr., Private Secretary to the Minister of Labour.

Government delegates

BUCHANAN, G.J., Mr., Office Solicitor, Department of Labour.

WELCH, Lois, Ms., Director, Review and Development, New Zealand Employment Service, Department of Labour.

Advisers

REEDY, Tamati M., Mr., Secretary of Maori Affairs, Department of Maori Affairs.

FORTUNE, G.C., Mr., Permanent Representative, Geneva.

MACEY, A.H., Mr., Counsellor, Permanent Mission, Geneva.

BILKEY, C., Ms., Second Secretary, Permanent Mission, Geneva.

WRIGHT, J.L., Ms., Senior Typist, Permanent Mission, Geneva.

Employers' delegate

JESSUP, R.A., Mr., Director-General, New Zealand Employers' Federation.

Advisers and substitute delegates

ARBUCKLE, R.H., Mr., President, New Zealand Employers' Federation.

SUTCLIFFE, D.G.R., Mr., General Manager, Auckland Employers' Federation.

Workers' delegate

FOULKS, A., Ms., Vice-President, New Zealand Council of Trade Unions.

Advisers and substitute delegates

WILLIAMS, G., Ms., Secretary, New Zealand Nurses' Association.

MURRAY, T.K., Mr., Convenor, Maori Trade Union Committee.

UGANDA UGANDA UGANDA

MINISTER ATTENDING THE CONFERENCE

EBYAU OKURUT, Stanislaus Kosta, Mr., Minister of Labour.

Government delegates

OLWENY, Claudius Mary, Mr., Labour Commissioner; Substitute Government Representative, Governing Body of the ILO.

BYEKWASO, Agaptus Gava, Mr., Senior Industrial Relations Officer.

Employers' delegate

BINTA, Matilda Kabatoro, Ms., Industrial Relations Director, Federation of Uganda Employers.

Workers' delegate

BINDEEBA, Charles, Mr., Acting Secretary-General, National Organisation of Trade Unions.

PAKISTAN

Government delegates

SANDHU, Muhammad Afzal, Mr., Chairman, National Industrial Relations Commission.

KAMAL, Ahmad, Mr., Ambassador; Permanent Representative, Geneva.

Adviser and substitute delegate

KIDWAI, Mohammad Zubair, Mr., Secretary, Labour Department, Government of Sind.

Advisers

GILANI, Shaheen A., Mr., Counsellor, Permanent Mission, Geneva.

KHAN, Muhammad Aslam, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

TABANI, Ashraf W., Mr., President, Employers' Federation of Pakistan.

Adviser

REHMAN, Malik Atiqur, Mr., Member of the Executive Committee, Lahore Chamber of Commerce and Industry.

Workers' delegate

AHMED, Khurshid, Mr., General Secretary, All Pakistan Federation of Trade Unions; Deputy Member, Governing Body of the ILO.

Adviser

MEMON, Abdul Aziz, Mr., Secretary, People's Labour Bureau; President, U.B.L. Labour Union.

PANAMA

MINISTRO ASISTENTE A LA CONFERENCIA

MARTANS V., César A., Sr., Ministro de Trabajo y Bienestar Social.

Delegados gubernamentales

VILLARREAL, Marcos A., Sr., Embajador; representante permanente en Ginebra.

CALDERON, Leonor A., Sra., directora de la Asesoría de Asuntos Internacionales del Ministerio de Trabajo y Bienestar Social.

Consejeros técnicos

SAAVEDRA POLO, Mirtha, Sra., ministro consejero de la misión permanente en Ginebra.

VALLARINO, Lourdes, Srta., consejera de la misión permanente en Ginebra.

ORTEGA, Sonia, Srta.

Delegado de los empleadores

DURLING C., Walter, Sr., Consejo Nacional de la Empresa Privada; miembro suplente del Consejo de Administración de la OIT.

Delegado de los trabajadores

CASTAÑEDA SANCHEZ, Francisco, Sr., secretario de relaciones intersindicales, sindicato de Periodistas de Panama.

PAPOUASIE-NOUVELLE-GUINEE PAPUA NEW GUINEA PAPUA NUEVA GUINEA

MINISTER ATTENDING THE CONFERENCE

GARONG, Peter, Mr., MP, Minister for Labour and Employment.

Government delegates

TANABI, Geoctau, Mr., Deputy Secretary, Department of Labour and Employment.

ARUA, Patrick C., Mr., Executive Officer, International Labour Affairs, Department of Labour and Employment.

Adviser

DIALA, Arthur, Mr., Industrial Information Officer, International Labour Affairs, Department of Labour and Employment.

Employers' delegate

DURUBA, Giau, Mr., Personnel Manager, South Pacific Brewery.

Workers' delegate

TTTIMUR, Lawrence, Mr., General Secretary, PNG Trade Union Congress.

PAYS-BAS NETHERLANDS PAISES BAJOS

MINISTERS ATTENDING THE CONFERENCE

DE KONING, Jan, Mr., Minister for Social Affairs and Employment.

INDERSON, S.H., Mr., Minister of Labour and Social Affairs, Netherlands Antilles.

Accompanied by COVA, E.A., Mr., Adviser to the Minister of the Netherlands Antilles.

Government delegates

ROOD, Max, Mr., Professor of Labour Law, Leiden University; Former Minister of the Interior.

DE POOTER, Anneke, Ms., Head, International Social Affairs Division, Ministry of Social Affairs and Employment.

Advisers and substitute delegates

VAN SCHAİK, Robert, Mr., Ambassador; Permanent Representative, Geneva.

HAGEN, Kees, Mr., Deputy Head, International Social Affairs Division, Ministry of Social Affairs and Employment.

Advisers

BEELAERTS VAN BLOKLAND, Willem, Mr., Policy Adviser for Budgetary Affairs, Ministry of Foreign Affairs.

VAN DEN BERG, Eric, Mr., First Secretary, Permanent Mission, Geneva.

BROUWER, Henk, Mr., Director-General for General Policy Affairs, Ministry of Social Affairs and Employment.

VAN DIETEN, Leo, Mr., Director for International Affairs, Ministry of Social Affairs and Employment.

VAN DONGEN, Toine, Mr., Counsellor of Embassy, Permanent Mission, Geneva.

MEPPELDER, Henk, Mr., Head, Toxic Substances Division, Directorate-General of Labour, Ministry of Social Affairs and Employment.

NAS, Jaques, Mr., Policy Adviser, Department for International Affairs, Ministry of Social Affairs and Employment.

VAN NIMWEGEN, Ton, Mr., Policy Adviser, Directorate-General of Labour, Ministry of Social Affairs and Employment.

VAN ROEDEN, Ronald, Mr., Policy Adviser, Department of International Organisations, Ministry of Foreign Affairs.

HOLTHUIS, Piet, Mr., Director, Conditions of Service, Ministry of Education and Science.

DE LANOY, Sergio, Mr., Acting Director, Department of Labour and Social Affairs, Netherlands Antilles.

MAMBI, S.T., Mr., Head, Legislative Division, Department of Labour and Social Affairs, Netherlands Antilles.

VERNET, Daphne, Ms., Secretary, Ministry of Social Affairs and Employment.

Employers' delegate

HAK, Cornélie, Miss, Adviser, International Social Affairs, Netherlands Council of Employers' Federations (RCO); Deputy Member, Governing Body of the ILO.

Advisers

DEKKERS, Gert, Mr., Chief, Department of Labour Conditions, Netherlands Broadcasting Corporation (NOS).

VAN DUN, Ineke, Mrs., Secretary, Social Affairs Division, Federation of Netherlands Industry.

WENSVEEN, Nico, Mr., Secretary, General (Industrial) Employers Association (AWV).

Workers' delegate

ETTY, Tom, Mr., Adviser, International Affairs, Confederation of the Netherlands Trade Union Movement (FNV).

Adviser and substitute delegate

PRONK, Bartho, Mr., Adviser, International Affairs, National Federation of Christian Trade Unions (CNV).

Advisers

DRIJRHOUT, Dedée, Ms., staff member, Trade Union Federation of Middle and Senior Staff Personnel.

VAN DER SCHAAF, Wouter, Mr., Adviser, FNV.

WILDERS, Marcel, Mr., Adviser, FNV.

COVA, A., Mr., Secretary, Petroleum Workers Federation of Curaçao, Netherlands Antilles.

BRITO, F.C., Mr., President, Civil Servants' Union, Netherlands Antilles.

PEROU PERU PERU

MINISTRO ASISTENTE A LA CONFERENCIA

RODRIGUEZ CAMPOS, Orestes, Sr., Ministro de Trabajo y Promoción Social.

Acompañado de HUAMBACHANO, Walter, Sr.

Delegados gubernamentales

DE RIVERO, Oswaldo, Sr., Embajador; representante permanente en Ginebra.

FERREYRA GARCIA, José, Sr., senador.

Consejeros técnicos y delegados suplentes

STIGLICH, Jaime, Sr., representante permanente alterno en Ginebra.

SAIF de PREPERIER, Ruth, Sra., consejera de la misión permanente en Ginebra.

Consejeros técnicos

CHAU VILLANUEVA, Wilfredo, Sr., asesor técnico del Despacho Ministerial; Coordinador Parlamentario.

BOBADILLA REVOLLE, Walter, Sr., director general de Asuntos Internacionales.

AYALA FLORES, Leonor, Sra., directora ejecutiva de la Dirección General de Inspección.

ALCABES VOTO BERNALES, Nancy, Sra., asesora técnica del Despacho Ministerial.

QUIROS, Fernando, Sr., tercer secretario de la misión permanente en Ginebra.

SANCHEZ ALVARADO, María del Carmen, Srta., directora de la Oficina de Convenios y Recomendaciones de Asuntos

Internacionales del Ministerio de Trabajo y Promoción Social.

MIEMBROS DEL PARLAMENTO ASISTENTES A LA CONFERENCIA

MORALES VEGA, Oscar, Sr.

OLIVERA VILA, Alejandro, Sr.

ALVARADO BRAVO, José Luis, Sr.

CESPEDES PEREZ, Bernardino, Sr.

BENDEZU CARPIO, Wilbert, Sr.

SUAREZ GALDOS, Emilio, Sr.

APAZA ORDONEZ, Justiniano, Sr.

RAMIREZ DEL VILLAR, Roberto, Sr.

HORNA MEJIA, Simón, Sr.

ROCHA DE JANZ, Bianca, Sra.

DE LA MATA DE PUENTE, Judith, Sra.

NEGREIROS CRIADO, Luis, Sr.

Delegado de los empleadores

BARRENECHEA CALDERON, Julio César, Sr., de la Confederación Nacional de Instituciones Empresariales Privadas (CONFIEP).

Consejeros técnicos

GUBBINS GRANGER, Reynaldo, Sr., presidente de la CONFIEP.

IRIVARREN GIORZA, Miguel, Sr.

RIO MALAGA, Felipe del, Sr.

ZEGARRA GARNICA, Federico, Sr.

AUBERT GARZON, Jorge, Sr.

ARBULU ALVA, Luis, Sr.

QUIROZ CASTRO, Jorge, Sr.

MONTORI ALFARO, Manuel, Sr.

Personas nombradas con arreglo al artículo 2, párrafo 3 i), del Reglamento de la Conferencia

DONAYRE BARRIOS, Guillermo, Sr.

DIAZ GONZALES, Richard, Sr.

BOZA VEGA LEON, Carlos, Sr.

Delegado de los trabajadores

RAMIREZ SALAS, Manuel, Sr., presidente de la Confederación de Trabajadores del Perú (CTP).

Consejeros técnicos

PACHO QUISPE, Valentín, Sr., senador; secretario general de la Confederación General de Trabajadores del Perú (CGTP).

AVELINO SANCHEZ REBAZA, Arcadio, Sr., secretario de relaciones internacionales de la Confederación Nacional de Trabajadores (CNT).

FRANCO, Carlos A., Sr.

ROZAS, Ulises, Sr.

PHILIPPINES PHILIPPINES FILIPINAS

MINISTER ATTENDING THE CONFERENCE

DRILON, Franklin, Mr., Secretary of Labor and Employment.

Government delegates

ESCALER, Narcisa de Leon, Mrs., Ambassador; Permanent Representative, Geneva.

CASTRO, Ricardo, Mr., Under Secretary, Ministry of Labor and Employment.

Advisers and substitute delegates

DE JESUS, Maria Leonora Vasquez, Mrs., Assistant Secretary of Labor and Employment.

JABAR, Ramon, Mr., Congressman.

Advisers

BATACLAN, Victoria S., Mrs., First Secretary, Permanent Mission, Geneva.

LAGUESMA, Bienvenido, Mr., Administrator, National Conciliation and Mediation Board, Department of Labor and Employment.

SANCHEZ, Augusto, Mr., Director, Bureau of Working Conditions, Department of Labor and Employment.

YOUNG, Romeo, Mr., Regional Director, Region IV, Department of Labor and Employment.

PALMA, Leo, Mr., Labor Attaché, Permanent Mission, Geneva.

ROBLES, Francisco A., Mr., Chief of Staff, Office of Senator Ernesto Herrera.

WAGA, Rodolfo R., Mr., Senior Legislative and Technical Assistant, Office of Senator Ernesto Herrera.

Members of Congress attending the Conference

ANGARA, Edgardo, Mr., Senator.

HERRERA, Enresto, Mr., Senator.

RASUL, Santanina T., Mrs., Senator.

VELOSO, Alberto, Mr., Congressman.

Employers' delegate

HERNANDEZ, Benildo, Mr., Vice-President, Employers' Confederation of the Philippines (ECOP).

Adviser and substitute delegate

VARELA, Miguel, Mr., Vice-President, ECOP.

Advisers

INOCENTES, Raoul, Mr., President, ECOP.

ALABANZA, Jones, Mr., Member, Board of Governors, ECOP.

TIONKO, Felipe, Mr., Member, ECOP.

Workers' delegate

TAN, Juan C., Mr., President, Federation of Free Workers (FFW) and World Confederation of Labor.

Adviser and substitute delegate

DINGLASAN, Andres Jr., Mr., Vice-President, Trade Union Congress of the Philippines (TUCP); National President, Philippine Transport and General Workers' Organisation-TUCP.

Advisers

CAPA, Reynaldo, Mr., President, Pambansang Katipunan ng Mangagawa.

DEJON, Temistocles, Mr., Vice-President, TUCP.

SENO, Cecilio, Mr., Vice-President, TUCP.

POLOGNE POLAND POLONIA

MINISTER ATTENDING THE CONFERENCE

CZARSKI, Michal, Mr., Minister of Labour and Social Policy.

Government delegates

NAWACKI, Leslaw, Mr., Under-Secretary of State, Ministry of Labour and Social Policy.

SUJKA, Bogumil, Mr., Ambassador; Permanent Representative, Geneva.

Advisers and substitute delegates

NAWROCKI, Witold, Mr., Director, Department of International Co-operation, Ministry of Labour and Social Policy.

TOWPIK, Andrzej, Mr., Counsellor-Minister Plenipotentiary; Deputy Permanent Representative, Geneva.

Advisers

KOWALSKI, Andrzej, Mr., Deputy Director, Department of International Organisations, Ministry of Foreign Affairs.

NOWICKI, Czeslaw, Mr., Adviser to the Minister of Labour and Social Policy.

STEFANSKA, Maria, Mrs., Senior Expert, Department of International Co-operation, Ministry of Labour and Social Policy.

ZALESKI, Krzysztof, Mr., Expert, Department of International Co-operation, Ministry of Labour and Social Policy.

SWIATKOWSKI, Alojzy, Mr., Adviser to the Minister, Minister's Office for Relations with the Trade Unions.

Employers' delegate

NOWAK, Jerzy, Mr., Vice-Chairman, Polish Employers' Association.

Adviser and substitute delegate

AUERBACH, Witold, Mr., Director, "SURTEX" enterprise; Member, Polish Employers' Association.

Advisers

CZARNECKI, Andrzej, Mr., Director, "PLASTOMED" Joint Venture; Member, Polish Employers' Association.

CEBULA, Karol, Mr., Private Owner; Member, Administrative Body of the Polish Handicraft Union; Member, Polish Employers' Association.

GORSKI, Jerzy, Mr., Private Enterprise Owner; Chairman, District Handicraft Union, Poznan.

BOKUN, Zbigniew, Mr., Director, "LABO" Joint Venture.

Workers' delegate

MIODOWICZ, Alfred, Mr., Chairman, Polish Trade Union Alliance.

Advisers and substitute delegates

LIS, Bogdan, Mr., Member, Presidium of the National Executive Commission, Solidarnosc.

KACZYNSKI, Lech, Mr., Member, Presidium of the National Executive Commission, Solidarnosc.

UZIEBLO, Jerzy, Mr., Vice-Chairman, Polish Trade Union Alliance.

Advisers

DRZEWICKI, Krzysztof, Mr., Adviser, National Executive Commission, Solidarnosc.

BOGUTYN, Jan, Mr., Senior Adviser to the Chairman, Polish Trade Union Alliance.

SZAFARZ, Sylwester, Mr., Adviser to the Chairman, Polish Trade Union Alliance.

STELMACHOWSKI, Andrzej, Mr., Adviser, National Executive Commission, Solidarnosc.

FOTYGA, Anna, Ms., Executive, Foreign Relations Office, National Executive Commission, Solidarnosc.

Persons appointed in accordance with Article 2, paragraph 3(i) of the Standing Orders of the Conference

MALECKI, Edward, Mr., Member, Provisional National Council, "Solidarnosc"- Individual Farmers.

MAKSYMUK, Janusz, Mr., Chairman, Supreme Council, National Union of Farmers and Farming Organisations.

PORTUGAL

MINISTRE ASSISTANT A LA CONFERENCE

SILVA PENEDA, José Albino da, M., ministre de l'Emploi et de la Sécurité sociale.

Accompagné de COSTA LOBO, Antonio, M., ambassadeur; représentant permanent à Genève.

SEABRA, Jorge, M., secrétaire d'Etat adjoint.

NASCIMENTO RODRIGUES, Henrique, M., directeur du Bureau de coopération avec l'Afrique, ministère de l'Emploi et de la Sécurité sociale.

AMOR, Joao, M., chef de cabinet.

RIBEIRO ARRUDA, Manuel, M., secrétaire d'Etat à la Jeunesse et aux Ressources humaines des Açores.

BAZENGA MARQUES, Manuel, M., secrétaire régional de l'Administration publique de Madère.

Délégués gouvernementaux

DIAS, Amadeu, M., directeur général du travail au ministère de l'Emploi et de la Sécurité sociale.

MOITINHO DE ALMEIDA, Pedro, M., direction du Service des affaires multilatérales au ministère des Affaires étrangères.

Conseillers techniques

GONCALVES DA SILVA, Rui, M., directeur régional du travail, de la région autonome de Madère.

RODRIGUES DA SILVA, Adelino, M., directeur régional du travail de la région autonome des Açores.

LEANDRO, David, M., Direction générale de l'hygiène et de la sécurité du travail.

CORREIA LEITAO, Maria Josefina, Mme, ministère de l'Emploi et de la Sécurité sociale.

ROBERT LOPES, Maria Helena, Mme, Direction générale du travail du ministère du Travail et de la Sécurité sociale.

TOME DE ALMEIDA, Luis, M., conseiller pour les affaires sociales et du travail à la mission permanente à Genève.

MASCARENHAS NETO, Lilianna, Mme, direction du Service des affaires multilatérales au ministère des Affaires étrangères.

MARTINS GOMES, Ana, Mme, secrétaire d'ambassade à la mission permanente à Genève.

ALMEIDA RIBEIRO, Candida, Mme, du ministère de l'Emploi et de la Sécurité sociale.

Délégué des employeurs

PINTO CARDOSO, António Morgado, M., administrateur d'entreprise.

Conseillers techniques

SALGUEIRO, Heitor Flávio Fernandes, M., directeur général adjoint de la Confédération de l'industrie portugaise (CIP).

GONCALVES, Ruy, M., Confédération du commerce du Portugal (CCP).

ROCHA NOVO, Gregório, M., CIP.

BLANCO DE MORAIS, Carlos, M., CCP.

RODRIGUES MACHADO, Mario Jorge, M., secrétaire général de la Chambre du commerce et de l'industrie (Açores).

PEREIRA FERNANDES, Rui Manuel, M., secrétaire général de l'Association du commerce et de l'industrie de Funchal, Madère.

Délégué des travailleurs

JUDAS, José Luis, M., commission exécutive de la Confédération générale des travailleurs portugais-Intersyndicale nationale (CGTP-IN).

Conseillers techniques

MORGADO, Alfredo, M., de l'Union générale des travailleurs (UGT).

FEIO VALE, Ana, Mme, du département d'études de la CGTP-IN.

FERNANDES, Maria do Carmo, Mme, de l'UGT.

GOMES TAVARES, Armando, M., CGTP-IN.

BAPTISTA FERNANDES, José, M., de l'UGT.

CARINHAS, José Manuel, M., de la CGTP.

MONTEIRO BARROS, Antenor, M., de la CGTP.

HORTA E COSTA, José, M., de l'UGT.

QATAR

MINISTER ATTENDING THE CONFERENCE

AL-ANSARI, Ali Bin Ahmed, Mr., Minister of Labour and Social Affairs.

Government delegates

AL-MAHMOOD, Mohamed Saad, Mr., Director, Department of Labour.

ABOU SHERBAK, Ali Saeed, Mr., Director, International Relations and Technical Affairs Department.

Advisers

MUBARAK, Nejib Salem, Mr., Inspector, Department of Labour.

ABDUL-GHANI, Motasim Hassan, Mr., Legal Researcher, Ministry of Labour and Social Affairs.

Employers' delegate

AL-NUAIMI, Ali Ahmed, Mr., Deputy-Manager of Public Relations and Information, Qatar General Petroleum Corporation.

Workers' delegate

AL-HAJERI, Mohamed Nasser Mansoor, Mr., Head of Workers Committee, Qatar General Petroleum Corporation.

**REPUBLIQUE DEMOCRATIQUE
ALLEMANDE
GERMAN DEMOCRATIC REPUBLIC
REPUBLICA DEMOCRATICA ALEMANA**

MINISTER ATTENDING THE CONFERENCE

BEYREUTHER, Wolfgang, Mr., Secretary of State for Labour and Wages.

Government delegates

NOACK, Ingolf, Mr., Deputy Secretary of State for Labour and Wages; Government Representative, Governing Body of the ILO.

HERTEL, Lothar, Mr., Minister Plenipotentiary; Deputy Permanent Representative, Geneva; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

GRUBER, Hans, Mr., Head, International Division, State Secretariat for Labour and Wages.

ZENKER, Jürgen, Mr., Counsellor, Head of Sector, Ministry of Foreign Affairs.

BIENERT, Ernst, Mr., Head of the Office of the Secretary of State.

Advisers

KUNZ, Frithjof, Mr., Professor of Labour Law, Academy of Law and Political Sciences.

MEDACK, Juergen, Mr., Central Institute for Labour Safety.

STOECKER, Klaus, Mr., First Secretary, Permanent Mission, Geneva.

SCHWURACK, Guenter, Mr., First Secretary, Ministry of Foreign Affairs.

BORCHERT, Hans-Joachim, Mr., Second Secretary, Permanent Mission, Geneva.

ZIEGENHAGEN, Ronald, Mr., State Secretariat for Labour and Wages.

Employers' delegate

MARX, Ulrich, Mr., Production Manager, Central Engineering Enterprise (Metallurgy).

Adviser and substitute delegate

RUBEN, Rainer, Mr., Head of the President's Office, Bruno Leuschner School of Economics.

Workers' delegate

BOCHOW, Frank, Mr., Member of the Governing Board and Secretary of the National Council, Confederation of Free German Trade Unions (FDGB).

Adviser and substitute delegate

LAMPRECHT, Max, Mr., Deputy Head of Department, National Council of the FDGB.

Advisers

HANTSCHKE, Walter, Mr., Head, Department of Labour Law, Fritz Heckert Trade Union College.

STOECKEL, Hans, Mr., National Council of the FDGB.

GOLDBERG, Guenter, Mr., National Council of the FDGB.

ROUMANIE ROMANIA RUMANIA

Délégués gouvernementaux

DOLGU, Gheorghe, M., ambassadeur; représentant permanent à Genève.

PACURARU, Ion, M., directeur, ministère du Travail.

Conseillers techniques et délégués suppléants

TUDOR, Valeriu, M., conseiller au ministère des Affaires étrangères.

CHIRILA, Gheorghe, M., conseiller à la mission permanente à Genève.

RADU, Constantin, M., premier secrétaire à la mission permanente à Genève.

Délégué des employeurs

TEODORESCU, Mihai, M., directeur des Usines chimiques roumaines - Bucarest; président de la section des dirigeants des entreprises auprès de la Chambre de commerce et d'industrie.

Délégué des travailleurs

FLOREA, Gheorghe, M., membre de la commission internationale du Conseil central de l'Union générale des syndicats de Roumanie.

**ROYAUME-UNI
UNITED KINGDOM
REINO UNIDO**

MINISTER ATTENDING THE CONFERENCE

FOWLER, Norman, The Rt. Hon., MP, Secretary of State for Employment.

Accompanied by NORRIS, C., Mr., Private Secretary to the Secretary of State.

DAVID, R.A., Mr., Head, International and Tourism Division, Department of Employment.

Government delegates

BRANNEN, P., Mr., Head of Branch, Department of Employment; Substitute Government Representative, Governing Body of the ILO.

ALEXANDER, D.C., Mr., Principal, Department of Employment.

Advisers and substitute delegates

SANKEY, J.A., Mr., Ambassador; Permanent Representative, Geneva.

SIRETT, R.G., Mr., Principal, Department of Employment.

Advisers

HEWITT, G.W., Mr., Deputy Permanent Representative, Geneva.

PRINCE, J., Miss, Senior Executive Officer, Department of Employment.

NATION, M.E., Miss, Deputy Superintending Inspector of Factories, Health and Safety Executive.

EDMONDSON, W., Mr., Principal Inspector, Health and Safety Inspectorate, Department of Economic Development, Northern Ireland.

ROBSON, E.C., Miss, First Secretary, Permanent Mission, Geneva.

COOPER, A., Mr., First Secretary, Permanent Mission, Geneva.

NORTHERN, R., Mr., Principal, Foreign and Commonwealth Office.

SMITH, A.E., Mr., International Labour Adviser, Foreign and Commonwealth Office.

MANN, S., Miss, Third Secretary, Permanent Mission, Geneva.

ANDREWS, K., Mr., Higher Executive Officer, Department of Employment.

ELLIS, T., Mr., Assistant International Labour Adviser, Foreign and Commonwealth Office.

KWOK, H., Mr., Deputy Commissioner for Labour, Labour Department, Hong Kong.

Employers' delegate

MACKIE, A., Miss, Employee Relations Adviser, Unilever PLC; Confederation of British Industry (CBI) Consultant on International Labour Affairs; Member, CBI International Labour Affairs Panel; Member, Governing Body of the ILO.

Advisers

BARKER, A., Mr., Consultant, Chemical Industries Association.

CASTLE, C.H.A.F., Mr., Manager, Employee Relations, British Petroleum PLC; Member, CBI International Employment Affairs Panel.

DEARSLEY, D., Mr., Senior Manager, International Labour Affairs, General Council of British Shipping.

GUERECA, D., Mr., Group Industrial Relations Adviser, Smith and Nephew Associated Companies Ltd.

HEALY, T.P.A., Mr., Employment Affairs Directorate, Confederation of British Industry.

LEECH, P.A., Mr., Deputy Director, Employee Relations, Chemical Industries Association Ltd.

LUSTED, J., Mr., Deputy Director General, General Council of British Shipping.

GAZELEY, A.E., Mr., Vice-Chairman, Industrial Affairs Committee, Hong Kong General Chamber of Commerce; Employers' Representative, Labour Advisory Board.

Workers' delegate

MORTON, J.T., Mr., Member, General Council of the Trades Union Congress; General Secretary, Musicians' Union; Member, Governing Body of the ILO.

Advisers

CLARKE, P., Ms., Assistant, International Department, TUC.

LOVE, I., Mrs., Member of the General Council of the TUC; President, National Union of Public Employees.

MORGAN, G., Mrs., Member, General Council of the TUC; Executive Member, Amalgamated Engineering Union.

THOMAS, K., Mr., Former Member, General Council of the TUC; Former General Secretary, Civil and Public Services Association.

WHYMAN, J., Mr., Member, General Council of the TUC; Member, Amalgamated Engineering Union Executive Council.

SHUK-YEE, Lam, Ms., Vice-Chairman, Hong Kong Federation of Trade Unions; Employees' Representative, Labour Advisory Board.

Accompanying the Workers' delegation

CROWLEY, K., Mr., President, Inland Revenue Staff Federation.

GILL, K., Mr., Member, General Council of the TUC; General Secretary, Manufacturing Science, Finance.

LEA, D., Mr., Assistant General Secretary, TUC.

MOORE, K., Ms., Member of the Executive Committee, Inland Revenue Staff Federation.

TODD, R., Mr., Member, General Council of the TUC; General Secretary, Transport and General Workers' Union.

WALSH, M., Mr., Secretary, International Department, TUC.

WILLIAMS, J., Mr., Member, Executive Committee, Inland Revenue Staff Federation.

WILLIS, N., Mr., General Secretary, TUC.

LLOYD, G., Mr., Former Member, General Council of the TUC; Former Member, Executive Council, Union of Construction, Allied Trades and Technicians.

RWANDA

MINISTRE ASSISTANT A LA CONFERENCE

HABIYAKARE, François, M., ministre de la Fonction publique et de la Formation professionnelle.

Délégués gouvernementaux

HABIYAMBERE, Joseph, M., directeur général de l'emploi et de la sécurité sociale au ministère de la Fonction publique et de la Formation professionnelle.

RUSHINGABIGWI, Aloys, M., directeur de la sécurité sociale et de l'hygiène du travail.

Délégué des employeurs

KANYARWANDA, Claudien, M., directeur général adjoint des Magasins généraux du Rwanda (MAGERWA).

Délégué des travailleurs

RUHIGIRA, Enoch, M., membre du comité central du Mouvement révolutionnaire national pour le développement; secrétaire général de la Centrale syndicale des travailleurs du Rwanda (CESTRAR).

Conseiller technique

NTABANGANYIMANA, Jean, M., secrétaire général adjoint pour l'administration et les finances à la CESTRAR.

SAINT-MARIN SAN MARINO SAN MARINO

MINISTRE ASSISTANT A LA CONFERENCE

MULARONI, Piero Natalino, M., ministre du Travail.

Délégués gouvernementaux

CECCHETTI, Domenico, M., directeur du Département du travail.

THOMAS, Dieter, M., ambassadeur; représentant permanent à Genève.

Conseiller technique et délégué suppléant

ZEILER WERBROUCK, Huguette, Mme, premier secrétaire à la mission permanente à Genève.

Délégué des employeurs

MORRI, Alessandro, M., secrétaire général de l'Association nationale de l'industrie de Saint-Marin.

Conseiller technique et délégué suppléant

VAGNINI, William, M., de l'Association nationale de l'industrie.

Conseillers techniques

ZAFFERANI, Enzo, M., président de l'Association nationale de l'industrie.

TERENZI, P. Giovanni, M., conseiller de l'Association nationale de l'industrie.

GIORGI, Carlo, M., secrétaire général de l'Association nationale de l'industrie.

TERENZI, Gianfranco, M., président de l'Union nationale des artisans (UNA).

CHEZZI, Alberto, M., secrétaire général de l'UNA.

Délégué des travailleurs

GIARDI, Maurizio, M., secrétaire général adjoint de la Confédération démocratique des travailleurs.

Conseiller technique et délégué suppléant

GIARDI, Giovanni, M., du secrétariat de la Confédération du travail.

Conseillers techniques

CHIARUZZI, Pio, M., du secrétariat de la Confédération du travail.

MAURIACA, Carlos, M., du bureau international de la Confédération du travail.

SAO TOME-ET-PRINCIPE SAO TOME AND PRINCIPE SANTO TOME Y PRINCIPE

Délégués gouvernementaux

VAZ D'ALMEIDA, Armindo, M., ministre de la Santé, du Travail et de la Sécurité sociale.

RITA, Cosme Bofim Afonso, M.

Délégué des travailleurs

ESPIRITO SANTO, Avelino do, M.

SENEGAL

MINISTRE ASSISTANT A LA CONFERENCE

NDOYE, Moussa, M., ministre de la Fonction publique et du Travail.

Délégués gouvernementaux

SENE, Alioune, M., ambassadeur; représentant permanent à Genève.

DIAGNE THIAM, Oumar, M., directeur du travail et de la sécurité sociale.

Conseillers techniques

FALL, Couty, Mme, conseiller technique du ministère de la Fonction publique et du Travail.

TOURE NIASSE, Massar, M., chargé d'études à la Délégation à l'insertion, à la réinsertion et à l'emploi.

KONATE, Samba Cor, M., conseiller à la mission permanente à Genève.

FALL, Saliou, M., conseiller à la mission permanente à Genève.

CISSE, Alassane, M., secrétaire à l'ambassade à Berne.

SANE, Moussa, M., secrétaire à la mission permanente à Genève.

Délégué des employeurs

SOW, Amadou Moctar, M., président du Conseil national du patronat (CNP).

Adviser

SECK, Cheikh, M., secrétaire général du CNP.

Délégué des travailleurs

DIOP, Madia, M., secrétaire général de la Confédération nationale des travailleurs du Sénégal (CNTS); membre du Conseil d'administration du BIT.

Conseillers techniques

NIASSE, Doudou Issa, M., membre du Bureau confédéral de la CNTS.

SECK, Daouda, M., membre du Bureau confédéral de la CNTS.

TALL, Oumar, M., membre du Bureau confédéral de la CNTS.

SIERRA LEONE SIERRA LEONE SIERRA LEONA

Government delegates

SIDIQUE, Alhaji M.L., Mr., Minister of Labour.

FALLAH, J.K., Mr., Labour Officer, Ministry of Labour.

Employers' delegate

BENJAMIN, Alan E., Mr., Executive Officer, Employers' Federation.

Workers' delegate

YILLAH, Kandeh B., Mr., Secretary General, Sierra Leone Labour Congress.

SINGAPOUR SINGAPORE SINGAPUR

MINISTER ATTENDING THE CONFERENCE

LEE, Yock Suan, Mr., Minister for Labour.

Government delegate

THEN, Yee Thoong, Mr., Assistant Director, Labour Relations, Ministry of Labour.

Advisers

SEE, Chak Mun, Mr., Ambassador; Permanent Representative, Geneva.

LIANG, Margaret, Ms., Counsellor, Permanent Mission, Geneva.

TONG, Tek Liong, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

LEE, Stephen, Mr., President, Singapore National Employers' Federation.

Workers' delegate

ONG, Ah Heng, Mr., Central Committee Member, National Trade Union Congress (NTUC).

Advisers

ONG, Teng Cheong, Mr., Secretary-General, NTUC; second Deputy Prime Minister.

GOH, Chee Wee, Mr., Assistant Secretary-General, NTUC.

EUSOFE, Othman Haron, Mr., Assistant Secretary-General, NTUC.

MARICAN, Othman, Mr., General Secretary, United Workers of Electronic and Electrical Industries.

TAN, Dennis Cheng Kim, Mr., Executive Secretary, Chemical Industries Employees' Union.

WAH, Yip Moh, Miss, Accountant, All Industrial Unions.

TOO, Molly Joon Kan, Mrs., Second Assistant General Treasurer, Union of Telecom Employees of Singapore.

HUSSEIN, Rashid A., Mr., General Secretary, Singapore Industrial and Services Employees' Union.

SOMALIE SOMALIA SOMALIA

MINISTER ATTENDING THE CONFERENCE

ISAQ, Abdi Warsame, Mr., Minister of Labour, Sports and Social Affairs.

Accompanied by BIHI, Faduma Isaq, Ms., Ambassador; Permanent Representative, Geneva.

Government delegates

MOHAMED, Abdullahi Moalim, Mr., Director General, Ministry of Labour, Sports and Social Affairs.

ALI, Hassan Mohamed, Mr., Director, Department of Manpower Planning, Ministry of Labour, Sports and Social Affairs.

Advisers

ISSE, Ahmed Abdi, Mr., Counsellor, Permanent Mission, Geneva.

ISSA, Abdulaziz Adam, Mr., First Secretary, Permanent Mission, Geneva.

NOOR, Abdirahman Ahmed, Mr., Ministry of Labour, Sports and Social Affairs.

Employers' delegate

ALI, Mohamed Abdulle, Mr., General Manager, Somali Social Security Agency.

Adviser and substitute delegate

HUSSEIN, Ali Abdullahi, Mr., Head of Foreign Relations, Somali Social Security Agency.

Workers' delegate

ABDI, Khalif Abderahman, Mr., Head of Foreign Relations, General Federation of Somali Trade Unions.

Adviser and substitute delegate

ISMAIL, Mohamed Shire, Mr., Chairman, General Federation of Somali Trade Unions (GFSTU).

SOUDAN SUDAN SUDAN

MINISTER ATTENDING THE CONFERENCE

ELTAYEB, Akasha Babiker, Mr., Minister of Labour and Social Security.

Government delegates

SHUMMENA, Kamal Eldin Hassan, Mr., Under-Secretary, Ministry of Labour and Social Security.

HAIDOUB, Abd Elrahman Yousif, Mr., Director General, International Labour Relations, Ministry of Labour and Social Security.

Advisers and substitute delegates

HASSAN, Abdel Magied Ali, Mr., Ambassador; Permanent Representative, Geneva.

ELAMIN, Abdel-Moniem Mustafa, Mr., Ambassador, Permanent Mission, Geneva.

EL SHEIKH, Ahmed El Motassim, Mr., Counsellor, Permanent Mission, Geneva.

Adviser

EL TAHIR, El Tahir Mohamed, Mr., Executive Director, Office of the Minister of Labour and Social Security.

Employers' delegate

MUSTAFA, Mohamed El Makkawi, Mr., Sudan Employers' and Businessmen's Federation.

Adviser

AL-ARAB YOUSIF, Ahmed Izz, Mr.

Workers' delegate

ABDOON, Tag Elsir Mohamed, Mr., Foreign Relations Secretary, Sudan Workers' Trade Union Federation.

Advisers

ABU SHAMA, Yousif, Mr., Secretary, Sudan Workers' Trade Unions Federation.

GAMAH, Mohamed Osman, Mr.

SRI LANKA

MINISTER ATTENDING THE CONFERENCE

ATAPATTU, Ranjit, Mr., MP, Minister of Labour and Social Welfare.

Accompanied by RODRIGO, D.E.N., Mr., Ambassador, Permanent Representative, Geneva; Substitute Government Representative, Governing Body of the ILO.

PEMASIRI, Douglas, Mr., Minister (Commercial and Economic), Permanent Mission, Geneva.

Government delegates

DIAS, A.A. Justin, Mr., Secretary, Ministry of Labour and Social Welfare; Government Representative, Governing Body of the ILO.

WEERAKOON, G., Mr., Commissioner of Labour, Ministry of Labour and Social Welfare.

Advisers

WIJESINGHE, F.E.A., Mr., Senior Assistant Secretary, Ministry of Labour and Social Welfare.

PALIHAKKARA, H.M.G.S., Mr., First Secretary, Permanent Mission, Geneva.

JAYASINGHE, C.R., Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

DE SILVA, S.R., Mr., Secretary, Employers' Federation of Ceylon; Substitute Member, Governing Body of the ILO.

Adviser

ABDUL RAHMAN, N., Mr., Attorney-at-Law.

Workers' delegate

PERERA, W.A. Neville, Mr., President, Jathika Sevaka Sangamaya.

Advisers

SUNDARAM, M.P., Mr., International Representative, Ceylon Workers' Congress; Substitute Member, Governing Body of the ILO.

SENEWIRATNA, Raja, Mr., General Secretary, Lanka Jathika Estate Workers' Union.

PUTHIRASIGAMONEY, V., Mr., Deputy General Secretary, Lanka Jathika Estate Workers' Union.

RASARATNAM, C.T., Mr., Co-ordinator, International Affairs and Research, Ceylon Workers' Congress.

GUNAWARDENE, M. Chandra, Mr., Branch President, Jathika Sevaka Sangamaya.

SUEDE SWEDEN SUECIA

MINISTER ATTENDING THE CONFERENCE

THALEN, Ingela, Mrs., Minister of Labour.

Accompanied by ANELL, Lars, Mr., Ambassador; Permanent Representative, Geneva.

WESTERBERG, Ulf, Mr., Under-Secretary, Ministry of Labour.

NEPTUNE, Paul, Mr., Information Officer, Ministry of Labour.

ULANDER, Lars, Mr., Chairman of the Standing Committee on Labour Market Affairs of the Swedish Parliament.

AHREN, Ingvar, Mr., Vice-Chairman, National Union of the Swedish Sami People.

Government delegates

LIDAL, Bengt, Mr., Assistant Under-Secretary, Ministry of Health and Social Affairs.

WIKLUND, Kerstin, Ms., Head of Section, Ministry of Labour; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

JONZON, Björn, Mr., Deputy Assistant Under-Secretary, Ministry of Labour; Substitute Government Representative, Governing Body of the ILO.

TILLFORS, Lars, Mr., First Secretary, Permanent Mission, Geneva.

Advisers

WAHLQVIST, Sten, Mr., Legal Officer, Data Inspectorate.

SJOLANDER, Marie, Ms., Head of Section, Ministry for Foreign Affairs.

DEGERFELT, Kent, Mr., Head of Section, Ministry for Foreign Affairs.

ERIKSSON, Christer, Mr., Head of Section, Ministry of Labour.

WEIGELT, Ulla, Ms., Head of Section, Ministry of Labour.

REMAEUS, Bertil, Mr., Head of the Chemistry Division, National Board of Occupational Safety and Health.

Employers' delegate

VON HOLTEN, Johan, Mr., Director, Swedish Employers' Confederation; Member, Governing Body of the ILO.

Advisers

EKINGER, Karin, Ms., Bachelor of Social Science and Administration, Swedish Employers' Confederation.

FROSTLING, Harald, Mr., Ph.D., Swedish Employers' Confederation.

HORNLUND, Lennart, Mr., Director-General, Employers' Federation of the Swedish Forest Industries.

MYRDAL, Hans-Göran, Mr., Director, Swedish Employers' Confederation.

LAURENT, Birgitta, Ms., International Secretary, Swedish Employers' Confederation.

Workers' delegate

EDSTROM, Ulf, Mr., International Secretary, Swedish Trade Union Confederation.

Adviser and substitute delegate

GUSTAFSSON, Kerstin, Ms., Legal Adviser, Swedish Confederation of Professional Employees.

Advisers

- PETTERSSON, Bertil, Mr., Ph.D., Swedish Trade Union Confederation.
- BERGKVIST, Roland, Mr., Lawyer, Swedish Trade Union Confederation.
- SUNDSTROM, Olof, Mr., International Secretary, Swedish Confederation of Professional Employees.
- HEDSTROM, Roland, Mr., Economist, Swedish Union of Clerical and Technical Employees in Industry.

SUISSE SWITZERLAND SUIZA

Délégués gouvernementaux

- HUG, Klaus, M., directeur de l'Office fédéral de l'industrie, des arts et métiers et du travail (OFIAMT).
- ELMIGER, Jean-Jacques, M., chef du Service des affaires internationales de l'OFIAMT; représentant gouvernemental au Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

- ALDER, Dominik, M., ministre; représentant permanent adjoint à Genève; représentant gouvernemental suppléant au Conseil d'administration du BIT.

Conseillers techniques

- BAUTY, Anne, Mme, conseiller, mission perm. à Genève.
- COQUOZ, Michel, M., suppléant du chef de la Section des Nations Unies et des organisations internationales, département fédéral des Affaires étrangères.
- FLUCKIGER, Federico, M., suppléant du chef de la Division de la protection des travailleurs et du droit du travail, OFIAMT.
- JOTTERAND, Armand, M., Division sécurité au travail, Caisse nationale suisse d'assurance en cas d'accidents.
- SCHNEUWLY, Jean-Claude, M., chef adjoint, Service des affaires internationales de l'OFIAMT.

Délégué des employeurs

- DECOSTERD, Roger, M., conseiller de Nestlé SA en affaires sociales; membre suppléant du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

- DUC, Edouard, M., secrétaire de l'Union centrale des associations patronales suisses.

Conseillers techniques

- CORNAZ, J.-P., M., docteur en chimie, Hoffman-La-Roche et Cie.
- DURR, L., M., Fédération suisse des cafetiers, restaurateurs et hôteliers.
- HAYMERLE, H., M., docteur en chimie, Sandoz SA.
- HOCHNER, C., Mme, secrétaire de l'Union suisse des arts et métiers (USAM).
- ROTH, R., M., docteur en chimie, Sandoz SA.
- SCHNYDER de WARTENSEE, Xavier, M., secrétaire de l'Association patronale suisse des constructeurs de machines et industriels en métallurgie.

Délégué des travailleurs

- DREIFUSS, Ruth, Mme, secrétaire de l'Union syndicale suisse; membre suppléant du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

- SCHMID, Pierre, M., secrétaire central de la Fédération des travailleurs de la métallurgie et de l'horlogerie (FTMH).

Conseillers techniques

- BRESSOUD, William, M., membre de l'Association suisse des cadres.
- CRIDAZZI, Ursula, Mme, secrétaire de la Fédération des sociétés suisses d'employés (FSE).
- PEDRINA, Vasco, M., secrétaire central du Syndicat du bâtiment et du bois (FOBB).
- STUDER, Martin, M., responsable du Service de la sécurité au travail, FOBB.
- VITTORI, Jacques, M., administrateur du Centre de coopération technique et de recherche pour l'éducation des travailleurs dans les pays en voie de développement.

SURINAME

MINISTER ATTENDING THE CONFERENCE

- VAN RUSSEL, Romeo W., Mr., Minister for Labour.

Government delegates

- TJOA, T.G.N., Mrs., Deputy Permanent Secretary, Ministry of Labour.
- GREP, E.H., Mr., Policy Adviser to the Minister for Labour.

Employers' delegate

- CATS, J.H.O., Mr., Labour Advisory Board.

Adviser

- DE VRIES, F.H., Mr., Labour Advisory Board.

Workers' delegate

- ZUNDER, A.J., Mr., Treasurer, Progressive Workers Federation.

Adviser

- VERNEUIL, K., Mr., Secretary-General, AVVS "De Moederbond".

SWAZILAND SWAZILAND SWAZILANDIA

Government delegates

- NSIBANDZE, B.M., Mr., Minister of Labour and Public Service.
- BEMBE, R.C.M., Mr., Commissioner of Labour.

Advisers

- MBOTTONI, A., Dr., Occupational Health Specialist.
- QWABE, W.M., Mr., Senior Labour Officer.

Employers' delegate

- NHLEKO, T.D., Mr., Federation of Swaziland employers.

Workers' delegate

SITHOLE, J., Mr., Secretary-General, Swaziland Federation of Trade Unions.

**REPUBLIQUE ARABE SYRIENNE
SYRIAN ARAB REPUBLIC
REPUBLICA ARABE SIRIA**

MINISTRE ASSISTANT A LA CONFERENCE

BOZO, Haydar, M., ministre des Affaires sociales et du Travail.

Délégués gouvernementaux

GLAIEL, Sami, M., ambassadeur; représentant permanent à Genève.

HATEM, Souleiman, M., vice-ministre des Affaires sociales et du Travail.

Conseillers techniques et délégués suppléants

HACHEM, Siham, Mlle, conseiller au Département des relations publiques.

ALSABBAGH, Ahmed Yassin, M., directeur au ministère des Affaires sociales et du Travail.

PHARAON, Moukless, M., premier secrétaire à la mission permanente à Genève.

HUSSAMI, Nabih, M., troisième secrétaire à la mission permanente à Genève.

Délégué des employeurs

AL KHEDHER, Jahjah, M., directeur général de la Compagnie générale des tapis.

Conseiller technique et délégué suppléant

MALAKANY, Abdul Hamid, M., directeur général de la Chambre de l'industrie.

Conseiller technique

KOUAATLY, Rim, Mlle.

Délégué des travailleurs

ISSA, Moustafa, M., secrétaire des affaires arabes et internationales à la Fédération générale des syndicats de travailleurs.

Conseiller technique et délégué suppléant

LOZI, Ibrahim, M., secrétaire des services sanitaires à la Fédération générale des syndicats de travailleurs.

Conseiller technique

BOUZO, Maged, Mlle.

**REPUBLIQUE-UNIE DE TANZANIE
UNITED REPUBLIC OF TANZANIA
REPUBLICA UNIDA DE TANZANIA**

Government delegates

JAMAL, Amir H., Mr., Permanent Representative, Geneva.

MISKRY, A.M., Mr., State Attorney, Zanzibar.

Advisers

MTANGO, E.E.E., Mr., Minister Plenipotentiary, Permanent Mission, Geneva.

NAMFUA, M.W., Mr., Minister-Counsellor, Permanent Mission, Geneva.

SUEDI, K.J., Mr., Counsellor, Permanent Mission, Geneva.

KISIRI, M.J., Mr., Counsellor (Trade), Permanent Mission, Geneva.

MTANGO, Flora, Mrs., Third Secretary, Permanent Mission, Geneva.

ABDALLAH, Mr., Zanzibar Government Official.

Employers' delegate

NAMATA, Joseph A., Mr., Executive Director, Association of Tanzania Employers, Substitute Member, Governing Body of the ILO.

Workers' delegate

KACHIMA, Moses, Mr., Secretary, National Union of Tanzania Workers (JUWATA).

TCHAD CHAD CHAD

MINISTRE ASSISTANT A LA CONFERENCE

ROUTOUANG, Yoma Golom, M., ministre du Travail et de la Main-d'oeuvre.

Délégués gouvernementaux

TERIA, Sindang, M., chef du Service des relations extérieures, Direction du travail.

SABIT, Phillipe, M., directeur de la Caisse nationale de prévoyance sociale.

Délégué des employeurs

DJEDELI, Issa, M., président de l'Organisation des employeurs.

Délégué des travailleurs

LAOUKOURA, Sa-N'Doudjinang, M., secrétaire général de l'Union nationale des syndicats du Tchad (UNST).

Conseiller technique

DJIBRINE ASSALI, Hamdallah, M., secrétaire général adjoint de l'UNST.

**TCHÉCOSLOVAQUIE
CZECHOSLOVAKIA
CHECOSLOVAQUIA**

MINISTER ATTENDING THE CONFERENCE

BODA, Miloslav, Mr., Minister of Labour and Social Affairs.

Government delegates

MOLKOVA, Dagmar, Mrs., Deputy Minister of Labour and Social Affairs; Government Representative, Governing Body of the ILO.

VAJNAR, Vratislav, Mr., Ambassador; Permanent Representative, Geneva.

Advisers and substitute delegates

SIKTANC, Josef, Mr., Department Director, Federal Ministry of Labour and Social Affairs.

CHLUMSKY, Pavel, Mr., Deputy Permanent Representative, Geneva.

Advisers

BERANEK, Milan, Mr., Head of Division, Federal Ministry of Foreign Affairs.

DRABES, Zdenek, Mr., Federal Ministry of Labour and Social Affairs.

RYCHLY, Ludek, Mr., Federal Ministry of Labour and Social Affairs.

TUKA, Vladimír, Mr., Attaché, Permanent Mission, Geneva.

VENEROVA, Ludmila, Mrs., Presidium of the Government of the Czechoslovak Socialist Republic.

Employers' delegate

CIGANIK, Josef, Mr., Vice-Chairman, Czechoslovak Chamber of Commerce and Industry.

Adviser

VITEK, Josef, Mr., Czechoslovak Chamber of Commerce and Industry.

Workers' delegate

NEUBERT, Jiri, Mr., Secretary, Central Council of Czechoslovak Trade Unions.

Advisers

JAKUBKA, Jaroslav, Mr., Head of Division, Central Council of Czechoslovak Trade Unions.

BERAN, Vlastimil, Mr., Central Council of Czechoslovak Trade Unions.

THAILANDE THAILAND TAILANDIA

MINISTER ATTENDING THE CONFERENCE

ASAVAHAME, Vatana, Mr., Deputy Minister of the Interior.

Accompanied by CHANDRAVITHUN, Nikom, Mr., Senator; Adviser on Labour Affairs to the Prime Minister.

MAKARANONDA, Akom, Mr., Senator.

PATANOTAI, Mun, Mr., Assistant Secretary to the Minister of the Interior.

Government delegates

SAICHEUA, Chao, Mr., Ambassador; Permanent Representative, Geneva.

KEIWALINSRIT, Siri, Mr., Director-General, Department of Labour, Ministry of the Interior.

Advisers and substitute delegates

PAYAKANITI, Supatra, Mrs., Director, International Labour Affairs Division, Department of Labour, Ministry of the Interior.

CHAVALITNITIKUL, Chaiyuth, Mr., Director, National Institute for the Improvement of Working Conditions and Environment, Department of Labour, Ministry of the Interior.

SURIYAWONGSE, Somsakdi, Mr., First Secretary, Permanent Mission, Geneva.

SUKSAENGSRIT, Surat, Mrs., Labour Officer, International Affairs Division, Department of Labour, Ministry of the Interior.

Employers' delegate

VASURATNA, Chirayudh, Mr., President, Employers' Confederation of Thailand (ECOT).

Advisers and substitute delegates

INTHARAPATHOM, Somchat, Mr., Counsellor, ECOT.

TANNGARM, Somkid, Mr., Director, ECOT.

SUCKRASON, Chit, Mr., Adviser, DTC Industries Co. Ltd.

NOIKAEW, Krongkaew, Ms., Labour Relations Officer, Import and Export Employers' Association.

Workers' delegate

CHANTAWONG, Charle, Mr., General Secretary, Labour Congress of Thailand (LCT).

Advisers and substitute delegates

THAILUAN, Panus, Mr., General Secretary, National Congress of Thai Labour (NCTL).

CHAROENPHAO, Panit, Mr., General Secretary, Thai Trade Union Congress (TTUC).

HAN-ITTHINAN, Amornchai, Mr., Co-ordinator, TTUC.

TOGO

Délégués gouvernementaux

YAGNINIM, Bitokotipou, M., membre du Bureau politique, ministre du Travail et de la Fonction publique.

BLEDJE, Djifa, M., directeur général du travail, de la main-d'oeuvre et de la sécurité sociale par intérim.

Conseiller technique et délégué suppléant

KPOTOGBEY, Mensavi Koffi, M., délégué permanent auprès l'UNESCO.

Délégué des employeurs

ASSIH, Hao Kayè, M., directeur général de l'UAC-Togo; membre du Groupement interprofessionnel togolais (GITO).

Délégué des travailleurs

TCHINDE, Essona, M., secrétaire général de la Confédération nationale des travailleurs du Togo (CNTT).

TRINITE-ET-TOBAGO TRINIDAD AND TOBAGO TRINIDAD Y TABAGO

MINISTER ATTENDING THE CONFERENCE

RICHARDS, Albert, Mr., Minister of Labour, Employment and Manpower Resources.

Government delegates

PERMANAND, Rabindranath, Mr., Ambassador; Permanent Representative, Permanent Mission, Geneva.

HENRY, André-Vincent, Mr., First Secretary, Permanent Mission, Geneva.

Adviser and substitute delegate

ALLEYNE, Pamela, Mrs., Chargé d'Affaires a.i., Permanent Mission, Geneva.

Employers' delegate

MURRAY, Ernest, Mr., President, Employers' Consultative Association (ECA)

Workers' delegate

TULL, Carl, Mr., General Secretary, Trinidad and Tobago Labour Congress.

Adviser

SELWYN, John, Mr., President-General, Trinidad and Tobago Labour Congress.

TUNISIE TUNISIA TUNEZ

MINISTRE ASSISTANT A LA CONFERENCE

ROUISSI, Moncer, M., ministre des Affaires sociales.

Accompagné de LYAGOUBI-OUAHCHI, Souad, Mme, ambassadeur; représentant permanent à Genève.

Délégués gouvernementaux

MOKADDEM, Youssef, M., représentant permanent adjoint à Genève.

MABROUK, Abdelmajid, M., directeur de la coopération internationale au ministère des Affaires sociales.

Conseillers techniques et délégués suppléants

BACCAR, Taoufik, M., président-directeur général de l'Office de la formation professionnelle et de l'emploi.

TLILI, Mustapha, M., secrétaire des affaires étrangères à la mission permanente à Genève.

Conseillers techniques

SOUISSI, Fredj, M., directeur des salaires et des conditions de travail au ministère des Affaires sociales.

CHAABANE, Mohamed, M., directeur général de la sécurité sociale.

KCHAOU, Mohamed, M., directeur général du travail au ministère des Affaires sociales.

ALOUANE, Youssef, M., directeur de l'Institut national du travail et des études sociales.

MECHRI, Farouk, M., maître assistant à la Faculté des sciences juridiques.

BASLY, Sahbi, M., docteur; directeur de la médecine du travail au ministère de la Santé publique.

BELHEDI, Néjib, M., membre du cabinet du ministre des Affaires sociales.

HAMMAMI, Ahmed, M., membre du cabinet du ministre des Affaires sociales.

ZAIDI, Belgacem, M., membre du cabinet du ministre des Affaires sociales.

HELLAL, Mansour, M., membre du cabinet du ministre des Affaires sociales.

CHOUBA, Samia, Mme, chef du Service de la coopération multilatérale au ministère des Affaires sociales.

TEBOURBI, Habib, M., secrétaire d'ambassade à la mission permanente à Genève.

BEN MALEK, Ali, M., secrétaire d'ambassade à la mission permanente à Genève.

BEN MAHMOUD, Moncef, M., ambassadeur à Berne.

Délégué des employeurs

JILANI, Hédi, M., président de l'Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).

Conseillers techniques et délégués suppléants

SAID, Néjib, M., conseiller directeur de l'UTICA; membre du Conseil d'administration du BIT.

M'KAISSI, Ali, M., membre du bureau exécutif de l'UTICA.

Conseillers techniques

ESSID, Taoufik, M., président de l'Union nationale des agriculteurs (UNA).

BEN M'BAREK, Khaled, M., membre du bureau exécutif de l'UTICA.

DARGHOUTH, Mohamed Ali, M., membre du bureau exécutif de l'UTICA.

M'BAREK, Abdallah, M., membre du bureau exécutif de l'UTICA.

Délégué des travailleurs

SAHBANI, Ismail, M., secrétaire général de l'Union générale des travailleurs de Tunisie (UGTT).

Conseillers techniques et délégués suppléants

BOUSLAH, Mohamed Kheireddine, M., membre du bureau exécutif de l'UGTT.

BEN KADOUR, Mohamed, M., membre du bureau exécutif de l'UGTT.

Conseillers techniques

SAHRAOUI, Abdelmajid, M., membre du bureau exécutif de l'Union générale tunisienne du travail.

ROMDHANE, Ali, M., membre du bureau exécutif de l'Union générale tunisienne du travail.

JRAD, Ali, M., membre du bureau exécutif de l'Union générale tunisienne du travail.

CHENDOUL, Mohamed, M., membre du bureau exécutif de l'Union générale tunisienne du travail.

MADDAHI, Abdennour, M., membre du bureau exécutif de l'Union générale tunisienne du travail.

DHIFALI, Ahmed Saad, M., membre du bureau exécutif de l'Union générale tunisienne du travail.

Accompagnant la délégation

GHODBANI, Hédi, M., secrétaire général adjoint, membre du comité exécutif de l'UGTT.

BOUBAKER, Mokhtar, M., de l'UGTT.

TURQUIE TURKEY TURQUIA

MINISTER ATTENDING THE CONFERENCE

AYKUT, Imren, Miss, MP, Minister of Labour and Social Security.

Government delegates

YAVUZALP, Ercüment, Mr., Ambassador, Permanent Representative, Geneva.

AMIKLIOGLU, Ates, Mr., Under Secretary, Ministry of Labour and Social Security.

Advisers and substitute delegates

GOKCE, Onur, Mr., Minister Counsellor; Deputy Permanent Representative, Permanent Mission, Geneva.

CANKOREL, Bilge, Mr., Head of Department, Ministry of Foreign Affairs.

Advisers

DERELI, Toker, Mr., Professor, Faculty of Economic Sciences, Istanbul University.

GORAL, Hicran, Mrs., Deputy Director General, Social Security Institutions, Ministry of Labour and Social Security.

EKIN, Nusret, Mr., Professor, Faculty of Economic Sciences, Istanbul University.

TERZI, Osman, Mr., Attaché (Social and Labour Affairs), Permanent Mission, Geneva.

DEMIRALP, Oguz, Mr., Counsellor, Permanent Mission, Geneva.

ASLANTEPE, Gülay, Ms., Expert, Research, Planning and Co-ordination Council (RPCC), Ministry of Labour and Social Security.

BASARAN, Güngör, Mr., Labour Inspector, Labour Inspection Board, Ministry of Labour and Social Security.

UNVER, Can, Mr., Attaché (Social and Labour Affairs), Consulate General, Nuremberg.

KALELI, Bahadır, Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

ATASAYAR, Kubilay, Mr., Secretary-General, Turkish Confederation of Employers' Associations (TISK).

Advisers

OGUZMAN, Kemal, Mr., Faculty of Law, Istanbul University.

CELIK, Nuri, Mr., Faculty of Law, Marmara University.

EVIN, Vefik, Mr., Deputy Secretary-General, Metal Industries Employers' Union.

EREZ, Mesut, Mr., Chairman, Executive Council, Cement Production Employers' Union.

ALTINBASAK, Talha, Mr., Deputy Chairman, Executive Council, Textile Industries Employers' Union.

BAYDUR, Zuhul, Ms., Counsellor, Executive Council, Chemical, Petroleum, Rubber and Plastic Industries Employers' Union.

ARSLAN, Türker, Mr., Deputy Secretary-General, Textile Industries Employers' Union.

AKTUG, Inci, Ms., Research Officer, TISK.

Workers' delegate

YILMAZ, Sevkettin, Mr., President, Workers' Trade Union Confederation (TURK-IS).

Advisers

ERCAKIR, Güral, Mr., President, Wood Industry Workers' Trade Union (AGAC-IS).

KUL, Emin, Mr., Secretary-General, TURK-IS.

MERAL, Bayram, Mr., President, YOL-IS.

BARUT, Faruk, Mr., President, Energy, Water and Gas Workers' Trade Union (TES-IS).

BALTA, Orhan, Mr., President, Tobacco, Beverages, Food and Related Industries Workers' Trade Union (TEK GIDA IS).

SONAY, Ziya, Mr., Secretary-General, TGS.

AKER, Onder, Mr., Adviser to the President, TURK-IS.

ALBAYRAK, Derviş, Mr., Deputy Director for External Relations, TURK-IS.

RSS D'UKRAINE UKRAINIAN SSR RSS DE UCRANIA

Government delegates

LIPATOV, Valentine N., Mr., Deputy Minister for Foreign Affairs.

OZADOVSKI, Andrei A., Mr., Permanent Representative, Geneva.

Advisers and substitute delegates

ANDRIUSHCHENKO, Eduard I., Mr., Head of Department, State Committee for Labour.

VINOKOUROV, Andrei I., Mr., Counsellor, Ministry of Foreign Affairs.

MAIMESKOUL, Nikolai I., Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

PONOMAREV, Vassili A., Mr., Director-General, "Automatic systems" Industrial Group, Kiev.

Workers' delegate

KOVALEVSKI, Anatoli M., Mr., Secretary, Council of Trade Unions of the Ukrainian SSR.

Adviser and substitute delegate

KOJENKINE, Alexei G., Mr., Council of Trade Unions of the Ukrainian SSR.

URSS USSR URSS

MINISTRE ASSISTANT A LA CONFERENCE

TCHECHENKO, N.I., M., vice-président du Comité d'Etat de l'URSS du travail et des questions sociales.

Délégués gouvernementaux

TCHERNYCHOV, A.S., M., chef du Département des relations internationales du Comité d'Etat de l'URSS du travail et des questions sociales.

TSYBA, P.P., M., directeur de division, Département des relations économiques internationales, ministère des Affaires étrangères de l'URSS.

Conseillers techniques et délégués suppléants

JOUKOV, Alexei Dmitrievitch, M., représentant permanent adjoint à Genève.

CHOKHINE, A.M., M., conseiller du ministre des Affaires étrangères de l'URSS.

DAVYDOV, Evgueny Mikhaïlovitch, M., conseiller à la mission permanente à Genève.

ZVENIGORODSKY, You. G., M., spécialiste en chef au Département des relations internationales du Comité d'Etat de l'URSS du travail et des questions sociales.

GUERBOV, V.M., M., expert au Département des relations économiques internationales, ministère des Affaires étrangères de l'URSS.

Conseillers techniques

CHARIKOV, L.P., M., chef adjoint du Département de l'organisation, de la productivité et des conditions de travail du Comité d'Etat de l'URSS du travail et des questions sociales.

ALEXANDROVA, Nina Dmitrievna, Mme, troisième secrétaire du Département des relations économiques internationales, ministère des Affaires étrangères de l'URSS.

GONTCHAROUK, P. Ye., M., spécialiste en chef au Département des relations internationales du Comité d'Etat de l'URSS du travail et des questions sociales.

CHEREMET, Constantine Filippovitch, M., rédacteur en chef du journal "L'Etat et le droit soviétiques" de l'Académie des sciences de l'URSS.

PACHOUTIN, N.A., M., expert en chef au Département de l'aménagement du territoire du Comité d'Etat de l'URSS au plan.

KOUTCHERENKO, A.I., M., spécialiste en chef au Département central de l'hygiène et de la médecine préventive du ministère de la Santé.

MALENKO, A.F., M., troisième secrétaire à la mission permanente à Genève.

CHERBAKOV, S.V., M., troisième secrétaire à la mission permanente à Genève.

KRASILNIKOV, S.R., M., attaché à la mission permanente à Genève.

Délégué des employeurs

GAIDAIENKO, I.I., M., secrétaire général de la Chambre de commerce et d'industrie de l'URSS.

Conseillers techniques

YOUNOUSOV, I.V., M., chef du Département des organisations économiques internationales à la Chambre de commerce et d'industrie de l'URSS.

KOUDRIAVTSEV, I.A., M., chef adjoint du Département de droit commercial de la Chambre de commerce et d'industrie de l'URSS.

NASSONOV, G.K., M., expert en chef au Département central du développement des exportations et des nouvelles formes de coopération de la Chambre de commerce et d'industrie de l'URSS.

BABERYA, Vladimir, M., consultant en chef à la Chambre de commerce et d'industrie de l'URSS.

SOROKINE, V., M., président de l'Association des coopératives de production de l'URSS.

Délégué des travailleurs

YANAIEV, G.I., M., secrétaire du Conseil central des syndicats de l'URSS; membre du Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants

KANAIEV, Georguy Elisseievitch, M., chef de service au Département des relations internationales du Conseil central des syndicats de l'URSS.

Conseillers techniques

YURGENS, I. You., M., chef adjoint au Département des relations internationales du Conseil central des syndicats de l'URSS.

MININE, E.V., M., chef adjoint au Département de la production, du personnel et des salaires du Conseil central des syndicats de l'URSS.

MITIAEV, I.I., M., consultant au Département des relations internationales du Conseil central des syndicats de l'URSS.

SOROKIN, You. G., M., chef du Département de la protection du travail du Conseil central des syndicats de l'URSS.

MARYI, V.V., M., consultant au Département international du Conseil central des syndicats de l'URSS.

URUGUAY

Delegados gubernamentales

LABAT, Juan Pedro, Sr., representante gubernamental, Consejo de Administración de la OIT.

LERENA, Andrés, Sr.

Adviser and substitute delegate

ARANEO, José María, Sr., Embajador; representante permanente en Ginebra.

Consejeros técnicos

CALLORDA SALVO, Ariel, Sr., consejero de la delegación permanente.

PACHECO EGEEA, Susana, Sra., representante gubernamental suplente, Consejo de Administración de la OIT.

Delegado de los empleadores

RUBER, Oscar, Sr.

Consejero técnico

VARELA TRAVERSO, Jacobo, Sr.

Delegado de los trabajadores

GROBA, Oscar, Sr.

Consejero técnico

VARELA, Raúl, Sr.

VENEZUELA

MINISTER ATTENDING THE CONFERENCE

PADRON QUERO, Marisela, Sra., Ministra del Trabajo.

Acompañado de GARCIA GUADILLA, Maria, Sra., asesora, Ministerio del Trabajo.

Delegados gubernamentales

TAYLHARDAT, Adolfo Raúl, Sr., Embajador; representante permanente en Ginebra.

RUBEN RODRIGUEZ, Jesús, Sr., director general, Ministerio del Trabajo.

Consejeros técnicos

ROJAS, Oscar R. de, Sr., Embajador; representante permanente alterno en Ginebra.

VILLASMIL PRIETO, Humberto, Sr., director de la Oficina de Relaciones Internacionales y Enlace con la OIT, Ministerio del Trabajo.

RUIZ, Luis, Sr., consejero de la misión permanente en Ginebra.

MARIN, Enrique, Sr., Ministerio del Trabajo.

VALECILLOS, Héctor, Sr., Ministerio del Trabajo.

RUESTA DE FURTER, María Esperanza, Sra., primer secretario de la misión permanente en Ginebra.

HERNANDEZ C., Ana Esther, Sra., primer secretario de la misión permanente en Ginebra.

CLAUWAERT GONZALEZ, Jenny, Sra., segundo secretario de la misión permanente en Ginebra.

NIÑO, Luis, Sr., tercer secretario de la misión permanente en Ginebra.

Delegado de los empleadores

GARRIDO SOTO, Alexis, Sr., coordinador, Comisión Laboral FEDECAMARAS.

Consejeros técnicos

PARISCA MENDOZA, Carlos, Sr., Comisión Laboral FEDECAMARAS.

VERA, Juan Vicente, Sr., Comisión Laboral FEDECAMARAS.

MONGIAT MONGIAT, Pfo, Sr., coordinador, Comisión Laboral FEDECAMARAS.

Delegado de los trabajadores

DELPINO, Juan José, Sr., presidente de la Confederación de Trabajadores de Venezuela (CTV); miembro del Consejo de Administración de la OIT.

Consejeros técnicos

RIOS, Antonio, Sr., jefe de relaciones internacionales de la CTV.

GIL RIVERA, Castro, Sr., director de Desarrollo Comunal de la CTV.

PETIT, Ramón, Sr.

VALENTIN SAAVEDRA, José, Sr., secretario ejecutivo de la CTV.

ORTIZ BRACAMONTE, Laureano, Sr., presidente de la Confederación de Sindicatos Autónomos (CODESA).

CABRERA, Anibal, Sr.

TRUJILLO, Pedro León, Sr., presidente de la Confederación General de Trabajadores (CGT).

FIGUERA, Oscar, Sr., secretario general de la Central Unitaria de Trabajadores de Venezuela (CUTV).

Personas nombradas con arreglo al artículo 2, párrafo 3 i), del Reglamento de la Conferencia

IBARRA, José Gregorio, Sr., presidente de la Central Unitaria de Trabajadores de Venezuela (CUTV).

RAFAEL PEDROMO, Juan, Sr., asesor jurídico de la CUTV.

CASTAÑEDA, Rafael, Sr., miembro del Comité Ejecutivo de la CTV.

YEMEN

MINISTER ATTENDING THE CONFERENCE

LUQMAN, Ahmed Mohamed, Mr., Minister of Social Affairs and Labour.

Government delegates

JAGHMAN, Yahya Hamoud, Mr., Ambassador; Permanent Representative, Geneva.

OBAD, Ali Saleh, Mr., Director-General, Planning Department, Ministry of Social Affairs and Labour.

Advisers and substitute delegates

AL-QUTAISH, Mohamed Saleh, Mr., Ambassador/Consultant.

BASAIID, Abdul-Malek Hassan, Mr., Director General of the Minister's Office.

SALEH, Mohamed Mohamed, Mr., Director General of Social Affairs and Labour in Sana'a.

HOMMAD, Noriah Ali, Mr.

Employers' delegate

AL-AHLASI, Najib Ismail, Mr., Director-General, Chamber of Commerce and Industry, Sana'a.

Adviser and substitute delegate

SHALAN, Iskandar Mohamed, Mr., Representative of the General Union of Chambers of Commerce and Industry.

Workers' delegate

AL-NA'AMI, Yahya Ahmed, Mr., Secretary-General, General Union of Labour Syndicates.

Adviser and substitute delegate

AL-KOHLANI, Yahya, Mr., Director of Internal Affairs, General Union of Labour Syndicates.

Adviser

AL-AAWASH, Ali Ahmed, Mr., General Union of Labour Syndicates.

YEMEN DEMOCRATIQUE DEMOCRATIC YEMEN YEMEN DEMOCRATICO

Government delegates

BIN GHANEM, Farag, Dr., Ambassador; Permanent Representative, Geneva.

ABDULLA, Mohamed Saeed, Mr., Deputy Minister for Labour and the Public Service.

Advisers and substitute delegates

MOKBIL, Saeed Taleb, Mr., Counsellor, Permanent Mission, Geneva.

KAID, Nagiba Ahmed, Mrs., Attachée, Permanent Mission, Geneva.

Employers' delegate

AL-KHADER, Abdulla Salem, Mr., Director, Chamber of Commerce and Industry.

YUGOSLAVIE YUGOSLAVIA YUGOSLAVIA

MINISTER ATTENDING THE CONFERENCE

GACIC, Radisa, Mr., Member of the Federal Executive Council; Federal Secretary of Labour, Health, Veterans and Social Welfare.

Accompanied by KOSIN, Marko, Mr., Ambassador; Permanent Representative, Geneva.

Government delegates

TOMASEVIC, Dusan, Mr., Senior Adviser, Federal Secretariat for Labour, Health, Veterans and Social Welfare.

ARSENIC, Svetlana, Mrs., Senior Adviser, Federal Secretariat for Labour, Health, Veterans and Social Welfare.

Advisers and substitute delegates

RADIC, Mirjana, Mrs., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

SUC, Vojislav, Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

JESIC, Mileta, Mr., Vice-President, Federal Chamber of Economy.

Adviser and substitute delegate

BOROJA, Zdravko, Mr., Senior Adviser, Federal Chamber of Economy.

Workers' delegate

TODOROVIC, Marija, Mrs., Member of the Presidency, Council of the Yugoslav Trade Union Confederation.

Adviser and substitute delegate

LUKOVIC, Slavko, Mr., Adviser, International Co-operation Department, Yugoslav Trade Union Confederation.

ZAIRE

MINISTRE ASSISTANT A LA CONFERENCE

MUDUKA, Inyanza, Mme, commissaire d'Etat au Département du travail et de la prévoyance sociale.

Délégués gouvernementaux

MUTUALE, Kikanke, M., représentant permanent à Genève.

LONGANGE, Kamlong, M., inspecteur général du travail.

Conseillers techniques et délégués suppléants

KUMBU-KI-LUTETE, Thamba Ravana, M., ministre plénipotentiaire; représentant permanent adjoint à Genève.

TSHISUAKA, Kabanda, M., conseiller à l'emploi et à la formation professionnelle.

DAVIOKA, Nsangu Zamwangana, M., deuxième conseiller d'ambassade au Département des affaires étrangères.

Conseillers techniques

MUNZULUBA, Kinier Ndiya, M., secrétaire particulier du commissaire d'Etat au Département du travail et de la prévoyance sociale.

KIRONGOZI, Maliyabwana, M., premier conseiller à la mission permanente à Genève.

Délégué des employeurs

MANKENDA, Voka, M., administrateur délégué de l'Association nationale des entreprises du Zaïre (ANEZA).

Conseillers techniques et délégués suppléants

MUKADI, Mulumba-Ngindu, M., directeur, ANEZA.

KASONGO, Kanyonga, M., directeur adjoint, ANEZA.

LOMBI, Bikandu, M., chef de service, ANEZA.

MATONDO, Kingolo, M., chef de service adjoint, ANEZA.

Délégué des travailleurs

KOMBO, Ntonga Booke, M., secrétaire général de l'Union nationale des travailleurs du Zaïre (UNTZA); membre suppléant du Conseil d'administration du BIT.

Conseillers techniques

KALALA, Kayisha, M., secrétaire général adjoint de l'UNTZA.

DIPESA NGOMBA, Wa Botoma, M., secrétaire national de l'UNTZA.

BAGEATO, Hadi, M., secrétaire national de l'UNTZA.

NDONGALA, Nsibu, M., secrétaire national adjoint au Département des relations extérieures de l'UNTZA.

ZAMBIE ZAMBIA ZAMBIA

MINISTER ATTENDING THE CONFERENCE

MULIMBA, Lavu, Mr., MP, Minister of Labour, Social Development and Culture.

Government delegates

DAKA, Phillip James, Mr., Permanent Secretary, Ministry of Labour, Social Development and Culture.

MUNANG'U, Kapinda Chanda, Mr., Acting Labour Commissioner, Ministry of Labour, Social Development and Culture.

Adviser and substitute delegate

MAPANI, Kenneth Mafuta, Mr., Chief Inspector of Factories, Ministry of Labour, Social Development and Culture.

Employers' delegate

BANDA, Canada Penias Alikipo, Mr., Director of Training, Zambia Federation of Employers (ZFE).

Advisers and substitute delegates

BWALYA, Simon Kangwa, Mr., Commissioner, Workmen's Compensation Fund Control Board.

KENANI, Joseph, Mr., Acting Senior Manager (Ind.), Zambia Consolidated Copper Mines Ltd.

Workers' delegate

CHILUBA, Frederick Jacob Titus, Mr., Chairman-General, Zambia Congress of Trade Unions (ZCTU).

Adviser and substitute delegate

ZIMBA, Newstead Lewis, Mr., Secretary-General, ZCTU;
Deputy Member, Governing Body of the ILO.

ZIMBABWE

Government delegates

NKOMO, J.L., Mr., Minister of Labour, Manpower Planning
and Social Welfare.

MAWANDE, N.K., Mr., Permanent Secretary for Labour,
Manpower Planning and Social Welfare.

Adviser and substitute delegate

MUGOMBA, A.T., Mr., Ambassador; Permanent Repre-
sentative, Geneva.

Advisers

BALOYI, R.S., Mr., Director, Occupational Health, Safety
and Workers' Compensation.

MWALO, M., Ms., Acting Director, Department of Resources
and Planning.

MATARUSE, E.B., Mr., Principal Labour Relations Officer,
Ministry of Labour, Manpower Planning and Social Wel-
fare.

MHONDIWA, J., Mr., Counsellor, Permanent Mission,
Geneva.

CHISOROCHENGWE, S., Mr., First Secretary (Political),
Permanent Mission, Geneva.

CHALL, P., Mr., First Secretary, Permanent Mission, Geneva.

NHENGU, T., Mr., Counsellor, Permanent Mission, Geneva.

CHIPARE, G.M., Mr., Counsellor, Permanent Mission,
Geneva.

Employers' delegate

CHADZAMIRA, P.M., Mr., President, Employers' Con-
federation of Zimbabwe (EMCOZ).

Advisers

CHANAIWA, D., Mr., Executive Director, Employers' Con-
federation of Zimbabwe; Substitute Member, Governing
Body of the ILO.

MACMANUS, R., Mr., Executive Committee Member, Em-
ployers' Confederation of Zimbabwe.

KUIPA, S., Mr., Executive Committee Member, Employers'
Confederation of Zimbabwe.

Workers' delegate

SIBANDA, G., Mr., Acting President, Zimbabwe Congress of
Trade Unions.

Advisers

TSVANGIRAYI, M., Mr., Secretary-General, Zimbabwe
Congress of Trade Unions.

CHITAURO, F., Mrs.

MAKUVAZA, R., Mr.

OBSERVATEURS OBSERVERS OBSERVADORES

BERMUDES BERMUDA BERMUDAS

GOVERNMENT REPRESENTATIVES

PEARMAN, John Irving, Mr., Minister of Labour and Home Affairs.

BASSETT, Gladstone R., Mr., Labour Relations Officer, Ministry of Labour and Home Affairs.

EMPLOYERS' REPRESENTATIVE

MELLO, Carolyn, Miss, Executive Assistant, Bermuda Employers' Council.

WORKERS' REPRESENTATIVE

SIMMONS, Ottiwell A., Mr., President, Bermuda Industrial Union.

REPUBLIQUE DE COREE REPUBLIC OF KOREA REPUBLICA DE COREA

MINISTER ATTENDING THE CONFERENCE

CHANG, Yung Chol, Mr., Minister of Labour.

GOVERNMENT REPRESENTATIVES

LEE, Sang Ock, Mr., Ambassador, Permanent Mission, Geneva.

LEE, Ryang, Mr., Counsellor, Permanent Mission, Geneva.

Advisers

KIM, Won Bae, Mr., Director, Industrial Safety and Planning Division, Ministry of Labour.

KIM, Jong Il, Mr., First Secretary, Permanent Mission, Geneva.

SUH, Chung Ha, Mr., Assistant Director, International Organisations Division, Ministry of Foreign Affairs.

AHN, Jong Geun, Mr., Assistant Director, International Labour Affairs Division, Ministry of Labour.

BANG, Sun Kyu, Mr., Secretary to the Minister of Labour.

LEE, Won Duck, Mr., Research Fellow, Institute of Labour.

EMPLOYERS' REPRESENTATIVES

HONG, Dae-Shik, Mr., Head, Committee on Labour Law, Korea Employers' Federation.

WHANG, Jung-Hyun, Mr., Managing Director, Korea Employers' Federation.

LEE, Bo-Sang, Mr., Research Fellow, Korea Employers' Federation.

WORKERS' REPRESENTATIVES

PARK, Chong Kun, Mr., President, Federation of Korean Trade Unions (FKTU).

KANG, In Ku, Mr., Assistant Secretary, International Affairs, FKTU.

REPUBLIQUE POPULAIRE DEMOCRATIQUE DE COREE DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA REPUBLICA POPULAR DEMOCRATICA DE COREA

GOVERNMENT REPRESENTATIVES

HAN, Chang On, Mr., Deputy Permanent Representative, Geneva.

PAK, Chang Rim, Mr., Counsellor, Permanent Mission, Geneva.

KIM, Tcheul, Mr., First Secretary, Permanent Mission, Geneva.

SAINT-SIEGE THE HOLY SEE SANTA SEDE

REPRESENTATIVES

MULLOR GARCIA, Justo, Monseigneur, Nonce apostolique, observateur permanent à Genève.

CAUSERO, Diego, Monseigneur, conseiller à la mission permanente à Genève.

ROCH, Raymond, R.P.

MALAGOLA, Marco, R.P.

MARELLE, André, M.

LOSADA, Angel, M.

**REPRESENTANTS DES NATIONS UNIES, DES INSTITUTIONS SPECIALISEES
ET D'AUTRES ORGANISATIONS INTERNATIONALES OFFICIELLES**

**REPRESENTATIVES OF THE UNITED NATIONS, SPECIALISED AGENCIES AND
OTHER OFFICIAL INTERNATIONAL ORGANISATIONS**

**REPRESENTANTES DE LAS NACIONES UNIDAS, DE LOS ORGANISMOS
ESPECIALIZADOS Y DE OTRAS
ORGANIZACIONES INTERNACIONALES OFICIALES**

**Nations Unies
United Nations
Naciones Unidas**

ZOUPANOS, T.S., Mr., Chief, External Relations and Inter-Agency Affairs.

RAADI-AZARAKHCHI, S., Mrs., Human Rights Officer, Centre for Human Rights.

GAHAM, Hamid, Mr., Human Rights Officer, Centre for Human Rights.

DJERMAKOYE, Aminata, Mrs., External Relations and Inter-Agency Affairs Officer.

KHMELNITSKI, S., Mr., External Relations and Inter-Agency Affairs Officer.

WATSON, Reginald, Mr., Transport Division, ECE.

SANTANA, Aracelly, Mr., Political Affairs Officer.

**Programme des Nations Unies
pour l'environnement
United Nations Environment Programme
Programa de las Naciones Unidas para
el Medio Ambiente**

HUISMANS, Jan, Mr., Director, International Register for Potentially Toxic Chemicals, Programme Activity Centre (IRPTC/PAC).

MERANI, Neelam S., Mr., Director for Policy Development and External Relations; Special Representative of the Executive Director for Inter-organizational Affairs.

**Programme des Nations Unies
pour le développement
United Nations Development Programme
Programa de las Naciones Unidas para el Desarrollo**

BIRAUD, Gérard, Mr., Deputy to the Director, European Office.

BONEV, Evlogui, Mr., Senior Officer, External Relations, European Office.

**Conférence des Nations Unies sur le commerce
et le développement
United Nations Conference on Trade and
Development
Conferencia de las Naciones Unidas sobre Comercio
y Desarrollo**

YE, S.C., Mr., Principal Officer, Policy Development and Communication Service, Executive Direction and Management.

KAZEMI, S., Mr., Chief, Programme of the Special Economic Unit (Palestinian Peoples), Resources for Development Programmes.

DOMMEN, E., Mr., Senior Economic Affairs Officer, Intersectoral Issues Unit, Resources for Development Programmes.

CHOA, W., Mr., Chief a.i., Review, Appraisal and Interdependence of the Resources for Development Programmes.

**Fonds des Nations Unies pour l'Enfance
United Nations Children's Fund
Fondo de las Naciones Unidas para la Infancia**

HOFFMANN, Rudolf, Mr., Deputy Director.

POIRIER, Marie-Pierre, Mrs., External Relations Officer, NGOs.

**Haut Commissariat des Nations Unies
pour les réfugiés
Office of the United Nations High
Commissioner for Refugees
Oficina del Alto Comisionado de las Naciones Unidas
para los Refugiados**

DEWEY, Arthur E., Mr., Deputy High Commissioner.
NOEL, A., Mr., Director, Inter-Organisation Co-operation Unit.
OUANES, T., Mr., Chief, Inter-Agency Co-operation Unit.

**Fonds des Nations Unies pour les activités
en matière de population
United Nations Fund for Population Activities
Fondo de las Naciones Unidas para Actividades en
Materia de Población**

MUNTASSER, Bashir S., Mr., Principal External Relations Officer, Geneva.
WAGENER, Hans, Mr., Senior External Relations Officer.

**Organisation des Nations Unies
pour l'alimentation et l'agriculture
Food and Agriculture Organisation of the
United Nations
Organización de las Naciones Unidas para
la Agricultura y la Alimentación**

PURCELL, A., Mr., Economist, Geneva Office.

**Organisation des Nations Unies pour l'éducation, la
science et la culture
United Nations Educational, Scientific and Cultural
Organisation
Organización de las Naciones Unidas para la Educa-
ción, la Ciencia y la Cultura**

RAFFRAY, Alain, Mr., Head, Liaison Office in Geneva.

**Organisation mondiale de la santé
World Health Organisation
Organización Mundial de la Salud**

MERCIER, M., Dr., Programme Manager, International Programme on Chemical Safety.
NG, Thomas K.-W., Dr., Acting Chief, Officer of Occupational Health.
MIRZA, T.H., Mr., Finance Officer, Division of Budget and Finance.
GOELZER, B., Mrs., Scientist, Office of Occupational Health.

BEKELE, Maaza, Dr., External Relations Officer, External Co-ordination Office.

CHEN, Bingheng, Dr., Scientist, International Programme on Chemical Safety.

BLONDIAUX, F.-F., Mr., Budget Officer, Division of Budget and Finance.

**Banque mondiale
World Bank
Banco Mundial**

SIEBECK, Wolfgang E., Mr., Representative to the UN Organisations in Geneva.

**Fonds monétaire international
International Monetary Fund
Fondo Monetario Internacional**

BARNOUIN, Jack P., Mr., Acting Director, Geneva Office.
KRONENBERG, Roger P., Mr., Geneva Office.
JUNZ, Helen B., Mrs.

**Organisation maritime internationale
International Maritime Organisation
Organización Marítima Internacional**

WARDELMANN, H., Mr., Head, Cargoes Section, Subdivision for Navigation and Related Matters, Maritime Safety Division.

**Organisation mondiale de la propriété intellectuelle
World Intellectual Property Organisation
Organización Mundial de la Propiedad Intelectual**

YOSSIFOV, Vladimir, Mr., Senior Program Officer, Section for Relations with International Organisations and Promotion of Innovation in Developing Countries.

**Agence internationale de l'énergie atomique
International Atomic Energy Agency
Organismo Internacional de Energia Atómica**

OPELZ, Merle S., Mrs., Head of the Geneva Office.
WEBSTER, Aileen B., Miss, Geneva Office.

**Accord général sur les tarifs douaniers
et le commerce**
General Agreement on Tariffs and Trade
**Acuerdo General sobre Aranceles Aduaneros
y Comercio**

FRANK, Alain, Mr., Director, External Relations Division.

Organisation mondiale du tourisme
World Tourism Organisation
Organización Mundial del Turismo

PAHR, Willibold, M., secrétaire général.

Comité intergouvernemental pour les migrations
Intergovernmental Committee for Migration
Comité Intergubernamental para las Migraciones

HABENICHT, H., Mr., Director, Department of Planning,
Liaison and Research.

DUMONT, L., Mr., Department of Planning, Liaison and
Research.

MARIATEGUI, A., Mr., Director, Department of Latin
American Programmes.

**Centre régional africain d'administration
du travail (CRADAT)**
African Regional Centre for Labour Administration
**Centro Regional Africano de Administración
del Trabajo**

KOUAMOU, Etienne, M., directeur.

Institut interaméricain des affaires indigènes
Inter-American Indian Institute
Instituto Indigenista Interamericano

ARZE QUINTANILLA, Oscar, Sr., Director.

Communautés européennes
European Communities
Comunidades Europeas

Commission/Comisión:

PAPANDREOU, Vasso, Mme, membre de la Commission.

DEGIMBE, J., M., directeur général de l'emploi, des affaires
sociales et de l'éducation.

VAN THINH, Tran, M., chef de la délégation à Genève.

TRIFYLLIS, Antonios, M., chef de cabinet de Mme Papan-
dreou.

DEVONIC, F., Mlle, chef d'unité à la Direction générale de
l'emploi, des affaires sociales et de l'éducation.

HAIGH, Ronald, M., chef d'unité à la Direction générale de
l'emploi, des affaires sociales et de l'éducation.

DUFOUR, Christian, M., attaché à la délégation à Genève.

ZINGONE, Gaetano, M., administrateur principal à la Direc-
tion générale de l'emploi, des affaires sociales et de l'éduca-
tion.

ARESINI, Giorgio, M., administrateur principal à la Direction
générale de l'emploi, des affaires sociales et de l'éducation.

O'GRADY, Christopher, M., expert.

MADSEN, Vagn, M., expert à la Direction générale de l'em-
ploi, des affaires sociales et de l'éducation.

SMETS-DE-SMEDT, Marleen, Mme, administrateur à la Di-
rection générale de l'emploi, des affaires sociales et de
l'éducation.

CURELL GOTOR, Jorge, M., administrateur à la Direction
générale de l'emploi, des affaires sociales et de l'éducation.

MURPHY, Patrick, M., administrateur, Direction général de
l'environnement, de la protection des consommateurs et de
la sécurité nucléaire.

Conseil/Council/Consejo:

EISENBERG, Reinhart, M., chef de service.

SENTENSTEIN, Egor, M., administrateur principal.

HUGILL, Lene, Mme, assistante.

Ligue des Etats arabes
League of Arab States
Liga de Estados Arabes

TRIKI, Mahmoud, M., ambassadeur; représentant perman-
ent à Genève.

FAHMY, Waël, M., conseiller économique du bureau de
Genève.

EL-HAJJE, Osman, M., attaché (affaires juridiques et so-
ciales), bureau de Genève.

ALMOMAN, Ala, M., attaché économique du bureau de
Genève.

DAYRI, Mohamed, M., attaché (information) du bureau de
Genève.

JENDOUBI, Daad, Mme, attaché de presse.

Organisation arabe du travail
Arab Labour Organisation
Organización Árabe del Trabajo

BENNANI, El-Hachemi, M., directeur général.

EL TELAWI, Adnan, M., chef de la délégation permanente à
Genève.

AHMED, Soliman Ali, M., directeur du Département des
relations internationales.

**Organisation de coopération
et de développement économiques
Organisation for Economic Co-operation and
Development
Organización de Cooperación y Desarrollo
Economicos**

BRYDON, J.E., Mr.
SASAOKA, Yasaru, Mr.

**Organisation de l'Unité africaine
Organization of African Unity
Organización de la Unidad Africana**

MAPURANGA, M.T., Mr., Assistant Secretary-General,
Addis Ababa.
HACHED, Noureddine, Mr., Executive Secretary, Geneva.
NTANDAYARWO, V.K., Mr., Chief, Labour and Population
Section.
FARAG, Aziz, Mr., Senior Labour Officer, Geneva.
NZOMWITZA, W., Mr., Head of Labour and Social Affairs,
Addis Ababa.

**REPRESENTANTS D'ORGANISATIONS INTERNATIONALES
NON GOUVERNEMENTALES**

**REPRESENTATIVES OF NON-GOVERNMENTAL INTERNATIONAL
ORGANISATIONS**

**REPRESENTANTES DE ORGANIZACIONES INTERNACIONALES
NO GUBERNAMENTALES**

**Alliance internationale des femmes – Droits égaux,
Responsabilités égales
International Alliance of Women – Equal Rights,
Equal Responsibilities
Alianza Internacional de Mujeres – Igualdad de
Derechos Igualdad de Responsabilidades**

RIMONDINI, Irmgard, Mrs., Permanent UN Representative.

PETERS, Maryke, Mrs., Convener of the Permanent International Economic Commission.

LANGENBERGER-JAGER, Christiane, Mrs.

DONNET, Rose, Mrs., Director of "Femmes et Profession" school, Geneva.

**Alliance mondiale des Unions chrétiennes féminines
World Young Women's Christian Association
(World YWCA)
Asociación Cristiana Femenina Mundial**

JOHNSTONE, E., Mme.

Amnesty International

JAMES, Mel, Ms.

GRANGE, Mariette, Ms.

GU-KONU, Gerson, Mr.

**Association du monde indigène
Indigenous World Association
Asociación del Mundo Indígena**

KAIHAU, Whiti Te Ra, Mr. (New Zealand).

**Association internationale de la sécurité sociale
International Social Security Association
Asociación Internacional de la Seguridad Social**

ENGELLEN-KEFER, Ursula, Mme, vice-présidente de l'Institut fédéral de l'Emploi, RFA; présidente de la Commission permanente de l'assurance chômage et du maintien de l'emploi de l'AISS.

THIEL, Wilhelm, M., directeur général, Institut général d'assurance contre les accidents du travail et les maladies professionnelles (Autriche); membre du bureau de l'AISS.

OSBERHANSBERG, Joachim, M., de la Caisse d'assurance contre les accidents dans l'industrie chimique (RFA).

**Association internationale pour le progrès social
International Association for Social Progress
Asociación Internacional para el Progreso Social**

BERENSTEIN, A., M., président.

**Association internationale pour le tourisme
social et les loisirs des travailleurs
International Association for Social Tourism and
Workers' Leisure
Asociación Internacional para el Turismo
Social y el Recreo de los Trabajadores**

FAUCHER, Jean, M.

**Bureau indépendant pour les questions humanitaires
Independent Bureau for Humanitarian Issues
Oficina Independiente sobre Cuestiones
Humanitarias**

BURGER, Julian, Mr., Acting Director.

Caritas Internationalis

CORTH-MOLLER, Mogens, Mr.

**Centrale latino-américaine de travailleurs
Latin American Central of Workers
Central Latinoamericana de Trabajadores**

MARIUS, Luis Enrique, Sr., secretario general adjunto; director del departamento internacional.

CISTERNAS, Luis, Sr.

**Centre international pour les droits syndicaux
International Centre for Trade Union Rights
(ICTUR)
Centro Internacional para los Derechos Sindicales**

RAMOS, Mario, Mr., Executive Secretary.

PONOMAREV, Vladimir, Mr., Deputy Executive Secretary.

EL FADL, Fathi, Mr., Secretary.

EL MAGHRABY, Abdel Azim, Mr.

HENDY, John, Mr.

VIDAL, Santiago, Mr.

TRASK, Roger, Mr.

GARZON, Angelino, Mr.

**Comité de co-ordination d'organisations juives
Co-ordinating Board of Jewish Organisations
(CBJO)
Comité de Coordinación de Organizaciones Judías**

LACK, Daniel, Mr., Legal Adviser.

Comité Exterior Mapuche

MARIQUEO Q., Reynaldo, Mr., Secretary General.

**Comité international de la Croix-Rouge
International Committee of the Red Cross
Comité Internacional de la Cruz Roja**

VEUTHEY, Michel, M., chef de la Division des organisations internationales.

SIEGENTHALER, Bernard, M., délégué auprès des organisations internationales.

**Comité permanent des syndicats de l'industrie
graphique
Standing Committee of Trade Unions of the Graphic
Industries
Comité permanente de los sindicatos de las
industrias gráficas**

PEPLOWSKI, Werner, M., président.

KLABUNDE, Walter, M., directeur du Bureau du travail.

KAMISCHKE, Birgit, Mme

**Commission internationale de juristes
International Commission of Jurists
Comisión Internacional de Juristas**

THOMPSON, Cecilia, Ms.

WAK-WOYA, Bayisa, Mr.

RAVINDRAN, Daniel, Mr., Asian Legal Officer.

BRODY, Reed, Mr.

BIEN-AIME, Taina, Ms.

BAILEY-WIEBECKE, Ilka, Ms.

**Commission syndicale consultative auprès de
l'organisation de coopération et de développement
économiques
Trade Union Advisory Committee to the Organisation
for Economic Co-operation and Development
Comisión Sindical Consultative cerca de la OCDE**

EVANS, John, Mr., General Secretary.

MCCLELLAND, Stephen, Mr., Assistant to the General Secretary.

BOTSCH, Andreas, Mr.

**Confédération des employeurs des Caraïbes
Caribbean Employers' Confederation
Confederación de Empleadores del Caribe**

SMITH, R. Angela, Mrs.

WILLIAMS, James, Mr.

MURRAY, Ernest, Mr.

YANKANA, David, Mr.

DERRICK, Armald, Mr.

MELLO, Carolyn, Ms.

ROBINSON, Barry, Mr.

**Confédération européenne des syndicats
European Trade Union Confederation
Confederación Europea de Sindicatos**

HINTERSCHIED, Mathias, Mr., General Secretary.

JAASKELAINEN, Markku, Mr., Deputy General Secretary.
COLDRICK, Peter, Mr., Secretary.
LAPEYRE, Jean, Mr., Secretary.
MASUCCI, Ettore, Mr., Secretary.
RATH, Fritz, Mr., Secretary.
SAPIR, Marc, Mr., Director, European Technical Bureau.
HERTOGS, Beatrice, Ms., Women's Questions.

**Confédération internationale des cadres
International Confederation of Executive Staff
Confederación Internacional de Técnicos**

FREY, Raymond, M., délégué permanent auprès du BIT.

**Confédération internationale des entreprises
de travail temporaire (CIETT)
International Confederation of Temporary Work
Organisations
Confederación Internacional de las Empresas
de Trabajo Temporario**

MUELLER, Peter, Mr.
RUEGGENBERG, W., Mr.
ALLEN, Leonard, Mr.
CROPPER, Donald, Mr., Secretary General.

**Confédération internationale des fonctionnaires
(CIF)
International Confederation of Public Service
Officers
Confederación Internacional de Funcionarios**

KENTNER, Luc, M., président.
TRAUSCH, Pierre, M., vice-président.
DALEIDEN, Christiane, Mme.

**Confédération internationale des syndicats arabes
(CISA)
International Confederation of Arab Trade Unions
Confederación Internacional de Sindicatos Arabes**

DJEMAM, Hassein, M., secrétaire général.
MIRO, Adib, M., secrétaire général adjoint.
SKOUTI, Nouri Eddine, M., conseiller.
KHLIFA, Emseak, M.
SEDIK, Mohamed, M., membre du bureau exécutif de la
Fédération des métaux.
BELKACEM, Taleb, M., secrétaire général de la Fédération
des travailleurs du bois et de la construction.
ZERAIBI, M., membre du bureau exécutif de la Fédération
des travailleurs du bois et de la construction.

**Confédération internationale des syndicats libres
International Confederation of Free Trade Unions
Confederación Internacional de Organizaciones
Sindicales Libres**

NARAYANAN, P.P., Mr., President.
VANDERVEKEN, John, Mr., General Secretary.
FRISO, Enzo, Mr., Assistant General Secretary.
ANDERSON, Luis, Mr., General Secretary, Inter-American
Regional Organisation of Workers (ORIT).
MATHUR, V.S., Mr., General Secretary, ICFTU Asian and
Pacific Regional Organisation (APRO).
LAURIJSSEN, Edouard, Mr., Director, Geneva Office.
RYDER, Guy, Mr., Assistant Director, Geneva Office.
DEMARET, Luc, Mr., Head, Press and Publications.
GREEN, Reg, Mr., Health and Safety Research Officer.
KAILEMBO, Andrew, Mr., Head, Africa Desk.
NOONAN, Tim, Mr., Youth Secretary.
OULATAR, Anna, Mrs., Assistant, Africa Desk.
STEWART, Lois, Mrs., Head, Women's Bureau.
MILEWSKI, Jerzy, Mr.
GHEBRE, Ghidey, Mr.
BARRENECHEA, Ricardo, Mr.
ROJAS, Bernardo, Mr.
SEPULVEDA, Mr.
MARTINEZ, J., Mr.

**Confédération internationale des travailleurs
intellectuels (CITI)
International Confederation of Professional and
Intellectual Workers
Confederación Internacional de los Trabajadores
Intelectuales**

LOEB, Raoul, M.

**Confédération mondiale des organisations de la
profession enseignante
World Confederation of Organisations of the
Teaching Profession
Confederación Mundial de Organizaciones de
Profesionales de la Enseñanza**

ITOTOH, Joseph, Mr., President.
HARRIS, Robert, Mr., Secretary-General.
BERBERAT, Marc-Alain, Mr., Deputy Secretary-General.
BEDIAKO, Thomas, Mr., Regional Representative for Afri-
ca.
VIELOT, Kléber, Mr., Regional Representative for the Carib-
bean.
GOUMAZ, Brigitte, Ms., Secretariat.
PEPIN, Luce, Mrs., Research Officer.
REHULA, Thomas, Mr., Co-ordinator, Teachers' Rights.
ROBINSON, Paula, Ms., Co-ordinator, Organisational Devel-
opment.

SORENGEN, Odd-Jorgen, Mr., Executive Committee Member, Norsk Laererlag.
BOUWSMA, Jan, Mr., Executive Committee Member, NGL, Netherlands.
ASP, Eva, Mme.
RAHONA, Fabioła, Mme.

**Confédération mondiale du travail
World Confederation of Labour
Confederación Mundial del Trabajo**

TAN, Johny C., M., président.
KULAKOWSKI, Jan, M., secrétaire général.
BLEUX, Flor, M., secrétaire général adjoint.
ROBEL, Blaise, M., représentant permanent à Genève.
FAUCHERE, Béatrice, Mme, bureau de Genève.
AGUESSY, Dominique, Mme.
VAN TANH, Nguyen, M.
PILARSKA, Joanna, Mme.
COSYNS, Guy, M.
ATIF, Mohamed, M.
TALEGHANI, Marjid, M.
SAFFARI, Behzad, M.
WAGENKNECHT, Jules, M.
OLIVEROS, Maximo Floro F., M.

**Confédération nordique des cadres, techniciens et autres responsables
Nordic Confederation of Supervisors, Technicians and Other Managers (NAU)
Confederación Nórdica de Supervisores, Técnicos y Otros Responsables**

REINI, Jorma, Mr., President.
ARO, Esko, Mr., General Secretary, Technical Employees' Federation (Teknisten Liitto).

**Confédération panafricaine des employeurs
Pan-African Employers' Confederation
Confederación Panafricana de Empleadores**

GEORGET, Henri, M. (Niger), président.
GAZARINE, Adel I., M. (Egypte), premier vice-président.
OKOGWU, Chike Gabriel, M. (Nigéria), deuxième vice-président.
OWUOR, Tom D., M. (Kenya), secrétaire général.
SADA DIALLO, Mamadou, M. (Mali), secrétaire général adjoint.
MOUKOKO-KINGUE, Félix, M. (Cameroun), trésorier général.
LOUNIS-KHODJA, Mohamed A., M. (Algérie), trésorier adjoint.
SAID, Nejib, M. (Tunisie), conseiller juridique.
REY, Francis, M. (Maurice), conseiller économique.

**Confédération syndicale mondiale des enseignants
World Confederation of Teachers
Confederación Sindical Mundial de la Enseñanza**

BENEDEN, Louis van, président.
BAHR, Hans, M., membre du Bureau mondial.
OVERBEEK, Cees van, M., trésorier.

**Conférence circumpolaire inuit
Inuit Circumpolar Conference (ICC)
Conferencia Circumpolar Inuit**

SAMBO, Dalee, Mr., Special Assistant (Alaska Office).
DAHL, Hjalmar, Mr., Special Assistant (Greenland Office).
JOFFE, Paul, Mr., Legal Adviser.

**Congrès juif mondial
World Jewish Congress
Congreso Judío Mundial**

LACK, Daniel, Mr., Legal Adviser and Permanent Representative in Geneva.

**Congrès permanent de l'unité syndicale des travailleurs de l'Amérique latine
Permanent Congress of Trade Union Unity of the Workers of Latin America
Congreso Permanente de Unidad Sindical de los Trabajadores de América Latina (CPUSTAL)**

AGUERO, Juan, Sr.
IBARRA, José Gregorio, Sr.
ESCANDELL, Jesus, Sr.
PRIETO, Roberto, Sr.

**Conseil de coordination syndicale de l'Afrique australe
Southern African Trade Union Co-ordination Council (SATUCC)
Consejo de Coordinación Sindical de Africa austral**

CHIHANA, Chakufwa, Mr., Executive Secretary.

**Conseil des points cardinaux
Four Directions Council
Consejo de los Cuatro Vientos**

DENNY, Alexander, Mr., Grand Captain, Mikmaq Grand Council.
JOHN, Marilyn, Ms., Chief, Conne River Reserve, Newfoundland.
BARSH, Russel, Mr., General Agent.

**Conseil indien sud-américain (CISA)
Indian Council of South America (CISA)
Consejo Indio de Sud America (CISA)**

ONTIVEROS YULQUILA, Asunción, Mr., General Co-ordinator of CISA, Kolla Nation (Argentina).
AHIABA, Beatriz, Mrs., Permanent Representative, Kolla Nation (Argentina).
DOMINGOS, Mahoro'e'o, Mr., Chief, Xavante Nation (Brazil).

**Conseil international d'éducation des adultes
International Council for Adult Education
Consejo Internacional de Educación de Adultos**

WHITEHOUSE, John R.W., Mr., Special Representative in Ottawa.

**Conseil international des agences bénévoles
International Council of Voluntary Agencies (ICVA)
Consejo Internacional de Entidades Benéficas**

KOZLOWSKI, Anthony S., Mr., Executive Director.
WARLINCOURT, Jean-Pierre de, Mr., Senior Programme Associate.
SHROFF, Marie-Claire, Ms., Programme Associate.

**Conseil international des femmes
International Council of Women
Consejo Internacional de Mujeres**

GAILLARD, Rolande, Mlle, représentante permanente auprès des Nations Unies à Genève.
PASCHOUD van de KERCHOVE, Francine, Mme, représentante auprès des Nations Unies à Genève.
BOCCARD, Jeanne-Marie de, Mme, représentante auprès des Nations Unies à Genève.

**Conseil international des femmes juives
International Council of Jewish Women
Consejo Internacional de Mujeres Judías**

FARHI, Andrée, Mme.
SEIGAL, Leila, Mme.

**Conseil international des infirmières
International Council of Nurses
Consejo Internacional de Enfermeras**

KINGMA, Mireille, Mrs., Nurse Consultant.

**Conseil mondial de peuples indigènes
World Council of Indigenous Peoples
Consejo Mundial de Pueblos Indígenas**

ROJAS, Donald, Mr., President.
BURGESS, Hayden F., Mr., Vice-President.
TRESIERRA, Julio C., Mr., Presidential Adviser.
GAIGER, Julio, Mr., Legal Adviser.
VERMUNT, K., Mr.

**Conseil Same nordique
Nordic Sami Council
Consejo Nórdico Same**

DUNFJELD, Leif, Mr.
MYRVOLL, Marit, Ms.

**Conseil syndical du Commonwealth
Commonwealth Trade Union Council (CTUC)
Consejo Sindical del Commonwealth**

QUINN, Patrick, Mr., Director.
FAULKNER, Stephen, Mr., Education Officer.
WATSON, Annie, Mrs., Administrator.

**Fédération arabe des employés des banques,
assurances et affaires financières
Arab Federation of Employees in Banking, Insurance
and Finance
Federación Árabe de Empleados de la Banca,
Seguros y Negocios Financieros**

GLIAH, Salah Salem, M., secrétaire général.

**Fédération arabe des travailleurs de l'imprimerie
et de l'information**
**Arab Labour Federation of Printing and Information
Workers**
**Federación Arabe de Trabajadores de las Artes
Gráficas y la Información**

ABOUHULIA, Abdul Hamid, Mr., General Secretary.

Fédération arabe des travailleurs des transports
Arab Federation of Transport Workers
Federación Arabe de los Trabajadores del Transporte

AL CHARIF, Bachir, Mr., General Secretary.

**Fédération arabe des travailleurs du bois
et des matériaux de construction**
Arab Federation of Construction and Woodworkers
**Federación de Trabajadores Arabes de la
Construcción y la Madera**

TALEB, Aboulgassem, M., secrétaire général.

Fédération arabe des travailleurs du textile
Arab Federation of Textile Workers
Federación Arabe de los Trabajadores del Textilo

MSEIK, Khalifeh, Mr.

Fédération graphique internationale
International Graphical Federation
Federación Gráfica Internacional

KAUFMANN, Alfred, Mr., General Secretary.

Fédération internationale de la vieillesse
International Federation on Ageing
Federación Internacional de la Vejez

MACKARONIS, Christopher, Mr., Technical Adviser.
LEHRMAN, Eugene, Mr.

**Fédération internationale des associations pour
l'éducation des travailleurs**
**International Federation of Workers'
Educational Associations**
**Federación Internacional de Asociaciones para la
Educación de Trabajadores**

PROKOP, Kurt, Mr., President.

FARAN-FRANKFURTER, David, Mr., Secretary-General.

**Fédération internationale des employés, techniciens
et cadres (FIET)**
**International Federation of Commercial, Clerical
Professional and Technical Employees**
**Federación Internacional de Empleados, Técnicos
y Profesionales**

JENNINGS, Philip, Mr., Acting General Secretary.

BECK, Nick, Mr., Trade Section Secretary.

CAMMELL, Helga, Mrs., Secretary of the Working Women's
Committee.

FURSTENBORG, J., Mr., Secretary for Education.

NG, Christopher, Mr., APRO-FIET Regional Secretary.

ROBADEY, Irène, Mrs., ISETU/FIET General Secretary.

SCHWASS, Hans-Jürgen, Mr., Secretary for Regional Acti-
vities.

**Fédération internationale des femmes de carrières
libérales et commerciales**
**International Federation of Business and Profes-
sional Women**
**Federación Internacional de Mujeres de
Negocios y Profesiones Liberales**

BUTLER, Angela, Miss, Permanent Representative.

KOENIG, Franzi, Mrs.

FUENTES, Graciela Olga, Mrs.

**Fédération internationale des femmes
diplômées des universités**
International Federation of University Women
**Federación Internacional de Mujeres
Universitarias**

JONES, Constance, Mrs.

CUVILLIER, Rolande, Mme.

Fédération internationale des journalistes
International Federation of Journalists
Federación Internacional de Periodistas

WHITE, Aidan, Mr., General Secretary.

**Fédération internationale des mineurs (FIM)
Miners' International Federation
Federación Internacional de Mineros**

MICHALZIK, Peter, Mr., General Secretary.

**Fédération internationale des organisations
des travailleurs de la métallurgie
International Metalworkers' Federation
Federación Internacional de Trabajadores
de las Industrias Metalúrgicas**

REBHAN, Herman, Mr., General Secretary.
THONESSEN, Werner, Mr., Assistant General Secretary. two
dots over O
CASSERINI, Karl, Mr., Assistant General Secretary.
FOWLER, David, Mr., Assistant to the General Secretary.
MALENTACCHI, Marcello, Mr., Health and Safety Depart-
ment.
GONZE, Collin, Mr., Automotive and Aerospace Depart-
ment.
KAMADA, Hiroshi, Mr., Special Projects Department.
MacSHANE, Denis, Mr., Press and Publications Department.
LABARRE, Christiane, Ms., Women, Youth and Foreign
Workers Department.

**Fédération internationale des organisations
syndicales du personnel des transports – CMT
International Federation of Trade Unions of
Transport Workers – WCL
Federación Internacional de Sindicatos del
Personal del Transporte – CMT**

GOSSELIN, Alfred, M., secrétaire général.
HINNEKENS, Jean, M., membre du bureau journalier.

**Fédération internationale des ouvriers
du transport (ITF)
International Transport Workers' Federation (ITF)
Federación Internacional de Trabajadores
del Transporte (ITF)**

DUNNING, Harold, Mr.
COCKROFT, David, Mr.

**Fédération internationale des syndicats
de travailleurs de la chimie, de l'énergie
et des industries diverses
International Federation of Chemical, Energy and
General Workers' Unions (ICEF)
Federación Internacional de Sindicatos de Traba-
jadores de la Química, de la Energía e Industrias
diversas**

BOGGS, Michael D., Mr., General Secretary.
THORPE, Victor E., Mr., Deputy General Secretary.
RICE, Annie, Mrs., Occupational Safety and Health Officer.
CATTERSON, James A., Mr., Research Officer.
ARO, Pekka O., Mr., Consultant.
ALAN, Fuat, Mr., Executive Committee Member.
AKSEL, Kutay, Mr.
DEDEOGLU, Yildiz, Ms.

**Fédération internationale des travailleurs des
plantations, de l'agriculture et des secteurs connexes
International Federation of Plantation,
Agricultural and Allied Workers
Federación Internacional de los Trabajadores
de las Plantaciones, Agrícolas y Similares**

NARAYANAN, P.P., Mr., President.
SVENSSON, Börje, Mr., General Secretary.
GOODSON, Elizabeth, Mrs., Assistant to the General Secre-
tary.
ROOS, Christine, Ms.
WINTOUR, Nora, Ms.
CORREA, Stanley, Mr.

**Fédération internationale des travailleurs
du bâtiment et du bois
International Federation of Building and
Woodworkers
Federación Internacional de Trabajadores
de la Construcción y la Madera**

LOFBLAD, John, Mr., General Secretary.
ASP, Ulf, Mr., Education Officer.
LAUB, Ernst, Mr., Secretary.
NATHAN, Christine, Ms., Indian Federation of Building and
Wood Workers.

**Fédération internationale des travailleurs du textile,
de l'habillement et du cuir
International Textile, Garment and Leather
Workers' Federation
Federación Internacional de Trabajadores del Textil,
del Vestido y del Cuero**

KEARNEY, Neil, Mr.

BROMBART, Eric, Mr., Health and Safety Assistant.

**Fédération mondiale des anciens combattants
(FMAC)
World Veterans' Federation
Federación Mundial de Veteranos de Guerra**

MARTIN, Victor, M., représentant auprès des Nations Unies à Genève.

**Fédération mondiale des travailleurs de l'agriculture
et de l'alimentation
World Federation of Agriculture and Food Workers
Federación Mundial de Trabajadores de la
Agricultura y la Alimentación**

SEMEREL, Oscar, M., président.

**Fédération mondiale des travailleurs de l'industrie
World Federation of Industry Workers
Federación Mundial de Trabajadores de la Industria**

MOLANO, Ernesto, M., secrétaire général.

**Fédération syndicale de la fonction publique
internationale
Federation of Associations and Unions of the
International Civil Service
Federación Sindical de Funcionarios Internacionales**

SOW, Salif, M., secrétaire général adjoint.

VOLKOV, Konstantin A., M., membre du conseil fédéral.

CAMPANELIS, Yannis, M.

FRAGA RIBEIRO, Josephina, Mme.

**Fédération syndicale mondiale
World Federation of Trade Unions
Federación Sindical Mundial**

ZAKARIA, Ibrahim, M., secrétaire général.

FRYBORTOVA, Marie, Mme, secrétaire.

MOZHAYEV, Vsevolod, M., secrétaire.

HAMERNIK, Emil, M., chef du Département des relations avec les Nations Unies.

RETUREAU, Daniel, M., conseiller.

POTAPOV, Albert, M., représentant permanent à Genève.

MARUSAK, Josef, M., conseiller.

SADILOVA, Jana, Mlle, secrétaire de délégation.

RETUREAU, Yvette, Mme, secrétaire de délégation.

GONZALEZ, Miguel-Angel, M.

**Femmes de l'Internationale socialiste
Socialist International Women
Mujeres de la Internacional Socialista**

STASIUS, Karin, Mme.

**Groupement international de travail
pour les affaires indigènes
International Work Group for Indigenous Affairs
(IWGIA)
Grupo Internacional del Trabajo sobre Asuntos
Indígenas**

GRAY, Andrew, Mr., Executive Director.

APARICIO, Teresa, Ms.

BELLEGARDE, Daniel, Mr.

STENFERT KROESE, Saskia, Ms.

VENNE, Sharon, Ms.

**Internationale des services publics
Public Services International
Internacional de Servidores Públicos**

ENGELBERTS, Hans, Mr., General Secretary.

BATCHELOR, Harry L., Mr., Assistant General Secretary.

HUMPHRIES, Colin, Mr., Assistant to the General Secretary.

FISCHBACH-PYTTEL, Carola, Mrs., Regional/Vocational Secretary.

LEATHER, Alan, Mr., Education Officer.

TOP, Yucel, Mr.

ONAL, H.I., Mr.

YEKTAS, Latif, Mr.

TOURNEAU, Guy, Mr.

**Internationale du personnel des Postes, Télégraphes
et Téléphones
Postal, Telegraph and Telephone International
Internacional de Correos, Telégrafos y Teléfonos**

NEDZYNSKI, Stefan, Mr., General Secretary.

AUBRY, Jean-Michel, Mr., Executive Assistant to the General Secretary.

BOWYER, Philip C., Mr., Organisation and Research Director.

HASHEM, Mohamed Khairy, Mr., Member, Executive Committee.

**Jeunesse ouvrière chrétienne internationale
International Young Christian Workers
Juventud Obrera Cristiana Internacional**

OLLARVES, Félix, Mr., International President.
CLOETE, Glynn, Mr., General Secretary.

**Les femmes chefs d'entreprises mondiales (FCEM)
World Association of Women Executives (FCEM)
Asociación Mundial de Ejecutivas de Empresa
(FCEM)**

RANDI, Maria Grazia, Mme, vice-présidente.

**Ligue internationale de femmes pour la paix
et la liberté
Women's International League for Peace and
Freedom
Liga Internacional de Mujeres pro Paz y Libertad**

BALLANTHYNE, Edith, Mrs., Secretary General.
KOLTHOFF, Kirsti, Ms.
VIJIGSCHILD, Else, Ms.
ROY, Nandini, Ms.
BRUIN, Janet, Ms.

**Ligue internationale pour les droits
et la libération des peuples
International League for the Rights
and Liberation of Peoples
Liga Internacional por los Derechos
y la Liberación de los Pueblos**

GRAF, Verena, Mrs.
BAMONTE, Gerardo, Mr

**Mouvement international ATD Quart Monde
International Movement ATD Fourth World
Movimiento Internacional ATD Cuarto Mundo**

VOS van STEENWIJK, Alwine de, Mme, présidente.
BRAND, Eugen, M., secrétaire général.
REDEGELD, Ton, M., conseiller.
BEYELER, Hélène, Mme, représentante à Genève.

**Organisation de l'unité syndicale africaine (OUSA)
Organisation of African Trade Union Unity (OATUU)
Organización para la Unidad Sindical Africana
(OUSA)**

JALLOUD, Salem, Mr., President.
SUNMONU, Hassan A., Mr., Secretary-General.
PONGAULT, Gilbert, Mr., Secretary-General.
SIKAZWE, Robinson H., Mr., Treasurer-General.
IBRAHIM, Ali, Mr., Assistant Secretary-General (International).
DIOP, Assane, Mr., Assistant Secretary-General (Education).
DIOP, Demba, Mr., Assistant Secretary-General (Organisation).
GBOLU, E.K. Mr., Administrative Officer.
GHEDAN, Muftah, Mr., Administrative Assistant.
CHIHANA, Chakufwa, Mr., Executive Secretary, Southern African Trade Union Co-ordination Council (SATUCC).
MOUSSENI, André Jules, Mr., Secretary-General, Organisation of Workers of Central Africa (OTAC).
MOUTARI, Laouali, Mr., Secretary-General, Organisation of Trade Unions of West Africa (OTUWA).
MISAWED, Salem, Mr., President, Pan-African Federation of Food Industries and Allied Workers.
ABDELKARIM, Kheloufi, Mr., Secretary-General, Pan-African Federation of Food Industries and Allied Workers.
BEDIAKO, T.A., Mr., Secretary-General, All Africa Teachers' Organisation (AATO).
KOSSI, Assih, Mr.
KITICKI, Kouamba, M., président de la Fédération des travailleurs africains en France (FETAF).
KANTE, Mamadou, M., secrétaire général de la FETAF.
SAID, Djambae, M., secrétaire aux relations extérieures de la FETAF.
GOMIS, Francois, M., trésorier de la FETAF.
MENDY, Bosco, M., secrétaire aux affaires culturelles de la FETAF.
SEGHAIR, Brahim, Mr.
MASHELE, Boaz, Mr., Treasurer, National Council of Trade Unions (NACTU).
NIANG, Ibrahima, Mr., Assistant Secretary-General, Pan-African Federation of Bank and Insurance Workers.

**Organisation des travailleurs de l'Afrique centrale
(OTAC)
Organisation of Workers of Central Africa
Organización de Trabajadores de Africa Central**

MOUSSENI, André Jules, M., secrétaire général.
MOMBOUNOU, Joseph, M., secrétaire général adjoint chargé de l'éducation, de la formation, de la presse et de la documentation.

Organisation des travailleurs de l'Afrique de l'Ouest
Organisation of Trade Unions of West Africa
Organización de Sindicatos de Africa Occidental

MOUTARI, Laouali, M., secrétaire général.
AHO, Gaston, M., secrétaire général adjoint.
YANKEY, Auguste, M., secrétaire général adjoint.
BAGU, Choim, M., secrétaire général adjoint.
ANOYI, Joseph, M., conseiller.

**Organisation internationale de développement de
ressources indigènes**
**International Organisation of Indigenous
Resource Development**
**Organización Internacional para el Desarrollo de los
Recursos Indígenas**

BULL, Harrison, Mr.
BULL, Jonathan, Mr.
EPSTEIN, Bob, Mr.
LITTLECHILD, Eddie, Mr.
BULL, Ida, Ms.
POTTS, Melvin, Mr.
CRATE, Leonard, Mr.

Organisation internationale de normalisation
**International Organisation for Standardisation
(ISO)**
**Organización Internacional de Unificación
de Normas**

LINGNER, K.-G., Mr., Technical Group Manager, Standards
Development.

Organisation internationale des employeurs
International Organisation of Employers
Organización Internacional de Empleadores

LAGASSE, Raphaël, Mr., Secretary-General.
KAPARTIS, Costas, Mr., Deputy Secretary-General.
CHACKO, Roy, Mr., Executive Secretary.
PEÑALOSA, Antonio, Mr., Executive Secretary.
ULBRICHT, Jutta, Miss, Executive Secretary.
DAN, Charles, Mr., Assistant to the Secretary-General.
DEJARDIN, Jean, Mr., Assistant to the Secretary-General.
OZAINNE, Béatrice, Miss, Assistant to the Secretary-
General.
PERKINS, Barbara, Miss, Assistant to the Secretary-General.
EURNEKIAN, M., Mr.
CASTRO VIEIRA, Jorge Raymundo, Mr.

Organisation internationale des mineurs (OIM)
International Mineworkers' Organisation (IMO)
Organización Internacional de Mineros (OIM)

SIMON, Alain, M., secrétaire général.
CHESTAKOV, Valéry, M.
STANTCHEV, Radko, M.
DAENKINDT, Roger, M.

**Organisation internationale pour l'élimination de
toute forme de discrimination raciale**
**International Organisation for the Elimination of
All Forms of Racial Discrimination (EAFORD)**
**Organización Internacional para la Eliminación de
Todas las Formas de Discriminación Racial**

RAIANAI, Hussein, Mr., Executive Director.

**Organisme coordonnateur des organisations
indigènes du Bassin amazonien**
**Co-ordinator for Indigenous Organisations of the
Amazon Basin**
**Coordinadora de las Organizaciones Indígenas de la
Cuenca Amazónica (COICA)**

NAIKIAI, Cristobal, Mr.
MALDONADO RUIZ, L.E., Mr.
TAPUY PAPA, C.C., Mr.

**Organisme coordonnateur pour les droits
des peuples indigènes**
Co-ordinator for Indigenous Peoples' Rights
Coordinadora de Derechos de los Pueblos Indígenas

ANAYA, S. James, Mr.
SANTA CRUZ, Rudolfo, Mr.
CLARK, Geoff, Mr.

Parlement indigène d'Amérique
Indigenous Parliament of America
Parlamento Indígena de América

PEDRAZA MARTINEZ, Roberto, Sr., Presidente.

**Secrétariat professionnel international
de l'enseignement (SPIE)**
International Federation of Free Teachers' Unions
**Secretariado Profesional Internacional
de la Enseñanza**

LEEuwEN, Fred van, Mr., General Secretary.
JOUEN, Elie, Mr., Assistant to the General Secretary.
MITCHELL, Peter, Mr., Assistant to the General Secretary.
MOUCHOUX, Alain, Mr. Executive Committee Member.
LOERCHER, KlauX, Mr.

**Société internationale de droit du travail
et de la sécurité sociale**
**International Society for Labour Law and Social
Security**
**Sociedad Internacional de Derecho del Trabajo y de
la Seguridad Social**

NAGY, László, M., président.
SCHREGLE, Johannes, M., président d'honneur.

Soroptimist International

HEPTONSTALL, Sonia, Dr.
HERTZ, Kirsten, Mme.

Survival International

COLCHESTER, Marcus, Mr.
KULKARNI, Sharod, Mr., Centre for Tribal Conscientization
(Pune, India).
BERMAN, Howard, Mr.

**Union européenne des fédérations du personnel
communal**
European Union of Local Authority Staffs (EULAS)
**Unión Europea de Federaciones de Personal
Comunal**

RICHARDS, Louise, Mrs., International Relations Officer.

**Union générale des chambres de commerce,
industrie et agriculture des pays arabes**
**General Union of Chambers of Commerce,
Industry and Agriculture for Arab Countries**
**Unión General de Cámaras de Comercio, Industria y
Agricultura de los Países Arabes**

GHANTUS, Elias, Dr., Assistant Secretary General.

**Union internationale chrétienne des dirigeants
d'entreprise (UNIAPAC)**
International Christian Union of Business Executives
**Unión Internacional Cristiana de Dirigentes
de Empresa**

FLORINETTI, André, M.

**Union internationale de l'artisanat
et des petites et moyennes entreprises**
**International Association of Crafts and Small and
Medium-Sized Enterprises**
**Unión Internacional de la Artesanía y de las
Pequeñas y Medianas Empresas**

DISERENS, Jean-Jacques, M.

Union internationale des organismes familiaux
International Union of Family Organisations
Unión internacional de organismos familiares

REY, Joseph, M., membre du Comité de direction.

**Union internationale des syndicats des travailleurs
de la fonction publique et assimilés**
**Trade Unions International of Public and
Allied Employees**
**Unión Internacional de Sindicatos de Trabajadores
de Servicios Públicos y Similares**

MEINEL, Jochen, M., secrétaire général.
BOULIN, Franck, M., secrétaire.
GALKINE, Serguei, M., secrétaire.
SAMORA, Andrés, M., secrétaire.

**Union internationale des syndicats des travailleurs
de l'agriculture, des forêts et des plantations**
**Trade Unions International of Agricultural, Forestry
and Plantation Workers**
**Unión Internacional de Sindicatos de Trabajadores
de la Agricultura, de los Bosques
y de las Plantaciones**

HEMMERLE, André, M., secrétaire général.
OPAZO, Mme.
SIMUKOV, Dimitri, M.

**Union internationale des syndicats des travailleurs
de la métallurgie**
**Trade Unions International of Workers in the Metal
Industry**
**Unión Internacional de Sindicatos de Trabajadores
de la Metalurgia**

LE BESCOND, Gilbert, M., secrétaire général.
KONIG, Evelin, Mme.

**Union internationale des syndicats des travailleurs
de l'énergie**
Trade Unions International of Workers in Energy
**Unión Internacional de Sindicatos de Trabajadores
Energéticos**

DUTEIL, François, M., président.
JUREK, Mieczyslaw, M., secrétaire général.
TCHOUGOUNOV, Vladimir, M., secrétaire.
BOBAK, Bohumir, M., secrétaire.

**Union internationale des syndicats des travailleurs
des industries alimentaires, tabacs, hôtels
et branches connexes (FSM)**
**Trade Unions International of Food, Tobacco, Hotel
and Allied Industries Workers (WFTU)**
**Unión Internacional de Sindicatos
de Trabajadores de las Industrias Alimentaria,
Tabacalera, Hotelera y Similares (FSM)**

MARTINEZ MASDEU, Ricardo, M.
ALLIAUME, Christian Ghilain, M., secrétaire.
VARLAMOV, Bogomil Vladimirov, M., conseiller politique.
YUSTI, Alfonso González, M., secrétaire général COTLAN.
TSUBAKI, H., M., secrétaire général Nestlé du Japon.
SARMIENTO, Manuel, M., président de la Fédération de
l'alimentation des Philippines.

**Union internationale des syndicats des travailleurs
du bâtiment, du bois et des matériaux de construction**
**Trade Unions International of Workers in the
Building, Wood and Building Materials Industries**
**Unión Internacional de Sindicatos de Trabajadores
de la Construcción, Madera y Materiales
de Construcción**

PERA, Mauri, M., secrétaire général.
GELMI, Guerrino, M.

**Union internationale des syndicats des travailleurs
du commerce**
Trade Unions International of Workers in Commerce
**Unión Internacional de Sindicatos de los
Trabajadores del Comercio**

MOROZOV, Anatoli, M., secrétaire.
VILLAMARIN, Alvaro, M., secrétaire général.
KOUZMANOVA, Cvětanka, Mme, collaboratrice politique.

**Union internationale des syndicats du textile,
de l'habillement et des cuirs et peaux**
**Trade Unions International of Textile, Clothing,
Leather and Fur Workers**
**Unión Internacional Sindical de Trabajadores del
Textil, Vestido, Cuero y Pieles**

KOUTCHINSKI, Jean-Marie, Mr., Secretary.
VAISOVA, Marta, Mrs., Adviser.

**Union internationale des travailleurs de l'alimen-
tation et des branches connexes**
**International Union of Food and Allied Workers'
Associations**
**Unión Internacional de Trabajadores de la Alimen-
tación y Afines**

GALLIN, Dan, Mr., General Secretary.
STASIUS, Horst, Mr.
OSWALD, Ron, Mr.
SODERLING, Gudrun, Ms.
AUBERT, Piedad, Ms.
BUDIN-HAKSTEN, Barbro, Ms.
DALBAN-MOREYNAS, Patrick, Mr.
von HOFÉ, Amanda, Ms.
JANTZ, Bärbel, Ms.
LLEONART, Maria-Rosa, Ms.
RAMSEY, Bob, Mr.
STASIUS, Karin, Ms.
TAYLOR, Adrienne, Ms.

**Union interparlementaire
Inter-Parliamentary Union
Unión Interparlamentaria**

CORNILLON, Pierre, Mr., Secretary-General.

WILCOX, Francis, Mr.

BOGSCH, Henry, Mr.

**Union mondiale des femmes rurales (UMFR)
Associated Country Women of the World (ACWW)
Asociación Mundial de Mujeres Rurales**

SCHAIK, Lot van, Mrs.

SZOECZY, Marianne de, Mrs.

**Union mondiale ORT
World ORT Union
Unión Mundial ORT**

HARMATZ, Joseph, Mr., Director-General.

FELDMAN, Simon, Mr., Director of International Co-operation Department.

KASTEL, Samy, Mr., Deputy Director of International Co-operation Department.

Zonta International

BRIDEL, Danielle, Mme, représentante auprès des Nations Unies.

**MOUVEMENTS DE LIBERATION
LIBERATION MOVEMENTS
MOVIMIENTOS DE LIBERACION**

**Congrès national africain (CNA) – (Afrique du Sud)
African National Congress (ANC) – (South Africa)
Congreso Nacional Africano (CNA) – (Sudáfrica)**

NORUSHE, Bonisile, Mr., Head of the International Department, SACTU.

**Congrès panafricain d'Azanie
Pan-Africanist Congress of Azania
Congreso Panafricano de Azania**

MAKHANDA, Lesaona S., Mr. Secretary for Labour; Executive Director, Azanian Trade Union Co-ordinating Centre.

**Palestine
Palestine
Palestina**

AHMAD, Abdul Rahim, Mr., Member of the Executive Committee; Head of the Popular Organisations Department.

AL-SABBAH, Mohammad Mahmoud, Mr., Director-General of the Popular Organisations Department.

IBRAHIM, Haidar, Mr., Secretary-General of the Palestinian Trade Union Federation.

JADALLAH, Mohammad, Mr.

HASSAN, Nafeh, Mr.

JERIES, Mousa, Mr.

ABDULGHANI, Khaled, Mr.

BUREAUX DE LA CONFERENCE, DES COMMISSIONS ET DES GROUPES OFFICERS OF THE CONFERENCE, THE COMMITTEES AND THE GROUPS MESAS DE LA CONFERENCIA, DE LAS COMISIONES Y DE LOS GRUPOS

Bureau de la Conférence

PRESIDENT

NKOMO, J.L., M., ministre du Travail, de la Planification de la main-d'oeuvre et des Affaires sociales (Zimbabwe).

VICE-PRESIDENTS

MOLKOVA, D., Mme, délégué gouvernemental (Tchécoslovaquie).

GAZARIN, A., M., délégué des employeurs (Egypte).

DELPINO, J., M., délégué des travailleurs (Venezuela).

SECRETAIRE GENERAL

HANSENNE, Michel, M., Directeur général du Bureau international du Travail.

Bureaux des commissions

COMMISSION DE PROPOSITION

Président:

HAMMOND, T., M. (Canada).

Vice-présidents:

GEORGET, H., M. (Employeur, Niger).

CHILUBA, F.J., M. (Travailleur, Zambie).

COMMISSION DE VERIFICATION DES POUVOIRS

Président et membre gouvernemental:

CALIFICE, A., M. (Belgique).

Membre employeur:

HOFF, E., M. (Norvège).

Membre travailleur:

SVENNINGSEN, J., M. (Danemark).

COMMISSION DES RESOLUTIONS

Président:

GLAIEL, S., M. (République arabe syrienne).

Vice-présidents:

CASTLE, C.H.A.F., M. (Employeur, Royaume-Uni).

MORTON, J.T., M. (Travailleur, Royaume-Uni).

COMMISSION DES FINANCES

Président:

PESHKOV, V.I., M. (RSS de Biélorussie).

Vice-président:

CHEA URRUELA, J.L., M. (Guatemala).

COMMISSION DE L'APPLICATION DES NORMES

Président:

ELMIGER, J.-J., M. (Suisse).

Vice-présidents:

WISSKIRCHEN, A., M. (Employeur, République fédérale d'Allemagne).

HOUTHUYS, J., M. (Travailleur, Belgique).

COMMISSION DE LA CONVENTION No 107

Président:

ESPAÑA-SMITH, R., M. (Bolivie).

Vice-présidents:

DE REGIL GOMEZ, J., M. (Employeur, Mexique).

SVENNINGSEN, J., M. (Travailleur, Danemark).

COMMISSION DE L'UTILISATION DES SUBSTANCES CHIMIQUES

Président:

ADEWOYE, R.O., M. (Nigéria).

Vice-présidents:

TARNOW, M., M. (Employeur, Etats-Unis).

WRIGHT, M.J., M. (Travailleur, Etats-Unis).

COMMISSION DU TRAVAIL DE NUIT

Président:

SUMA'MUR, P.R., M. (Indonésie).

Vice-présidents:

NOAKES, B., M. (Employeur, Australie).

DREIFUSS, R., Mme (Travailleur, Suisse).

COMMISSION DE L'APARTHEID

Président:

NDOYE, M., M. (Sénégal).

Vice-présidents:

HERNANDEZ, B., M. (Employeur, Philippines).

MERCIER, R., M. (Travailleur, Canada).

Bureaux des groupes

GROUPE GOUVERNEMENTAL

Président:

BAYART, L., M. (Mongolie).

GROUPE DES EMPLOYEURS

Président:

OECHSLIN, J.-J., M. (France).

Vice-présidents:

CHADZAMIRA, P.M., M. (Zimbabwe).

DURLING, W., M. (Panama).
NASR, M., M. (Liban).
WILLIAMS, J., M. (Barbade).

Secrétaire:

LAGASSE, R., M. (Organisation internationale des employeurs).

GROUPE DES TRAVAILLEURS

Président:

MUHR, G., M. (République fédérale d'Allemagne).

Vice-présidents:

ADIKO NIAMKEY, H., M. (Côte d'Ivoire).
SANCHEZ MADARIAGA, A., M. (Mexique).
TAN, J.C., M. (Philippines).
TIMMER, J., M. (Hongrie).

Membres du bureau:

ABDOON, T.E.M., M. (Soudan).
AHMED, K., M. (Pakistan).
BAKER, J., M. (Etats-Unis).
CHILUBA, F.J., M. (Zambie).
DELPINO, J.J., M. (Venezuela).
KOVALEVSKI, A.M., M. (RSS d'Ukraine).
MARUYAMA, Y., M. (Japon).
MORTON, J.T., M. (Royaume-Uni).
WALCOTT, F.L., M. (Barbade).

Secrétaire:

LAURIJSSEN, E., M. (Confédération internationale des syndicats libres).

Président du Conseil d'administration du Bureau international du Travail

MENSAH, N.G., M. (Bénin).

Secrétariat général de la Conférence

SECRETAIRE GENERAL

HANSENNE, Michel, M.

CONSEILLER JURIDIQUE

MAUPAIN, F., M.

SECRETAIRES GENERAUX ADJOINTS

TAYLOR, D., M.

MAIER, H., M.

SOUS-SECRETAIRES GENERAUX

ABDEL RAHMAN, F., M.

BARAKAT, G., M.

CAPRIATA D'AURO, J., M.

YU, R., M.

AHMAD, A., M.

MOROZOV, V., M.

NAKAMURA, T., M.

GOPINATH, P., M.

TREMEAUD, J.-F., M.