Fourteenth International Conference of Labour Statisticians
Geneva, 28 October - 6 November 1987

Report of the Conference
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INTRODUCTION

Convocation and agenda

1. At its 231st Session (Geneva, November 1985), the Governing Body of the International Labour Office authorised the Office to convene the Fourteenth International Conference of Labour Statisticians to meet in Geneva from 28 October to 6 November 1987. The main objectives of this Conference were to revise existing or adopt new international standards in certain areas of labour statistics. It would also provide an opportunity to obtain professional views and guidance from national labour statisticians on the ILO's statistical activities. The following items were placed on the agenda:

I. General Report.
II. Consumer price indices.
III. Industrial disputes: Statistics of strikes.
IV. Revision of the International Standard Classification of Occupations.

Preliminary work

2. Reports dealing with each of the items on the agenda were prepared by the Office for submission to the Conference.

3. The General Report, Report I, included an overview of the current and planned work of the Bureau of Statistics. It referred to the new Labour Statistics Convention (No. 160) and Recommendation (No. 170). An account was given of the Bureau's publications and computing activities, as well as topics for future activities. The remainder of the report dealt with the Bureau's conceptual and methodological work in three areas: employment in the informal sector, statistics of absence from work, and employment promotion schemes. A number of points were for discussion only, and the views of the Conference were sought concerning future work in these fields.

4. When focusing on statistics of employment in the informal sector, the report also considered certain principles which might help lead to the development of international standards on statistics of the informal sector. It included a brief review of the informal sector, the concept of employment in the informal sector and the economic unit and examined other measurement issues.

5. In dealing with statistics of absence from work, a framework was proposed for the development of national statistics. The concept of absence from work was discussed, and was related to the definitions of hours of work and paid employment from existing ILO recommendations. Measurement problems, analytical measures and classifications were reviewed.

6. The implications of employment promotion schemes for the measurement of employment and unemployment were the subject of the final section of the General Report. The main groups of measures (job-training schemes, community work, wage and other subsidies, arrangement of working hours, assistance to unemployed persons setting up enterprises, and early retirement), were described briefly, as was the classification, in national statistics, of the beneficiaries of these schemes. In addition, the impact of these schemes on international definitions of employment and unemployment was discussed.
7. Report II dealt with consumer price indices. The need to update the existing international recommendations concerning statistics of consumer price indices had been evident for some time. Guidance was required for the treatment of a number of issues, including owner-occupied housing, consumer credit, seasonal items and insurance. Guidance was also needed on techniques such as combining price quotations, and on the classification of consumer expenditure for the purpose of constructing internationally comparable sub-indices. Report II indicated the main points requiring consideration. The advantages and disadvantages of the various alternatives were discussed, but without recommending guide-lines. The report, however, presented a draft resolution to replace the resolutions of 1947 and 1962 (adopted by the Sixth and Tenth ICLS, respectively). The new resolution would help statisticians to advise their governments by providing a concise and authoritative statement of what experience and analysis have shown to be good practice.

8. The existing international guide-lines on statistics of strikes dated back to 1926, when the subject was examined by the Third ICLS. A resolution was adopted defining industrial disputes and laying down detailed principles for their classification. However, while there had been continuing interest in assessing the importance and characteristics of strikes, it had become increasingly difficult to analyse and interpret the data compiled. The basic problem had been the lack of comparability in the statistics at both the national and international levels, due to the many differences in the definitions used. Also, the organisations responsible for their collation and publication often had no control over the quality of data reported. For these reasons, the subject was placed on the agenda of the Fourteenth ICLS. Report III was prepared by the Office on the basis of individual studies and national practices. It dealt with the objectives and uses of statistics of strikes and examined terminology, measures of strike activity, classifications, methods of reporting and indicators of strike activity. In conclusion, a draft resolution on statistics of strikes was proposed for consideration by the Conference to replace the 1926 resolution on industrial disputes. These new guide-lines were aimed at helping both producers and users of strike statistics.

9. Five International Conferences of Labour Statisticians had examined the question of an International Standard Classification of Occupations (ISCO). The Ninth ICLS endorsed the major, minor and unit groups of the first ISCO, which the ILO published in 1958, including descriptions of the occupation categories within each unit group (ISCO-58). At the same time it had recognised that ISCO-58 would need revision after a certain time. The Eleventh ICLS (1966) considered and adopted a revised list of major, minor and unit groups, and a revised edition of ISCO (ISCO-68) was published with an expanded number of occupational descriptions.

10. Over the 20 or so years since the last revision, there had been no regular ILO programme for monitoring developments in national occupational classifications, nor for updating ISCO-68. The Thirteenth ICLS (1982) had approved the recommendations of a special working group set up to consider the revision of ISCO that "an international classification system should be developed which, while providing for the inclusion of a wide variety of factors, would only attempt to specify the occupational detail at a level appropriate for making international comparisons. But that, in addition, guide-lines should be prepared for the development of the more detailed elements of national classifications so that, as far as possible, such classifications would be convertible to the agreed international framework." Following several meetings of expert groups and many consultations with national statisticians, the Office prepared Report IV for consideration by the Conference. It comprised two parts: the first presented the revised structure of ISCO in a draft resolution; the second contained draft descriptions of all
groups in the revised structure, as well as detailed references to the relevant groups in ISCO-68. Part I also presented the background to the revision of ISCO. It reviewed user requirements for occupational classifications in general and for ISCO in particular, presented the principles and classification criteria underlying the proposals, described how some specific issues were treated, and presented proposals on how to link national classifications to the revised ISCO and the procedures to be applied when using ISCO in statistical surveys and censuses at the national level. Finally, it described work in progress and future work envisaged in connection with ISCO. Five conference room documents presented supplementary background information.

Organisation of the Conference


12. It was attended by delegates from 71 countries, by Employers' and Workers' representatives nominated by the Governing Body of the International Labour Office and by representatives of the United Nations, the World Health Organisation, the Economic Commission for Africa, the Economic Commission for Europe, the Economic and Social Commission for Western Asia, the Organisation for Economic Co-operation and Development, the Statistical Office of the European Communities, the United Nations Research Institute for Social Development, the Arab Labour Organisation, the International Monetary Fund, the International Research and Training Institute for the Advancement of Women, the World Confederation of Trade Unions and the International Confederation of Free Trade Unions.

13. The Conference elected Mr. Y. MIURA (Japan) as Chairman of the Conference, Ms. R. GROSSKOFF (Uruguay) as Vice-Chairman, and Mr. N.H.W. DAVIS (United Kingdom) as Rapporteur. Mr. I. CASTLES (Australia) was elected as Chairman of the Committee on Consumer Price Indices.

14. Mr. R. TURVEY, Chief Statistician of the International Labour Office and Secretary-General of the Conference, welcomed the delegates on behalf of the Director-General. He drew attention to the aim of the Conference to adopt new resolutions in three areas of labour statistics - the International Standard Classification of Occupations, consumer price indices and statistics of strikes. The meeting's views were also being sought with regard to four other topics. Once the resolutions adopted by the Conference had been approved by the Governing Body, a new edition of the International Recommendations on Labour Statistics would be published. Over the following two years manuals would be produced on consumer price indices, occupational classifications and household surveys for statistics of the economically active population, employment, unemployment and underemployment. These manuals would provide guidance on the practical application of the resolutions, and would also deal with more detailed technical issues. He announced that a demonstration would be given by the Office of its recently developed on-line computer system for users of its labour statistics data base (LABORSTA) Mr. Turvey then introduced the officials of the ILO who would assist the Conference.

15. The Standing Orders were those for International Conferences of Labour Statisticians adopted by the Governing Body on 19 November 1981 at its 218th Session. The reports presented at the Conference were made available in English, French and Spanish. Interpretation was given in those languages and, in addition, in Arabic, Chinese, German and Russian.
16. The Conference was informed that Mr. Chiluba of Zambia, one of the Workers' representatives nominated by the Governing Body, had been prevented from attending by the Government of his country. The Conference noted this with regret and agreed that its concern should be drawn to the attention of the Director-General and through him to the President of Zambia.

17. The Conference was informed of the statistical controversies which had arisen in France concerning the appropriate classification of participants in certain employment promotion schemes in statistics of employment and unemployment. As a result, the Government of France had, in 1985 and 1987, solicited the advice of the ILO in the light of the international definitions of employment and unemployment adopted by the Thirteenth International Conference of Labour Statisticians in 1982. Since such statistical difficulties were occurring in a number of countries, and since discrepancies in the way the participants were classified could make international comparisons invalid, the matter had been placed on the agenda of the Conference. In view of the highly specialised nature of the subject, the Conference decided to set up a working group to exchange views on the implications of employment promotion schemes for the measurement of employment and unemployment.

18. On its final day, Mr. F. BLANCHARD, Director-General of the International Labour Office, addressed the Conference. He expressed his own personal interest, and that of the Governing Body, in the work of the Conference. The ILO and member States were all trying to improve the quality and availability of labour statistics. He stressed their importance for understanding the impact of economic and technical changes on the world of work.

19. The Director-General welcomed the decisions made by the Conference and also its discussions on new important topics such as the informal sector on which future international recommendations might be needed. He would support the views expressed by the Conference on the need for further work by the ILO in a number of fields when its report was presented to the Governing Body.

20. In conclusion, the Director-General expressed his appreciation of all the work done by the Conference and its success in reaching a number of important conclusions.

21. Following the adoption of the report, the Secretary-General joined the Conference in thanking the Chairman, Vice-Chairman and Rapporteur for their contribution to the success of the Conference. He also noted with appreciation the work of the Chairmen and Rapporteurs of the Committee and Working Group.

22. In closing the Conference, the Chairman drew attention to the progress it had made, which would provide useful standards for the years to come. There had been a lively exchange of experiences and views on the different topics, and the achievements of the Conference reflected its spirit of active and constructive participation. He concluded by thanking all concerned, both those providing services and those participating.

Decisions of the Conference

23. The Conference adopted eight resolutions, which are presented in Appendix I. The first three concerned technical recommendations. These were:

Resolution I: Resolution concerning consumer price indices.

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Resolution II: Interim resolution concerning statistics of strikes and lock-outs.

Resolution III: Resolution concerning the revision of the International Standard Classification of Occupations.

The following five resolutions concerned recommendations on the future work of the Office in the field of labour statistics:

Resolution IV: Resolution concerning the provision of technical advice and the exchange of experience on consumer price indices.

Resolution V: Resolution concerning further ILO statistical work on industrial disputes.

Resolution VI: Resolution concerning the terminology and coding system for ISCO-88.

Resolution VII: Resolution concerning the application of ISCO-88.

Resolution VIII: Resolution concerning the informal sector.

Other business

24. The Conference decided that the Spanish term "estadísticos" should be used as the equivalent of the English "statisticians" instead of "estadigrafos". Thus, the Spanish title of the Conference would become "Conferencia internacional de Estadísticos del Trabajo".
Chapter 1: The work of the Bureau of Statistics

25. The Conference considered this topic on the basis of the first chapter of Report I. In his introduction, the Secretary-General stated that the main objective of this chapter was both to inform the Conference and to seek its views and advice on the current and future programmes of work for the Bureau. He also noted the importance of keeping the ILO informed of all aspects of developments in labour statistics. The national statisticians were invited to send to the Office any documents concerning new developments in their labour statistics. Furthermore, statisticians visiting Geneva would be very welcome in the ILO.

26. The importance of the new Labour Statistics Convention, 1985 (No. 160), particularly as an aid to labour statisticians in their respective countries, was raised. The Conference agreed that member countries should be encouraged to ratify this new Convention, particularly since it replaced the now obsolete Convention (No. 63) on statistics of wages and hours of work.

27. Many participants voiced their appreciation of the work of the Bureau of Statistics in the field of labour statistics, as did representatives of international organisations, who also assured the Bureau of their desire for continued co-operation.

28. In the discussion of the Office's publications, support was expressed for the proposed restructuring of the Year Book of Labour Statistics, which should facilitate comparisons between countries. It was suggested that Volume III of Statistical Sources and Methods should also be updated to include an annex giving an inventory of labour force surveys not covered in the present edition. The Office agreed that such a list in an annex could provide useful information but that it would be appropriate to limit it to large-scale regular surveys.

29. Following a comment that, often, ILO statistical publications were not received by the national statisticians, the Secretary-General explained that these publications were sent to all member countries. They were addressed to the official contacts, usually the Ministry of Foreign Affairs or the Ministry of Labour. The statisticians should therefore take up this matter with the appropriate ministries.

30. The modernisation of the Office's computerised data bases and the improvements made in the dissemination of data were welcomed by the Conference. In this connection it was noted that the ultimate aim would be to establish a single data base, incorporating the data bases of the United Nations and all the specialised agencies.

31. In the discussion of the section on regional advisers and country missions, the Secretary-General and the observers from several international organisations explained the arrangements for co-ordinating technical co-operation in the different countries.

32. The Conference agreed that all the topics mentioned in the last section of the chapter (i.e. productivity, household income and expenditure, non-standard forms of employment and unemployment flows and durations) were relevant for the future work of the Bureau. However, the Office noted that,
with respect to certain topics, it might be some time before developmental work on international standards could be completed. In the meantime, it would, as far as possible, consult national experts and issue interim reports.

33. The Secretary-General informed the meeting that, although the Office intended to pursue its work on labour productivity, it would be inappropriate for it to develop international recommendations on this topic, since the output information required for its measurement went beyond the ILO's field of competence. The immediate objective was to produce an article on the methods used by different countries, for publication in the Bulletin of Labour Statistics. Several alternatives for subsequent work were possible.

34. The need to revise the international classification of status in employment was also mentioned. This topic was the subject of a working document distributed at the Conference. The issues involved came up in the discussions on a number of the Conference agenda items.

35. In connection with the programme of estimates and projections, the view was expressed that estimates of total hours of work could also be usefully included. The Secretary-General recognised the utility of such data, particularly in conjunction with statistics of hours not worked.

Chapter 2: Employment in the informal sector

36. The Conference considered this topic on the basis of Chapter 2 of Report I, General Report: "Employment in the informal sector". In the history of the International Conference of Labour Statisticians, this was the first time that the subject had been placed on the agenda.

37. The Vice-Chairman of the Conference chaired the session. In her introductory remarks, she explained that the objective was to discuss the subject in broad terms rather than to come up with international standards on statistics of employment in the informal sector.

38. The Assistant Secretary-General presented a summary of the chapter, referring to the background of the study, the relevance of the concept of the informal sector in both developing and industrialised countries, the relationships of the concept of the informal sector with those of the traditional sector, concealed activities and non-market production. He concluded by highlighting the main issues concerning the concept and definition of the informal sector, its scope, the choice of measurement unit and variables, and the difficulties involved in data collection.

39. In its discussions, the Conference recognised that informal sector statistics were needed, in particular, to formulate employment and income-generation policies, to promote self-employment activities, to improve national accounts, and to enrich labour statistics and other related statistics. It also recognised that statistics on employment in the informal sector constitute only part of the entire range of informal sector statistics. Mention was made of the need to co-ordinate such statistics with the United Nations System of National Accounts (SNA), the International Standard Classification of Occupations (ISCO), the International Standard Industrial Classification of All Economic Activities (ISIC), the International Classification of Status in Employment, and for the development of statistics on the contribution of women and of national household survey programmes.

40. Many delegates welcomed the ILO initiative in bringing this topic to the Conference for its consideration. The comments made on the main issues identified are summarised below.
41. **Terminology.** While the term "informal sector" was widely accepted and used in the course of the discussion, other terms, such as "small-scale enterprises", "marginal sector", "unstructured sector" (secteur non-structuré in French), "individual economic activities", and "business under the open sun", were suggested as alternatives which might better reflect the nature of the underlying phenomena in certain countries.

42. **Concept and definition.** It was recognised that collecting statistics on the informal sector was a complex task and the formulation of a universal definition of the informal sector was difficult. The notion itself varied among countries according to the prevailing employment structure and, in a certain sense, depended on the source of data collection.

43. While it was acknowledged that there was some overlap between the concepts of "informal sector" and "concealed activities", there was general agreement that the two concepts were not identical and therefore should be considered separately. Each of these concepts reflected a different socio-economic concern with its own measurement objective.

44. A substantial part of the discussion on definitions centred on the formulation of the concept of informal sector, given in paragraph 10 of the chapter under consideration. Concern was expressed about the second part of this formulation where reference was made to activities that "are carried out without formal approval from the authorities".

45. It was suggested that "provision of cheap goods and services" should be included as one of the primary objectives in the formulation along with "employment and income generation".

46. There was also discussion as to which criteria should be chosen for characterising the informal sector. While many delegates expressed their agreement with the three criteria given in paragraph 10 (scale, organisation and technology), particularly with respect to the criterion of scale of operation as measured in terms of number of workers, others suggested a number of alternative or additional criteria, including location, amount of capital, access to financial resources and qualification of workers engaged. Others expressed reservations about the appropriateness of the criterion of level of technology, since it was mentioned that informal sector activities were sometimes carried out with modern machinery. There was, however, a warning about the practical difficulties that definitions based on multiple criteria might entail.

47. Mixed reactions were expressed regarding the use of registration as a criterion for defining the informal sector. It was mentioned that if used alone, it might raise difficulties with respect to international comparability. Registration was governed by legal provisions which varied from one country to another.

48. **Scope and coverage.** There was a divergence of views regarding the need to include non-market production within the scope of informal sector activities. The argument forwarded for its inclusion was that the scope of informal sector activities should be consistent with the production boundary of the United Nations System of National Accounts, the more so because non-market production did involve employment and contributed to income. In this connection, certain suggestions were made that the scope could even be extended to cover unpaid domestic activities so as to reflect better the contribution of women to social and economic development.

49. It was mentioned that in certain countries many children below the minimum age set for measuring the economically active population were engaged
in informal sector activities. The question was raised as to whether such working children should be included among the employed population in the informal sector.

50. Measurement unit. There was virtual unanimity that the "economic unit" was the most appropriate measurement unit for defining the informal sector. It was mentioned that for this purpose the concept of economic unit should be defined in accordance with the most recent revision of ISIC. It was, however, stressed that tabulations should also be made for individuals and occupations in the informal sector.

51. Employed population in the informal sector. It was recognised that the definition of the employed population in the informal sector given in paragraph 22 of the chapter was meant to identify all persons engaged in an economic activity in the informal sector but not to classify the economically active population into the informal and formal sectors, as this would involve a double-count of persons who were engaged in both sectors during the reference period.

52. Sub-classifications. It was recognised that the informal sector was very heterogeneous with respect to types of activities in any given country. Therefore, the need for further sub-classification by various characteristics was stressed. Certain examples were given, including sub-classification by location of the economic unit to distinguish between the localised and the non-localised part of the informal sector and to identify outworkers, household enterprises, ambulant activities, street outlets, etc.

53. It was also stressed that it was important to sub-classify the employed population in the informal sector by socio-demographic characteristics, for both sexes.

54. Data collection. Various sources for collecting data on employment in the informal sector were mentioned, including household and establishment surveys, population and establishment censuses, and administrative records. Different views were expressed on the particular advantages and disadvantages of each source.

55. At the end of the discussion, the delegate of Mexico moved an oral resolution on "the need to measure employment outside the formal sector". At the request of the Conference, a written text was subsequently submitted for consideration. Following an amendment to clarify the role of the ILO in future statistical work concerning the informal sector, the Conference adopted the resolution, which is presented as Resolution VIII in Appendix I of this report.

Chapter 3: Statistics of absence from work

56. The Conference discussed Chapter 3 of the General Report (Report I) concerning statistics of absence from work. The topic was introduced by the representative of the Secretary-General, who pointed out that not all absences from work were undesirable or avoidable. Moreover, absences which were undesirable might be difficult to distinguish from other absences such as legally permitted sick leave. Consequently, it was felt that the topic "absence from work" should relate to all absences rather than a sub-set of these.

57. Chapter 3 contained the outline of a possible framework for all absences from work and considered various reasons for these absences. It also
suggested guide-lines in respect of the reference period to be used, units of measurement, possible classifications and sources of data.

58. In the discussion, delegates agreed that statistics on absence from work were important in considering labour productivity and other matters, and therefore welcomed the work done by the Office.

59. At the same time, many felt that it was very difficult to collect reliable data on the extent of and reasons for absence from work. Some of the problems mentioned included inadequate information held by, or available to employers, problems of recall in household surveys, and inaccurate reporting generally.

60. Many delegates considered that the chapter concentrated too much on the use of establishment surveys as a means of collecting data on this topic. The delegates of some of the more developed countries stated that, in their experience, household surveys provided a wider range of useful information, particularly on the reasons for absence from work. Information from establishment surveys was likely to be more variable and would depend to a large extent on the quality of the records held as well as on the extent to which absenteeism was thought to be a problem in the establishment. In addition, some delegates thought that time-use surveys should also be considered as potentially valuable sources of information on the topic.

61. In general, it was felt that all data sources (including administrative records where these were available) should be used in studying absence from work. No one source was likely to yield all the information required. Thus, information on the effect of absence from work on costs might be best obtained from employers, while the personal characteristics of absentees could more easily be obtained from household surveys.

62. The Conference also discussed the various types of absences mentioned in the chapter. It was felt that the detail to be used in classifying absence by reason would have to depend on the data source used and the type of detail available. Where household surveys could be used, experience had shown that it was preferable to ask for as much detail as possible and for the results to be aggregated only when analysing the data.

63. Some delegates expressed an interest in measuring absences from work covering all workers, including the self-employed and those in the informal sector. The consensus was, however, that the measurement of absence from work should relate only to regular paid employees. In addition, there was some discussion on whether, in a survey of establishments, it would be possible to collect the required information from those employing only a small number of workers.

64. In respect of the reference period, delegates felt that this also depended on the data source. For example, experience in some countries had shown that a one-week reference period was best for household surveys, but that perhaps a one-month reference period might be suitable for establishment surveys.

65. Most delegates considered that the time unit of analysis should be "hours paid for but not worked" rather than "working days", which had been recommended in the chapter.

66. Finally, it was recommended that the work undertaken so far by the ILO on this topic should continue, with particular attention being given to sources of data and methods of collection that might be used by countries when considering how to collect statistics on absence from work.
Chapter 4: Implications of employment promotion schemes on the measurement of employment and unemployment

67. On behalf of Mr. HERBERGER (Federal Republic of German), Chairman of the Working Group on the "Implications of Employment Promotion Schemes on the Measurement of Employment and Unemployment", Mr. MAYER (Federal Republic of Germany) reported on the work of the Working Group (see Annex) and summarised the main issues agreed upon concerning the international definitions of employment and unemployment adopted by the Thirteenth International Conference of Labour Statisticians in 1982, and in particular the:

- "one hour of work" and the "seeking work" criteria;
- rules for the statistical treatment of participants in job-training schemes;
- elaboration of the concept of "visible underemployment";
- practice of establishing annually an employment training balance sheet of participants in employment promotion schemes;
- recommendation that future studies be conducted by the ILO.

68. The Conference noted the report of the Working Group. A view was expressed that the issues dealt with by the Working Group related primarily to industrialised countries and that other issues of interest to developing countries had not been sufficiently developed. It also noted, however, the Working Group's recommendation that the ILO should extend its studies on employment promotion schemes in order to cover other countries in the world.
ANNEX

Report of the Working Group on
Implications of Employment Promotion Schemes
on the Measurement of Employment and Unemployment

1. The following 34 countries were represented on the Working Group: Angola, Austria, Belgium, Bulgaria, Côte d'Ivoire, Cyprus, Denmark, Finland, France, Federal Republic of Germany, Ghana, Greece, Honduras, Ireland, Israel, Japan, Kenya, Libyan Arab Jamahiriya, Luxembourg, Mexico, Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, Tunisia, Uganda, United Kingdom, United Republic of Tanzania, United States of America, Union of Soviet Socialist Republics, Venezuela and Zimbabwe.

2. Representatives of the Employers' group nominated by the ILO Governing Body, the Statistical Office of the European Communities (EUROSTAT), the Organisation for Economic Co-operation and Development (OECD) and the United Nations Research Institute for Social Development (UNRISD) also attended.

3. The Working Group elected Mr. Lothar Herberger (Federal Republic of Germany) as Chairman.

4. The discussion of the Conference was based on Chapter 4 of Report I — General Report: "Implications of Employment Promotion Schemes on the Measurement of Employment and Unemployment". In introducing the topic, the Assistant Secretary-General briefly described the background of the study and the content of Chapter 4, noting that it built on studies carried out by EUROSTAT for its 12 member countries and by the ILO for four additional countries (Australia, Finland, Sweden and the United States). The Working Group noted that Chapter 4 of the General Report provided an excellent basis for the discussion of the Group.

5. It was recognised that, in general, employment promotion schemes influenced the statistics of employment and unemployment. As the schemes differed widely from country to country, their influence should be analysed in order to improve international comparability. In countries where it was deemed necessary, such analyses would enable the calculation of different employment and unemployment figures, depending on the alternative classifications of persons in the various employment promotion schemes.

6. The main discussion of the Working Group focused on the statistical issues arising out of the development of employment promotion schemes in relation to the application of the international standards laid down in Resolution I adopted by the Thirteenth International Conference of Labour Statisticians in 1982. It was noted that some of the schemes generated particular forms of employment and intermediate situations that were on the borderlines of employment, unemployment and economic inactivity. It was recognised that many of the statistical issues involved were relevant, not only to registered unemployment statistics derived from administrative sources, but also to employment and unemployment statistics obtained from household surveys or establishment surveys.

7. There was general agreement that the definitions of employment and unemployment adopted by the Thirteenth International Conference of Labour Statisticians (1982) did not at present require revision for the purpose of classifying the participants in the employment promotion schemes described in Chapter IV into the major categories: employed, unemployed, not in the labour
force. It was, however, felt that the application of those standards in particular circumstances could usefully be elaborated.

8. In this context it was stressed that according to the international definition of employment, being "at work" meant having contributed to the production of goods and services as defined by national accounting, in exchange for a wage or salary, in cash or in kind, for at least one hour during the reference period (one week or one day).

9. The "one hour of work" criterion of the international definition of employment was carefully examined and there was unanimous agreement that this criterion should not be changed, as it would destroy the basic structure of the labour force framework embedded in the international standards on statistics of employment and unemployment and it would lead to inconsistencies with the United Nations System of National Accounts and standards concerning other related bodies of statistics. It was emphasised however that the employment data should be classified by hours of work and that countries should make further use of the concept of visible underemployment as already recommended by the international standards.

10. With respect to the statistical treatment of participants in job-training schemes, it was generally agreed that:

(a) when training took place within the context of the enterprise, it could be assumed that participants, like apprentices, were associated with the production of goods and services of the enterprise, at least for an hour during the reference period (one week or one day), and in that case the participants should be considered as "at work" and classified as employed, whether the employer or another entity paid the wage or salary;

(b) when training did not take place within the context of the enterprise (e.g., training took place outside the enterprise, or inside the enterprise but without association with the production activity of the enterprise), the statistical treatment would depend on whether or not the participant was employed by the enterprise before the training period (including cases classified as employed under (a) above):

(i) if employed by the enterprise before the training period, the participant should continue to be considered as employed while on training if he or she maintained a "formal job attachment", as set forth in the international definition of employment in paragraph 9(1)(a2) of Resolution I of the Thirteenth International Conference of Labour Statisticians.

In this context, to establish whether or not "formal job attachment" exists, the criterion of "assurance of return to work" should be considered to be the essential one. "Assurance of return to work" should be interpreted as assurance to return to work with the same employer.

In situations where such assurance to return to work did not exist, "formal job attachment" should be assessed on the basis of the criterion of "continued receipt of wage or salary". That criterion should be considered as satisfied if the employer paid directly all or a significant part of the wage or salary.

The third criterion, "elapsed duration of absence", might also be used in particular situations, e.g., in connection with long-term training schemes;
(ii) if the participant was not employed by the enterprise before the training period, the participant could not be considered as "with a job but not at work" and the notion of "formal job attachment" would not apply. Consequently, if the scheme provided a definite commitment to employment at the end of training, the statistical treatment might follow that of persons who had made arrangements to take up employment at a date subsequent to the reference period (see paragraph 10(4) of Resolution I of the Thirteenth International Conference of Labour Statisticians).

11. Regarding the "seeking work" criterion of the international definition of unemployment, it was agreed that the example of "registration at a public or private employment exchange" need not be reformulated but should, in general, be interpreted as follows: registration should be considered as an active step to seek work only when it was for the purpose of obtaining a job offer from the employment exchange. This precision was particularly important where participation in an employment promotion scheme was linked to registration. Consequently, where registration was simply an administrative requirement for benefiting from the provision of a scheme and not for the purpose of obtaining a job offer, the act of registration should not be considered as an active step to seek work in the sense of the international definition of unemployment.

12. The issue concerning the distinction between seeking self-employment and the self-employment activity itself was examined in the light of the schemes providing assistance to unemployed persons wishing to set up an enterprise. It was suggested that this distinction be based on the point when the enterprise started to exist, e.g., when the enterprise was registered. In situations and in countries where enterprises were not necessarily required formally to register in order to operate, it was suggested that the dividing line might be at the point when the first order was received or when the financial resources became available or when the necessary infrastructure was in place. While noting these suggestions, the Working Group decided that the present formulation of the "seeking work" criterion of the international standards did not require further specification in this respect.

13. The relevance of the concept of "visible underemployment" of the international standards was examined in relation to the employment situation of participants in certain categories of employment promotion schemes. There was agreement that the concept might indeed be useful in this context, but that it needed to be further elaborated, possibly as part of the work of a future International Conference of Labour Statisticians. Some concerns were, however, expressed as to the practical difficulties of joint measurement of visible underemployment and participation in employment promotion schemes. Visible underemployment was only measurable through household surveys. Enumeration of participants in employment promotion schemes was often best made using administrative sources.

14. The French practice of establishing annually an employment-training balance sheet of young persons (see table 4.2 of Chapter 4 of the General Report) was considered to be a useful approach for supplementing labour force statistics with data on participation in employment promotion schemes derived from administrative sources. It was recognised that the drawing up of such balance sheets was not without practical difficulties. Notwithstanding these difficulties, it was suggested that the ILO might wish to recommend to countries concerned the drawing up of such balance sheets on a regular basis for young persons as well as for other age groups, so as to cover the whole working-age population, whenever possible.
15. It was noted that such balance sheets might in fact have wider applications and might be useful to countries in all parts of the world as a means of combining labour force statistics at the aggregate level with related statistics from different sources. Several examples were given concerning volunteer workers, unpaid apprentices, agriculture and construction workers in government-sponsored employment schemes.

16. The Working Group also considered it desirable for the ILO to extend the study on employment promotion schemes to cover countries in other parts of the world, provided the necessary resources were available.
II. Consumer price indices

69. The Conference had before it for discussion Report II: Consumer Price Indices, prepared by the Office. The report focused on a number of topics which were expected to require detailed consideration by the Conference. These were: owner-occupied housing, consumer credit, combining price quotations (substitutions and quality changes), seasonal items, insurance and classification of goods and services. The draft of a new resolution on consumer price indices for consideration by the Conference was presented in Chapter 8 of the report. It also included as annexes the Resolution concerning cost-of-living statistics adopted by the Sixth International Conference of Labour Statisticians (August 1947) and the Resolution concerning special problems in the computation of consumer price index numbers adopted by the Tenth International Conference of Labour Statisticians (October 1962). In addition, three charts were provided to clarify alternative treatments concerning owner-occupied dwellings, substitution and seasonal items.

70. In order to ensure full and careful consideration of the proposed draft resolution on this topic, the Conference agreed to refer it to a committee under the chairmanship of Mr. Ian Castles (Australia). The draft resolution, as modified by the Committee, would then be brought back to the plenary session for final examination and adoption.

71. The report of the Committee on Consumer Price Indices (see Annex) and the new draft of the resolution, as amended by the Committee, were submitted for consideration by the Conference.

72. The Chairman of the Committee presented the report. He pointed out that consumer price indices were used for a wide variety of purposes and emphasised that objectives and uses differed among countries. Therefore, a single standard could not be applied universally.

73. He also stated that in calculating a consumer price index, the owner-occupied housing component was one of the most complex issues and that different methods yielded different results. In this connection, it was stressed that there was a need to define clearly the conceptual framework of the index and to make choices, taking into account the main purposes which the index was to serve.

74. In relation to sampling for price collection, the Rapporteur of the Committee, informed the Conference that there was general agreement that probability-sampling techniques, although difficult to apply in the selection of items and outlets, should result in a more accurate index and enable sampling errors to be calculated. Attention was drawn to paragraph 8, subparagraph 2, of the 1962 resolution which stated:

Efforts should be made to ensure that samples of cities, or areas, of dwelling units, sales outlets and of items priced are as representative as possible of the universes they represent. Probability sampling, although involving difficult practical problems, will normally enhance the accuracy of the price index and, moreover, will make possible an estimate of the sampling error.

75. However, it was pointed out that probability sampling could not be adopted in many countries, due to lack of resources and other difficulties. Thus, purposive sampling, using the best judgement of the statistician and the available information would be more appropriate for such situations.
76. After reviewing the amended draft resolution on consumer price indices, the Conference adopted it, subject to minor drafting changes to be made by the Office. The text is given in Resolution I in Appendix I of this report.

77. A separate resolution on the provision of technical advice and exchange of experience was also adopted. The text of this resolution is presented as Resolution IV in Appendix I of this report.

78. The report of the Committee, containing the detailed discussions, is given in the Annex. The list of the participants of the Committee is presented in Appendix II.
Report of the Committee on Consumer Price Indices

1. The Committee first met at the morning session on Wednesday, 28 October 1987 and held eight sessions. Representatives of the following countries participated: Angola, Argentina, Australia, Austria, Brazil, Botswana, Bulgaria, Burundi, Canada, China, Côte d'Ivoire, Cyprus, Egypt, Finland, France, German Democratic Republic, Federal Republic of Germany, Ghana, Greece, Guinea Bissau, Ireland, Israel, Italy, Jamaica, Japan, Kenya, Libya, Luxembourg, Mauritius, New Zealand, Netherlands, Portugal, Spain, Sweden, Switzerland, Tanzania, Thailand, Tunisia, Turkey, Uganda, United Kingdom, United States, USSR, Uruguay, Venezuela, and Zimbabwe.

2. Employers' and Workers' representatives nominated by the ILO Governing Body also participated, as did representatives of the following international organisations: Economic Commission for Europe, Statistical Office of the European Communities and the Organisation for Economic Co-operation and Development.

3. Mr. Ian Castles, Australian Statistician, Australian Bureau of Statistics, was elected Chairman, having been proposed by Ireland and seconded by the United States.

4. Ms. Barbara Slater, Director, Prices Division, Statistics Canada, was proposed by the United Kingdom, seconded by New Zealand, and elected Rapporteur.

5. Delegates presented general comments on Report II prepared by the International Labour Office (ILO) as a basis for discussion and noted areas which they felt required emphasis in the work of the Committee. A wide range of points were raised, with any issues which were omitted in the ILO report being noted for discussion by the Committee and possible inclusion in the draft resolution.

6. The sequence for discussion proposed in the report was accepted by the delegates, with omitted points to be listed by the Rapporteur for discussion under item 15.

7. It was decided to form an expert group to deal with issues of terminology subsequent to the Committee's agreement on the substance of the draft resolution. This group would be chaired by Mr. Picard (France) and would include Ms. Slater (Canada) and Ms. Sanjurjo (Argentina).

8. In discussing the draft resolution, a number of points about which there were substantive debates were raised. These are noted in this report (following the order of the draft resolution as outlined in Report II. Other amendments proposed about which there was less debate have been incorporated in the redrafted resolution which is appended to this report as Annex 1.

9. It was agreed to add a reference in the Preamble concerning the encouragement of good statistical practices as a goal of the resolution. It was noted that because the particular objectives and uses of a consumer price index vary among countries no single standard could be universally applied, but that the choices made should be from among those which are generally regarded as being sound.
10. In discussing the Terminology section, there was some discontent expressed with the use of the term "minimal sets" as the way to denote the lowest level to which fixed expenditure weights were applied. However, it was agreed to leave this matter to the terminology expert group, which decided on "elementary aggregates" as the more suitable term. This was incorporated in the draft resolution.

11. In discussing the section on the Nature of a consumer price index, it was decided that there was a need to separate the concept of what a consumer price index was trying to measure from the form in which it is implemented in practice.

12. In discussing the section on Scope, there was some debate about the meaning of this term but the consensus was that it should describe both the population, regions, items and outlets to which one wished the consumer price index to refer and the practical result once sampling possibilities and data availability had been considered.

13. The inclusion of taxes in a consumer price index was raised with the following points being noted:

(a) income taxes would be a more commonly understood term than direct taxes;

(b) conceptually, the inclusion of indirect (e.g. sales or value-added) taxes in the prices used in calculating a consumer price index raised the question of a possible need to evaluate what precise bundle of goods and services the consumer received in exchange for paying such taxes:

- however, the indirect taxes could be associated directly with the good or service which was purchased and was taxed and the price inclusive of such taxes was the out-of-pocket cost for the good or service faced by the consumer;

- income taxes could neither be associated with a particular bundle of government-provided goods and services nor with a final price of goods or services bought in the market-place;

(c) indices which either encompassed income taxes or removed indirect taxes might be calculated, given certain assumptions, but should be clearly distinguished from consumer price indices;

(d) given that the resolution dealt with consumer price indices, it was agreed to note that income taxes should not be included and to accept that prices faced by the consumer would include indirect taxes for which no evaluation of the utility of any associated government-provided goods and services had been made.

14. The need and relevance of including second-hand goods (e.g. used cars and consumer durables, and existing houses) was debated, but it was concluded that there was considerable variation in circumstances across countries. Thus, the draft resolution could only deal with the treatment of weights for second-hand goods if they were to be represented in a particular country's consumer price index.

15. It was agreed that the treatment of owner-occupied housing was one of the most complex issues in calculating a consumer price index. There was a need to have a clear conceptual framework and to make choices (consistent with that framework, with the uses to which the index was mainly to be put and with general public acceptance of the methodology) with respect to focusing on goods and services which were either used, acquired or paid for during the
reference period. It was also noted that the definition of consumption, as opposed to investment or saving, was critical to the formulation of an approach to owner-occupied housing.

16. In discussing the section on Weighting, it was noted that a number of methods might be employed to combine data which were collected over the reference period (usually a whole year) and that it was particularly important to be careful to deal appropriately with such matters during periods of high inflation or very different relative inflation among the goods and services priced.

17. It was also noted, with respect to weighting, that while it may be desirable to try to select a "normal" period as the reference period, in many countries the expenditure surveys were planned some time in advance and could not be rescheduled at the last moment, or were established to occur at fixed intervals. Thus, it was equally important to note the need to adjust for temporary abnormalities as it was to advise that a normal period be selected, if possible.

18. Finally, with respect to weighting, it was noted that there were many sources of weighting information whose relative importance may vary from country to country depending on the particular market circumstances, the framework within which the consumer price index was placed, and data availability. Thus, the resolution was revised to provide a broader description of possible recommended approaches.

19. In considering the section on Sampling for price collection, it was the view of most delegates that increased emphasis on probability sampling, at least as a goal, should be included in the resolution. However, some delegates pointed out that lack of suitable data and/or resources could prohibit much use of such techniques, and that purposive or judgemental sampling was likely to remain the best approach in those circumstances.

20. It was noted that, while probability sampling could provide measures of and could assist in reducing variance, it did not address non-sampling errors. It was also noted that the efficiency of probability sampling might be reduced with small samples which might be employed in smaller countries.

21. Finally, with respect to sampling, delegates agreed that additional section(s) needed to be added to deal with the time dimension in sampling of prices.

22. In examining the section on the Price data, there was considerable discussion concerning the problems of substituting for goods and services which had disappeared from an outlet or from the market altogether, and for outlets which must be replaced either because they had disappeared or had become less representative. The following key points were raised:

(a) All relevant characteristics should be described in the specifications and any additional information used by the price collector to select the particular item to be priced should be recorded. This would help both in pricing the same item in successive periods and, when this was not possible, in finding the most suitable substitute.

(b) In adjusting the price index to take account of necessary substitutions, it was suggested that the key criterion that should be used was the "market valuation" of the difference between the original item or outlet and its substitute. Some delegates noted that practices of discounting to clear old models or stock could mean that the prices observed in the marketplace for the original item were not a good representation of its
true value. Other delegates noted that "market valuation" referred to the concept of consumer utility and that many different techniques and data sources might need to be used to estimate this concept.

(c) Developing countries, in particular, urged that the proposed ILO manual on consumer price indices should discuss in some detail the various techniques that might be used to adjust the price index when substitutions had to be made.

23. In considering the section on the Use of average prices, some delegates noted that while there was considerable public interest in average price data and in comparisons among regions of their countries and/or internationally, it was perhaps risky to place too much confidence in averages derived from data which were initially collected in order to measure changes in prices over time. Additional or separate data collection might be necessary to support an average prices programme. Other delegates indicated that they were able to use at least some of the prices they collected for their temporal index to calculate and publish average prices.

24. In discussing the section on Publication, it was noted that a more general term would be "Dissemination" in that many different media were used to release data publicly.

25. Concern was expressed about a requirement to publish nationally all-items indices excluding certain items such as housing or medical care, but there was general agreement that such indices could be calculated and published internationally if they were useful for international comparisons or other purposes.

26. There was considerable debate about the question of whether release of the data in advance of its public availability should be mentioned at all. It was noted that this could be a dangerous practice, open to political manipulation. However, it was also noted that it was common practice in a number of countries to give limited advance release to key government personnel such as the President or Minister of Finance.

27. Since laws concerning data disclosure varied considerably among countries, there was a lively debate concerning what should and could be kept confidential. Some delegates, notably from developing countries, stressed the need in the resolution to recommend explicitly that certain information be treated confidentially so that statisticians could resist political pressure to reveal the detailed price/outlet data. Others noted that while this might be desirable, increasing pressure in their countries for open access to government information was also a factor that had to be considered. In the end, a balance between these two needs was struck in drafting the resolution.

28. The Committee discussed the need for better mechanisms to facilitate the exchange of experience among government statisticians and the provision to statistical offices of technical advice about the compilation of consumer price indices. The Committee accepted the view expressed in Report II that any resolution on this subject should be kept separate from the main resolution, which was designed to remind statisticians and to inform governments about good statistical practice. Accordingly, the Committee recommends to the Conference the adoption of the draft resolution appended as Annex 2.
III. Industrial disputes: Statistics of strikes

79. The Conference considered the item on the agenda on the basis of Report III, Industrial disputes: Statistics of strikes, prepared by the Office. The report contained brief opening chapters on objectives and uses of statistics of strikes, and on terminology. It then considered in more detail issues concerned with measures of strike activity (Chapter IV), some specific problems of statistics of strikes (Chapter V) and data classifications (Chapter VI). Chapters VII and VIII related to methods of reporting and indicators of strike activity. The draft resolution before the Conference was contained in Annex II of Report III.

80. The representative of the Secretary-General introduced the subject. He suggested that the Conference might begin with a general discussion which would help identify the major issues and points involved. Statistics of strikes were unlike statistics on other topics because the statistician usually had little control over them since they were often obtained from administrative records. One of the important issues before the Conference concerned the terminology to be used. Although the term "strike" had been used throughout the report and was widely used and understood, delegates were invited to consider whether it was the most appropriate term to use. Other important questions concerned the definition of strikes and their classification by type.

81. Finally, mention was made of the coverage of the information to be obtained. Report III had focused on the minimum set of information needed; it was evident that national and international requirements would probably extend beyond this.

82. The Chairman then invited the Conference to discuss general issues before proceeding to a detailed examination of the resolution section by section.

83. In the general discussion many delegates prefaced their remarks by stressing the importance of the topic and thanked the ILO for bringing issues involved to the attention of the Conference and for the preparatory work it had done. Comments from delegates generally focused on three broad but closely related issues: the scope and coverage of the topic under consideration, the reasons for collecting the statistics (including the objectives to be met by the resolution), and measurement issues.

84. On the scope and coverage of the topic, nearly all delegates felt that lock-outs by employers should be considered along with strikes, as had been recognised in the draft resolution. Strikes were only one manifestation of industrial disputes. Moreover, some delegates felt there were stoppages of work which were not caused by industrial disputes and that these ought also to be included. Work stoppages which were politically motivated were an example of this kind.

85. Some delegates supported broadening the scope and coverage of the topic to include all industrial disputes, and mentioned examples of action which might be taken by workers in support of their grievance which fell short of the complete withdrawal of their labour. These included a work "slow-down" or a refusal by workers to carry out a particular aspect of their job, which might be damaging to the interests of their employer. It was also thought that, over time, action of this kind might grow. In such circumstances, the incidence of strikes might not be an accurate indicator of the degree of industrial unrest within a country, which was thought by many to be one of the
principal reasons for collecting the statistics. This was in fact the case for those countries in which strikes were rare or illegal.

86. Other delegates, while recognising the strength of the arguments put forward by those who wished to broaden the scope of the topic, were concerned about the practicability of doing so. The reporting arrangements in many countries did not extend to the wider issues that had been addressed and delegates from those countries saw little prospect of them being able to do so. Regardless of the merits of the cases put forward, therefore, some delegates thought the resolution, as it applied to action by workers, should be confined to strikes, that is, action which involved lost production time.

87. On the question of whether politically motivated strikes should be covered, views were expressed both in favour and against. Those in favour stressed the economic impact of such strikes and their similarity in this respect to other strikes. Those against argued that the statistics would no longer be an indicator of industrial unrest which they saw as the primary purpose of the statistics. Moreover, such statistics could not be collected in a number of countries.

88. While there appeared to be broad agreement with the Office proposal that the resolution should embrace both strikes and lock-outs, a number of delegates felt that this should be limited to lock-outs at the place of work where workers and management were in dispute. This limitation, which many felt should also apply to strikes, would be necessary because it was impossible to discover all the consequences of industrial action in one business on the activities of others. For example, a stoppage of work due to an industrial dispute in one business might result in fewer orders being placed with, and hence lost production time in, another business.

89. Many of the issues concerning the scope and coverage of the statistics mentioned above were raised in the context of the purpose for which the statistics should be collected. The views expressed reflected the importance attached to the industrial relations, economic or social consequences of the industrial action taken. Generally, the wider the context in which the statistics would be viewed, the broader the scope and coverage of the statistics would have to be.

90. The discussion on this issue led a delegate to question whether Report III dealt sufficiently with the conceptual or theoretical framework within which the statistical evidence to be collected would fit. He felt that, without such a framework, there was no foundation on which to build an acceptable resolution. Moreover, it was desirable that the statistical guide-lines remain relevant for a reasonable period.

91. A number of delegates stated that one of the major considerations should be the availability of uniform up-to-date data for the purpose of making international comparisons and, in support of this, guidance on good practices in the collection of the data. Both these requirements necessitated a limitation of proposals to those which were reasonably attainable among a large number of countries.

92. In this context many delegates were concerned that statistics should only be sought on what could be reasonably measured. The cost implications should also be taken into account. There was general agreement that the number of workers involved was an important statistic that should be collected. However, there was considerable discussion on whether working time lost through strikes or lock-outs should be measured in terms of hours or days, and if and how the duration of a strike or lock-out should be measured. On the first issue, delegates generally agreed that either working hours or
working days lost would be acceptable since a broad measure of comparability could be obtained by converting one to the other.

93. On the question of the duration of a strike or lock-out, the point was made by a number of delegates that strikes in respect of one dispute were often planned so as to spread their impact over a reasonably long period of time through short but frequent work stoppages. The question raised was whether these should constitute one strike or a series of separate strikes. The Conference expressed support for both views.

94. Many delegates returned to the theme that measurement problems would often be the deciding factor with regard to what it would be possible to collect, and that the primary requirements were measures of the total number of workers involved and the total working time lost.

95. Finally, in the general discussion, a number of suggestions were made about the availability of practical guidance for the collection of national statistics on strikes and lock-outs. It was suggested that this might be included in the future work programme of the ILO.

96. The Conference then considered in detail the draft resolution submitted by the Office (Report III, Annex II). The first issue raised was the title itself and whether the statistics should relate to strikes, strikes and lock-outs or, more neutrally, either industrial disputes or work stoppages. The majority of delegates preferred "statistics of strikes and lock-outs" and the title of the resolution was amended accordingly. At this stage in the discussion it was further agreed that all subsequent references to "strikes" be changed to read "strikes and lock-outs".

97. Paragraphs 1.0 and 2.0 of the draft resolution were accepted without amendment, other than for the addition of the words "and lock-outs" after the word "strikes" in paragraph 2.0, as previously agreed.

98. In view of the differing opinions expressed during the general discussion, and in order to organise the work of the Conference on the subject, the Chairman asked for amendments to the remaining paragraphs to be made in writing.

99. Following the submission of 50 amendments, the Conference resumed its consideration of the draft resolution beginning at paragraph 3.0 under the heading "Terminology". This paragraph sought to define "strikes" for the purpose of the resolution. Two amendments had been submitted. One was aimed at inserting "one or more workers' organisations or" before "groups of workers", while both proposed more detailed changes to the definition and/or the coverage of strikes. A number of delegates also felt that it was not possible to define the period of time which should elapse between strikes before they should be counted as separate strikes. Others thought that it could be defined and should be specified in the resolution. A lengthy discussion ensued during which further suggestions were made by delegates. Following a show of hands, it was decided that the original draft should be retained, unamended.

100. The Conference then considered paragraph 4.0 which defined "lock-outs" for the purpose of the resolution. One amendment had been submitted but this was rejected by the Conference. The original wording proposed by the Office was therefore accepted.

101. At this stage a number of delegates wished to consider again whether the Conference's earlier decision to add "and lock-outs" to the word "strikes" throughout the remainder of the resolution was a sensible one. The
The principal reason put forward for reopening the issue was that it might not always be appropriate to amend the resolution in this way and examples were given. Moreover, five amendments had been submitted in respect of paragraph 16.0 which, in the draft resolution, read "Lock-outs should be treated in the same way as strikes, but it is desirable, when possible, to make a distinction between strikes and lock-outs". Many delegates felt that paragraph 16.0 might no longer be needed.

102. After further discussion it was agreed that paragraph 16.0 should be deleted and a new paragraph 4.1 inserted after 4.0 to the effect that the remainder of the resolution should also apply, where relevant, to lock-outs.

103. The Conference then considered the title to the next section in the draft resolution which read "measurement of strike activity". Delegates felt that the word "activity" was inappropriate and that, because of the new paragraph 4.1, the heading could simply read to "measurement". This was approved by the Conference.

104. Two amendments to paragraph 5.0 had been submitted. The main concern of the Conference had been with the expression "representative of the country as a whole" which needed clarification. A revised draft was agreed.

105. On paragraph 6.0, two amendments had been submitted. The draft proposed would present problems for some countries in obtaining the required statistical indicators. However, neither of the two amendments were found acceptable, and the original proposed paragraph 6.0 was adopted.

106. The representative of the Secretary-General then proposed a correction to paragraph 7.0 which would then read "Statistics of strikes should be compiled for a reference period of not more than one year". This was accepted.

107. Two amendments to paragraph 8.0 were proposed. Both sought to ensure that aggregate statistics on strikes should be measured in either hours or days and one sought to change the term "days lost" to "days not worked". After some discussion the Conference agreed on a combined amendment to change the words "work-days lost" to "work-days or work-hours not worked".

108. On paragraph 9.0, the Conference asked that the source of the UN Definition of an establishment should be clarified. This would be done by the Secretariat, and the wording of the paragraph was corrected to include the appropriate reference.

109. Paragraphs 10.0 to 15.0 in the draft resolution provided guidance for measuring the number of workers involved, duration of strikes and amount of work-time lost. Twenty amendments had been put forward regarding these paragraphs. With the aim of helping the Conference make faster progress, given the limited time available for considering the topic, it was proposed that these paragraphs should be removed from the resolution and that they should form the basis of a future ILO document or manual dealing with the methodology for the collection of the statistics. The intention was that this document or manual could take into account the concerns expressed by delegates in their proposed amendments and in the earlier general discussion on these issues. This would be consistent with the practice adopted in other ILO resolutions, which set out agreed principles, while guidance on the technical application of those principles were contained in a supporting manual. The proposal was seconded.

110. In the following discussion, a number of delegates thought that the proposal to remove paragraphs 10.0 to 15.0 would weaken the force of the
resolution and that it would not then be a sufficient advance on the resolution adopted in 1926. On the other hand, other delegates supported the proposal, for the same reasons given by the proposer. Many delegates asked that the development of guide-lines in the preparation of statistics on strikes and lock-outs should be included in the work programme of the ILO and that the subject should be on the agenda of the next International Conference of Labour Statisticians.

111. After further discussion, the Conference accepted, by a narrow majority, the proposal to remove paragraphs 10.0 to 15.0 from the draft resolution. At the same time, it recommended that the ILO should prepare a document on the methodology of statistics on strikes and lock-outs.

112. The Conference then moved on to discuss paragraph 17.0 under the heading "Data Classification". Seven amendments had been proposed. In general, these sought to reduce the amount and type of detail for the classification of data on strikes and lock-outs. There was general support for this principle and after much discussion a composite amendment was approved.

113. On paragraph 18.0, under the heading "Comparative Measures", a further seven amendments had been proposed. Two of these related to the heading itself and it was agreed that this should be changed to "Indicators". The other five either sought changes to the list of suggested indicators or to the wording. Much of the discussion concerned the merits of absolute or relative indicators, the appropriateness of certain variables for these purposes and the relevance of certain ratios.

114. Six indicators were agreed on for inclusion in the new resolution.

115. In presenting the amended draft resolution to the Conference, the Secretary-General noted that the Office proposals had been considerably reduced. From the comments made by a number of delegates, it was evident that the Conference was not entirely satisfied with the amended text. Unfortunately, the resources available for the Office's preparatory work had been limited and, furthermore, it appeared that the Conference had underestimated the complexities of the subject.

116. The Conference considered that the Office should therefore continue its work on the topic, and return to the next International Conference of Labour Statisticians with proposals which would extend and improve on those contained in the amended draft resolution. With this in view, it adopted the resolution concerning further ILO statistical work on industrial disputes, which is presented as Resolution V in Appendix I of this report. The Conference decided to reflect the provisional nature of the recommendations in the resolution by introducing an appropriate phrase in the preamble, and by inserting "Interim" in its title. A minor clarification was introduced in paragraph 1.0. Although it was generally accepted that further work would be done on paragraph 18.0, one indicator, "Number of establishments", was nevertheless added.

117. The amended interim resolution concerning statistics of strikes and lock-outs was adopted by the Conference. The text is presented as Resolution II in Appendix I to this report.
IV. Revision of the International Standard Classification of Occupations (ISCO)

118. This item was considered by the Conference on the basis of Report IV: "Revision of the International Standard Classification of Occupations". Part I of the report covered the background to the proposed revision of ISCO, the principles adopted and the draft resolution. Part II contained draft descriptions of all the groups in the revised structure, as well as detailed references to the relevant groups in ISCO-68.

119. The subject was introduced by the representative of the Secretary-General, who gave a brief description of the background to the proposed revision and its relationship to ISCO-58 and ISCO-68. The proposals drew on the experience of users and designers of national classifications. In addition, working groups and expert meetings had been convened by the ILO in 1985 and 1986 to assist the Office in its work. The representative of the Secretary-General thanked all those who had participated.

120. He described the principles adopted in drawing up the revised ISCO. It would continue to be a classification of jobs based on similarity of work performed. In contrast to ISCO-68, however, the "similarity" criterion proposed at the major group level would be based generally on the level of skill required to perform the job. Below the major group level the similarity criterion was that of skill specialisation. The proposed revision retained minor and unit groups but a new sub-major grouping had been introduced between the major and minor groups.

121. Attention was drawn to specific issues encountered in drawing up the revised classification (see Report IV, Part I). In particular, it was stressed that every effort had been made to avoid the use of groups defined as "not elsewhere classified", which was a major shortcoming of ISCO-68.

122. Despite the rapid growth in the number of national occupational classifications, ISCO would continue to retain its dual role: as a basis for making international comparisons and as a model to assist those countries still developing national classifications of occupations.

123. In inviting discussion of Report IV, the Chairman suggested that the Conference might first address the general principles before proceeding to a discussion of the details of the classification. This was agreed.

124. On the general principles adopted for the revised classification of occupations, the Conference was unanimous in its support for a classification mainly based on skill level and skill specialisation. Several delegates referred to the increasing use of occupational classifications in applications requiring a skill dimension; for example, policy decisions relating to links between education and training, and the tasks to be performed in the economy. Some concern was expressed about the way the principles had been applied in the case of specific occupations, which would be looked at later, but it did not detract from the overall support for the Office proposals.

125. The relationship between the revised ISCO and other classifications was also discussed. In particular, the failure of the proposals to accommodate "economic status" within a classification of jobs was thought by one delegate to be a limitation but it was accepted that that important dimension would have to be catered for by cross-classifying ISCO with other classifications such as the international classification of Status in Employment.
126. Delegates attached considerable importance to the need to keep the classification up to date and for detailed descriptions to be available of the occupations falling within the unit groups. On the former, the ILO was prepared to maintain a continuing programme of work on occupational classification, including assistance to member countries.

127. The detailed discussion of the proposed major group *1 (legislators, administrators and managers) centred on the concerns of delegates as to how to apply the distinction made between sub-major groups *1.2 (company directors and managers) and *1.3 (small business managers).  

128. Many delegates felt that the concept of a small business and the way it would be measured could not be applied universally across all industrial sectors and in countries at different stages of economic development. The view emerged that a sub-major group was needed comprising the lowest level of business managers who might be called "managing supervisors".

129. A number of delegates considered that the term "company directors" in sub-major group *1.2 would allow many to be included in the group who were not directors of large organisations with other managers reporting to them. A better description supported by fuller details in a user manual was needed.

130. The Conference debated major groups *2 and *3 simultaneously, as it was recognised that there were some difficulties in defining which occupations should be classified most appropriately in one or other of the groups, as a result of differences in national circumstances. Major group *2 (professionals) was designed to embrace those occupations requiring the highest-level skills, above those required for occupations in major group *3 (technicians and associate professionals). One example was that of "primary school teacher", which was included in the proposed major group *3, whereas in many countries a university degree or equivalent would be required for entry. Similarly, for a "nurse", some countries required a university degree or equivalent qualification for entry, while in many others the requirements for entry were lower.

131. For nurses, it was agreed that a separate unit group should be created in major group *2 for nurses requiring the highest-level skills. Other qualified nurses would be included in major group *3. The representative of the World Health Organisation announced that he would provide the Office with written modifications to the definitions of certain medical personnel.

132. The view on teachers, which emerged from the Conference, was that it should be possible for primary school teachers to be accommodated in both major groups *2 and *3 according to the level of skill required. Where totals of primary school teachers were required, these could be obtained from aggregates across the two groups.

133. A number of delegates felt that the classification would be improved by creating more unit groups in order to recognise real existing distinctions; for example, between computer programmers and systems analysts and between statisticians and mathematicians. Others were concerned that the boundary drawn between writers, artists and related professionals (major group *2) and entertainment and sports associate professionals (major group *3) did not always reflect the skill requirements of occupations in the two groups.

1 An asterisk preceding the number of an occupational group signifies reference to the group as proposed in Report IV.
134. The proposed major groups *4 and *5 were discussed in relation to the introduction of the skill criterion and the avoidance of the industry categorisation of the 1968 revision. In major group *4 (clerks) the meeting felt that the distinction between office and client orientation of occupations might require further clarification. It could also be difficult to distinguish between occupations with very similar tasks and duties but for which different skill levels were required. The need for improved terminology and more accurate descriptions was noted.

135. Many representatives questioned the absence in major group *4 of the occupational title "secretary" which is widely used throughout the world. Its omission was seen as unacceptable from a number of standpoints. It was agreed to provide for this group by renaming minor group *4.1.1 and creating a special unit group. Jobs related to those in this category but requiring higher-level skills were recognised by the Conference as being accounted for in major group *3 (unit group *3.3.3.1, administrative and related assistants).

136. In the proposed major group *5, the distinction between skill specialisations to delineate conceptual differences between the occupations was found acceptable. To avoid possible confusion due to the presence of similarly oriented occupations in different parts of the classification, greater care was required in the drafting of the descriptions. The need was stressed for further clarification of the grouping of occupations based on the required skill levels. In this respect the Conference returned to the question of nurses and medical personnel and agreed that the necessary technical issues should be dealt with in the manual.

137. Concern was voiced that the revised classification should be able to deal with occupations such as market intermediaries or "middle-men". These occupations were considered of particular relevance in the developing countries. An informal working party met to advise the Conference on the treatment and location of market intermediaries within the classification.

138. Major group 6 (farm, fishery and related workers) represented a vast number of persons in the world labour force. As presented by the Office, the basic distinction made at sub-major group levels between market-oriented and subsistence farming, elicited much debate by the Conference. The issue of specialised farming relating to the type of crop produced was seen as confusing by a number of delegates. There seemed to be a need for more unit groups to allow workers specialising in different crops and different types of animal husbandry to be identified.

139. A number of delegates who supported the separate distinction of subsistence farming nevertheless drew attention to the difficulty associated with defining it. Their concerns related to the volume of production or the destination of its consumption, and to the differences in definition between subsistence farmers and subsistence farm labourers (in major group *9).

140. Similar issues were raised on the identification of skill levels required by occupations in this major group. Many delegates felt that in their national contexts the majority of farmers would be located in major group *9 (labourers), where little differentiation between specialisations had been proposed. A suggestion was made to group all subsistence farming occupations into one major group, but this was seen as weakening the skill level and skill specialisation criteria adopted in the revised proposal.

141. Another issue raised in discussion concerned the difficulty in distinguishing between people managing their farms and therefore similar to small business managers (in major group *1) and the farming occupations
contained in major group *6. Some delegates thought that a new criterion such as size or status in employment might be helpful.

142. The feeling of the Conference seemed to be that the proposals for major group *6, although correct in their approach, needed greater clarification. An informal working party was asked to look at both terminological and substantive issues. The Conference thus accepted that improved titles and definitions to delineate the occupations in the three major groups (*1, *6, *9) were required. The important distinction between market-oriented and subsistence farming needed further clarification, and references to specialisations within sub-major group *6.1 would be included. Explicit reference to animal husbandry would also be made in both sub-major groups.

143. The Conference discussed major groups *7 and *8 together. In the proposed revised classification, these two groups were designed to reflect distinctions between jobs where the skills required are associated with the types of materials used or the operational methods used. This approach was consistent with the overall principles adopted for the revised classification.

144. In the discussion, particular concern was expressed by a number of delegates over the treatment of handicraft workers. Given the wide variety of materials used by these workers, their proposed location in sub-major group *7.2 (metal and machinery trades workers) seemed incorrect. It was suggested that a special sub-major group for these workers would be more appropriate. This would have the advantage of allowing more minor and unit groups to be included and so cater on the one hand for the wider range of materials used by handicraft workers than those specified in the Office's proposals and, on the other, for improved identification of traditionally female occupations.

145. The impact of automation on the tasks performed in a number of jobs covered by these two major groups was also mentioned by various delegates. Thus, it was thought that a number of jobs in minor group *8.1.7 (automated assembly-line operators) might be more appropriately placed in major group *9; while others, dealing with the control of robots, could require skills comparable to those found in major group *3. It was important for these distinctions to be made clear in the detailed descriptions and supporting manual. Furthermore, the suitability of the classification for accommodating new specialisations needed careful consideration.

146. A specific proposal was that a separate unit group might be created for jobs associated with cleaning buildings, using various methods. The proposed minor group *7.1.2 (building trades workers) accommodated those occupations which were concerned primarily with the construction of buildings but failed to recognise the growing importance of jobs associated with the preservation and appearance of buildings.

147. Concern was expressed that certain other occupations, such as those associated with printing trades, did not fit well within the larger aggregates. It was accepted, however, that a balance had to be struck between the desire for greater disaggregation and the wish to avoid creating numerically small sub-major and minor groups. The point was also made that the classification would have to be capable of accommodating jobs in the informal sector, particularly for food-processing occupations.

148. Another point raised in discussion related to groups of workers whose level of skill might appear to be fall between major groups *7 and *8 and major group *9. This was another example requiring more detailed descriptions. Also, the terminology used in some instances was not always
appropriate in different languages and in countries at different stages of economic development. This would have to be made clearer.

149. In introducing the discussion on major group *9 (labourers), the representative of the Secretary-General noted that a number of related points had come up in the discussion on other major groups, principally the possible inclusion in these groups of certain activities not requiring higher-level skills, for example, window cleaners, labourers in the fishing industry and those collecting money from coin-operated machines.

150. Much of the discussion on major group *9 concerned the proposed inclusion of prostitutes. Some delegates felt that, if prostitutes were to be included in the classification, they should be included somewhere in major group *5 as personal service workers. Many delegates felt very strongly, however, that prostitutes should not be included at all in the classification since prostitution was an illegal activity in their countries. The inclusion of prostitutes would be inconsistent, since other illegal activities, such as dealing in drugs, had not been included. After considerable discussion it became clear that the majority of delegates took the view that prostitutes should not be separately identified in the classification.

151. Some delegates thought that market vendors might appropriately be included in major group *9. These workers were particularly important in certain countries.

152. The final proposal, major group *0 (military operations personnel) provoked much discussion. The main issue emerging related to whether the treatment of members of the armed forces should, whenever possible, follow the general classification criteria based on tasks and duties performed. In this approach, members of the armed forces such as doctors and cooks would be located in their appropriate place in other major groups, with only those engaged in purely military activities being included in major group *0. The alternative view put to the Conference was that all members of the armed forces should be included in a single major group without further subdivision. The Conference was not able to reach a consensus in this regard and therefore agreed to retain the ISCO-68 position, with the clear understanding that civilian employees working alongside members of the armed forces should not be included in major group *0.

153. Throughout the detailed discussion on the major groups, some general observations were made on a number of occasions. In connection with the structure of the classification, a number of delegates felt that the inclusion of unit groups for workers "not elsewhere classified" might not be unavoidable, although this had been suggested by the representative of the Secretary-General in his introduction. For example, it might not be possible to ensure that all jobs currently in existence could be classified within the proposed unit groups, no matter how well designed. Moreover, the classification would have to be able, over its lifetime, to accommodate jobs which did not at present exist and which might not fit naturally into the proposed classification.

154. Considerable importance was attached to ensuring that the classification properly reflected the role and work of women. A significant use would be to monitor the growing importance and range of jobs carried out by women.

155. The Conference welcomed the continuing work to be carried out by the Office in preparing a manual on the use of the revised classification and in support of the activities of member States in developing their own classifications of occupations.
156. Finally, throughout the discussion, many delegates had prefaced their comments with an appreciation of the work done by the Office in preparing the documents for the Conference. All were aware of the difficult task the Office had faced in drawing up a revised ISCO, and they recognised the quality of the achievement in balancing the many and often competing priorities.

157. The Office was asked to incorporate the views expressed by the Conference into a revised proposal for its approval at a later session. It was left to the Office to accommodate the proposals, taking into account the structure and nomenclature of the Classification as a whole.

158. The Conference resumed its discussion of this topic by considering a Resolution submitted by the delegate of Australia. The purpose was to instruct the Bureau of Statistics, after appropriate consultations, to ensure that the terminology used in ISCO was accurate and to adopt a suitable coding system before ISCO was submitted to the ILO Governing Body for approval and subsequent promulgation. The resolution was adopted by the Conference and is presented as Resolution VI in Appendix I of this report.

159. The representative of the Secretary-General presented document D.8 entitled "Revision of the International Standard Classification of Occupations" (Revised Annex to draft Resolution). This revised version had been prepared on the basis of the discussion in earlier plenary sessions, summarised above. Another document D.8 Suppl. contained explanatory notes outlining the structural changes that had been made and various comments which had been received subsequently. The Conference then examined the proposed changes within each major group.

160. The Conference approved revised major groups *1, *4, *6, *8 and *0, having noted that its proposals had been correctly reflected. Major groups *2, *3, *5, *7 and *9 were approved subject to certain amendments.

161. At its next session, the representative of the Secretary-General presented revised proposals for the classification of teachers, nurses and social workers, which reflected the views expressed in earlier discussions. These were approved by the Conference. A further proposal to split minor group *9.3.2 (Manufacturing and transport labourers) into two minor groups was also approved.

162. The Conference next addressed itself to the text of the draft Resolution concerning Revision of the International Standard Classification of Occupations. Three amendments were submitted aimed at: (i) emphasising the fact that ISCO classified previous and prospective jobs as well as present jobs; (ii) specifying some of the uses of a classification of occupations; and (iii) providing further clarification on the process by which the relationship between ISCO and national classifications might be established. Subject to these amendments, the draft resolution was approved. It is presented as Resolution III in Appendix I of this report.

163. The Conference also considered and adopted a resolution submitted by the delegates of France and Argentina, which described the type of activities the ILO Bureau of Statistics should undertake in order to ensure the successful application of the revised ISCO, particularly for the purpose of international comparisons. It also made a plea for the necessary financial support to be provided in order that these activities might be carried out. The text is given in Resolution VII in Appendix I of this report.
APPENDIX I

RESOLUTION I

Resolution concerning consumer price indices

Preamble

The Fourteenth International Conference of Labour Statisticians,

Having been convened at Geneva by the Governing Body of the ILO and having met from 28 October to 6 November 1987,

Recalling the existing international standards concerning cost-of-living index numbers contained in the resolutions adopted by the Second and Sixth Conferences in 1925 and 1947 respectively, and those concerning special problems in the computation of consumer price index numbers contained in the resolution adopted by the Tenth International Conference of Labour Statisticians in 1962;

Recognising the need to revise and broaden the existing standards in order to enhance their usefulness in the provision of technical guidelines to all countries and particularly those with less developed statistics;

Recognising the usefulness of such standards in enhancing the international comparability of the statistics;

Recognising that consumer price indices are essential to assessments of social conditions and of economic performance and potential; and

Recognising, therefore, that such indices need to be credible to observers and users, both national and international,

Agrees that the principles and methods used in constructing a consumer price index should be selected, with consideration of the chosen objectives, from among the guidelines and standards which are generally accepted as constituting good statistical practice, and

Adopts, this fifth day of November 1987, the following resolution which replaces those adopted in 1925, 1947 and 1962.

Terminology

1. For the purposes of this resolution, the following terms are defined:

(a) "Outlet" indicates a shop, market, service establishment, or other place, where goods and/or services are sold or provided to consumers for non-business use.

(b) "Consumption" indicates all goods and services (or "items") that are acquired, used or paid for, but not for business purposes and not for the accumulation of wealth.
(c) "Region" indicates any geographically defined area and/or type of area within a country.

(d) "Scope of the index" indicates the population groups, regions, items and outlets for which the index is established.

(e) "Reference population" indicates the population that falls within the scope of the index.

(f) "Elementary aggregate" indicates the most detailed level for which expenditure or quantity weights are held constant for a certain period of time.

(g) Consumption expenditure can be measured in terms of "Aquisition, "Use" or "Payment":

(i) "Acquisition" indicates that the total value of all goods and services delivered during a given period, irrespective of whether they were wholly paid for or not during the period, should be taken into account;

(ii) "Use" indicates that the total value of all goods and services actually consumed during a given period should be taken into account; and

(iii) "Payment" indicates that the total payments made for goods and services during a given period, without regard to whether they were delivered or not, should be taken into account.

The nature of a consumer price index

2. The purpose of a consumer price index is to measure changes over time in the general level of prices of goods and services that a reference population acquire, use or pay for for consumption. A consumer price index is estimated as a series of summary measures of the period-to-period proportional change in the prices of a fixed set of consumer goods and services of constant quantity and characteristics, acquired, used or paid for by the reference population. Each summary measure is constructed as a weighted average of a large number of elementary aggregate indices. Each of the elementary aggregate indices is estimated using a sample of prices for a defined set of goods and services obtained in, or by residents of, a specific region from a given set of outlets or other sources of consumption goods and services.

The uses of a consumer price index

3. The uses of a consumer price index and their relative importance vary from country to country. They include:

(a) general economic and social analysis and policy determination;

(b) negotiation or indexation, or both, by government (notably of taxes, social security benefits, civil service remuneration and pensions, licence fees, fines and public debt interest or principal) and in private
contracts (e.g. wages, salaries, insurance premia and service charges) and in judicial decisions (e.g. alimony payments);

(c) establishing "real" changes, or the relationship between money and the goods or services for which it can be exchanged (e.g. for the deflation of current value aggregates in the national accounts and of retail sales); and

(d) price movement comparisons done for business purposes, including inflation accounting.

Sub-indices rather than the all-items index may be suitable for some of the above uses.

**Scope of the index**

4. The reference population should normally be defined very widely, specifying those income groups and household or family types that are excluded.

5. The regional scope should normally be defined as widely as possible, noting any exclusions. It should also be specified whether any regional limitation or breakdown of consumption expenditure and of price collection relates to sales in a region, or to purchases by residents of a region.

6. Separate indices may be computed for different population groups or for different regions.

7. The extent to which expenditure abroad is included should be clearly indicated.

8. Ideally, the consumer price index should relate to all goods and services (including imports) acquired, used or paid for by the reference population for non-business purposes, without any omission of tobacco or other things which may be regarded as non-essential or undesirable. The range of goods and services included may, but need not, coincide with consumption expenditure as defined in a national accounts framework. Income taxes, savings, life insurance and pension fund contributions, and financial investments (as distinct from financial services) should not be included in the consumer price index.

9. If second-hand purchases are represented in the index, then the weights for second-hand goods should be calculated net of the corresponding sales including trade-ins.

10. In some cases, such as insurance, health care, second-hand goods, etc., it may not be possible to use the same methodology as in the general index. Groups of goods or services which fall within the scope of the index but which cannot be dealt with according to the general methodology, either because this methodology cannot be applied correctly for these items or because the necessary information is insufficient or lacking, may be included in or excluded from the calculations:

(a) in the case of their inclusion, special methods will need to be used;

(b) in the case of their exclusion:
the group may be explicitly represented by another group to which the weights of the excluded items are allocated;

- the group may be purely and simply excluded from the index (price collection and weights) which assumes that its price movement is represented by the movement of the overall index.

In all the above cases, users should be informed as to the method followed.

11. The goods and services or household expenditures should follow a classification which is dependent upon the objectives of the index, previous practices, the methods of data collection, as well as upon the nature and quality of data available for the computation of weights. Nevertheless, it is desirable that this classification permit aggregation according to the eight major groups of the United Nations System of National Accounts (SNA): "Food, beverages and tobacco", "Clothing and footwear", "Gross rent, fuel and power", "Furniture, furnishings, and household equipment and operation", "Medical care and health expenses", "Transport and communication", "Recreation, entertainment, education and cultural services" and "Miscellaneous goods and services". If need be, a ninth group might be created, covering items which are not included in the household final consumption expenditure of the SNA.

Acquisition, Use or Payment

12. Having decided the scope of the index in terms of the reference population and the goods and services to be included, it should be explicitly considered whether the objectives of the index are best satisfied by adopting the concepts of Acquisition, Use or Payment. These issues should be examined, taking into account the theoretical index concept, acceptability to users, availability of data, and resource requirements. These issues particularly arise in dealing with own-account consumption, owner-occupied housing, consumer credit, durable goods, remuneration in kind and goods and services which are provided without charge or are subsidised by government.

13. The concepts of Acquisition or Payment may be chosen if the index is defined in terms of money flows. Adherence to the conventions of national accounting may be desired if the deflation of consumer expenditure as defined in the national accounts is one of the major uses to which the index is put. When the design of the index is founded upon the consistent application of consumer demand theory, the concept of Use may be appropriate. This concept implies estimating the rental value of owner-occupied housing if the data permit such estimates to be made reliably. Alternatively, it would imply the explicit inclusion of all owner-occupied housing costs.

Defining elementary aggregates

14. In defining elementary aggregates (in terms of kinds of goods or services, types of outlets and regions), the following principles should be observed:

(a) related goods or services which are thought to display similar price movements should be grouped together in an elementary aggregate;
(b) goods or services whose prices might reasonably be expected to move markedly differently should not be grouped together in the same elementary aggregate;

c) elementary aggregates should be distinguished whenever weights (including regional or outlet weights) are available or can be estimated;

d) such regional or outlet weights should be used in calculating the index even when separate regional or outlet-type sub-indices are not required;

e) elementary aggregates should be described so that any good or service can be unambiguously assigned to the appropriate elementary aggregate.

15. In the calculation of elementary aggregate indices, consideration should be given to the possible use of geometric means.

**Weighting**

16. Weights are the relative expenditure or consumption shares of the elementary aggregates estimated from available data.

17. In deriving the weights of the elementary aggregates, a household expenditure survey is usually the main source of data. As far as resources permit, such surveys should be representative of household size, income level, regional location, socio-economic group and any other factors which may have a bearing on household expenditure patterns. The period of the survey should be a normal one (or temporary abnormalities should be adjusted in determining the weighting pattern) and should preferably cover a whole year if seasonal variations in expenditure patterns are important. When inflation during the period has been rapid and/or has differed significantly between expenditure groups, either expenditure for the different sub-periods should be valued at the prices of a common time sub-period or the expenditure proportions of the different sub-periods should be averaged over the period, in the absence of any superior method.

18. Surveys of sales in retail outlets and household surveys on point-of-purchase can provide valuable information concerning the breakdown of consumption by outlet-type and by region. In the absence of such surveys, it is sometimes preferable for statisticians to use their personal knowledge of the markets and their nature rather than to apply equal weights to the different outlets or types of outlets and/or to different regions.

19. In countries which have reliable information concerning components of the household final consumption expenditure of the national accounts, such information can sometimes be used to derive an initial aggregate weighting pattern. In centrally planned economies in particular, retail sales data may be a major source of weights. More detailed data from household expenditure surveys can be used to break down the aggregates or to adjust the figures to relate more closely to the reference population.

20. In countries where data from household expenditure surveys are not available and where the data on the components of the household final consumption expenditure of the national accounts are inadequate, data from various surveys such as of production, export and import and retail trade, and from administrative sources may have to be used to obtain an estimated consumption pattern.
21. Before any of the survey results are used to provide weights for the index, it is necessary to examine them carefully, e.g. in the light of the sampling and non-sampling errors, in order to judge whether the survey has provided reliable and representative information. Adjustments should be made, if necessary, using other available statistics.

22. Analysis of the data to show the expenditure patterns for different regions and categories of the population is useful, both to assist in revealing those categories for which the computation of separate consumer price indices may be warranted and for establishing the elementary aggregates and their weights.

23. The weights should be examined periodically, and particularly if economic circumstances have changed significantly, to ascertain whether they still reflect current expenditure or consumption patterns. The weights should be revised or adjusted if the review shows that this is not the case. In any case, they should be revised at least once every ten years.

24. Whenever the composition and/or weighting pattern of the index is changed, the new index should be linked to the old index to provide a continuous series of index numbers.

Sampling for price collection

25. Sampling of goods and services and of outlets is necessary to decide what prices should be collected and where they should be collected for each elementary aggregate (except in cases of centrally determined and uniform prices). Sample selection methods and sizes should be adequate to provide the accuracy required for the objectives of the index.

26. Efforts should be made to ensure that samples of cities, urban areas or regions, of dwelling units, of sales outlets, and of items and varieties priced are as representative as possible. Probability sampling, although involving difficult practical problems, will normally enhance the accuracy of the index and, moreover, will make possible an estimate of the sampling error.

27. Probability sampling gives every price within the scope of the index an opportunity for selection. Each price need not have an equal probability of selection. Indeed, efficient designs use probabilities that are proportional to variables that affect the precision of the estimates.

28. Implementation of probability sampling may be a gradual process. Where one begins will vary depending on the nature of the economic structure and the availability of data. Probability sampling might begin with geographic areas, or with detailed items within larger groups, or with outlets. Each stage of probability sampling makes some contribution to the quality of the indices.

29. If sufficient information or resources do not exist for constructing a probability sample which will give a good measure of price change, then the statistician should apply the best judgement and available data to select a representative sample of geographical areas, outlets, items and varieties. If, for example, resources are inadequate to establish a representative sample for the country as a whole, it might be appropriate to decide, in principle and a priori (that is, outside any random sampling), that certain regions, towns or urban areas where the collection of prices is less expensive represent larger groups of regions, towns or urban areas.

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30. The samples of outlets and of goods and services and the specifications used for pricing should be reviewed periodically, and they should be updated if this is necessary to maintain their representativeness.

31. Particular attention should be paid to the way in which pricing is distributed in time. Price observations of the same item at the same outlet should, especially in the case of wide price variations, be made at regular intervals of, for example, about one month or three months, depending upon the frequency of the index compilation. Account should be taken of the fact that, when the index collection period is organised on the basis of weeks, there may be time discrepancies since a month or quarter is not composed of an exact number of weeks.

32. In the case of perishable goods, attention should also be paid to the time of day which is selected for price collection.

33. Rents should be obtained from a specially designed survey relating to a sample of dwellings which is periodically updated to ensure continuing representativeness and, particularly, that newly constructed units are brought into the sample.

The price data

34. The quality of the price data is the crucial determinant of the reliability of the index. Hence, great care should be taken to ensure that the prices obtained are actual transaction prices and are collected systematically at regular intervals. Standard methods for collecting and processing price data should be developed. Where centrally regulated or centrally fixed prices are collected centrally, checks should be made to ascertain whether the goods and services in question are indeed sold and whether these prices are in fact observed. Where prices are not displayed, where quantity units are poorly defined or where actual purchase prices may deviate from list or fixed prices, check purchases by the price collectors are advisable and a budget should be provided for these purchases. Where prices are subject to significant fluctuations over the month or quarter, it is desirable to collect them more than once during the month or quarter.

35. Consistent procedures should be established for dealing with missing price observations whatever the cause, including: seasonally unavailable, unable to contact, non-response, rejected observation, temporarily out of stock. Price collectors should be well trained and well supervised, and should be provided with a good manual explaining all the procedures they have to follow. The price data sent in by the price collectors should be reviewed and edited for comparability, substitutions, unusual or simply large price changes and for price conversions of goods priced in multiple units or varying quantities, where the units or quantities do not form part of the specification. There should be procedures, such as repricing in the same outlets, for checking the reliability of the price data.

36. The specifications used for pricing, including the final selection of the particular variety and size by the price collector, where relevant, serve the purpose of securing comparability between successive periods and assisting selection and evaluation of substitutes. The specifications should be precise enough to identify all the characteristics that are necessary to ensure that identical goods and services are priced in successive periods in the same outlet. It should be noted that the relevant characteristics of the
goods or services should include, for example, terms of payment, conditions of delivery, guarantees and type of outlet.

37. Substitutions will be necessary when priced items disappear permanently from the outlet(s) in which they are priced. An item which is no longer available in sufficient quantities or under normal sale conditions may also be considered to be unavailable. Clear and precise rules should be developed for identifying the substitute item. Precise procedures should be laid down for price adjustment with respect to the difference in characteristics when substitutions are necessary. Responsibility for such evaluation should be clearly established. Evaluations of the difference in characteristics and decisions on how to use substitute prices in the index should, to the extent possible, be based on solid, empirical evidence of the market valuation of the difference in characteristics between the original and the substitute items. A number of techniques and data sources may be used to approximate this market valuation. In the absence of a satisfactory estimate of the specific adjustment for the difference in characteristics, a choice must be made between an assumption of no change and an assumption that the price difference is simply and wholly a reflection of the difference in characteristics. Under the former assumption, the price for the substitute should be compared directly with that of the item for which it is substituted; this assumption can be made only when the items are fairly similar. Where the whole price difference is taken as a reflection of the difference in characteristics, the index should be constructed by linking the series for the substitute to that of the item for which it is substituted.

38. Substitutions made because of a decline in representativeness or disappearance of an item from an outlet might possibly require that another outlet be chosen. This might also be necessary when an outlet disappears. In these cases, rules should be established to ensure that the price collector makes a correct choice with respect to a new outlet, and that the adjustments are made, if need be, to take account of the change in outlet or the change in the nature of the outlet. The rules should be consistent with the objectives of the index and with the way in which the price collection sample has been determined.

39. Substitutions will also be necessary if all items in an elementary aggregate disappear from most or all outlets. In such cases, if a substitute item representing the elementary aggregate cannot be found and appropriate adjustments for the difference in characteristics made, it may be necessary to redistribute the weight assigned to the elementary aggregate among other elementary aggregates within the next highest level of aggregation possible.

40. The prices to be collected are the regular actual transaction prices, including indirect taxes, paid by the reference population. Prices charged for stale, shop-soiled, damaged, or otherwise imperfect goods sold at clearance prices should be excluded unless they are a permanent and widespread feature of market conditions. However, sale prices, discounts, cut prices and special offers should be included when applicable to all customers and when the goods and services are offered in their normal availability.

41. Prices should be collected in all types of markets which are important. These may include open-markets and black-markets as well as state-controlled markets. Where more than one type of market is important, an appropriately weighted average should be used in the calculation of the index.

42. In periods of price control or rationing, where limited supplies are available at prices which are held low by subsidies to the sellers, by government procurement, by price control, etc., these prices as well as those charged on unrestricted markets should be collected. They should be combined
in a way which uses the best information available with respect to the actual prices paid and the relative importance of the different types of sales.

43. Countries may wish to calculate, from the data collected for their consumer price index, average prices for selected reasonably homogeneous goods or services. However, their dissemination should be accompanied by an indication of the limitations of these calculations. Countries may also wish to establish efforts to collect separate data to support average price calculations, given considerable user interest in these data.

Dissemination

44. A consumer price index should be computed and publicly released as quickly as possible according to the resources available and to the user needs, preferably at least once every three months. Rules relating to the release of the data should be established, publicly known and strictly observed.

45. In general, retrospective corrections (e.g. as a result of an error in the data or in calculation) of the publicly released indices should only be done when absolutely necessary because of the difficulties such corrections cause for indexed contracts or payments. Instead, necessary corrections might be made to the index for the subsequent period. An explanation should be provided in order to avoid misinterpretation of the short-term price movement.

46. Sub-indices should also be released, at least for such major expenditure groups as food, clothing and footwear, housing, etc. Sub-indices for different regions or socio-economic groups or for special analytical purposes (e.g. travellers' expenses, imported items) might be publicly released if they were judged to be useful and the cost warranted it. Average prices or price ranges for important and reasonably homogeneous items may be released.

47. The exclusion of shelter from the all-items index makes the rates of price change more comparable across countries, although it does not eliminate all the difficulties encountered when making such comparisons. Countries should, therefore, provide for dissemination at the international level of an index which excludes shelter, in addition to the all-items index.

48. In order to ensure public confidence in the index, a full description of the methodology and data sources should be published. The document(s) should include, among other things, details of the weights, objectives of the index, and a discussion of the precision of the index. However, the precise identities of the outlets and goods and services for which prices are obtained and any other details which, if disclosed, would adversely affect the representativeness of the index should, in general, not be revealed.

49. The agency responsible for the index should consult with representatives of users on major issues. One way of organising such consultation is through the establishment of advisory committee(s) on which users and outside experts might be represented.
RESOLUTION II

Interim resolution concerning statistics of strikes and lock-outs

Preamble

The Fourteenth International Conference of Labour Statisticians,

Having been convened by the Governing Body of the International Labour Office and having met in Geneva from 28 October to 6 November 1987,

Recalling the existing international standards contained in the Resolution concerning statistics of industrial disputes adopted by the Third International Conference of Labour Statisticians (October 1926),

Recalling the requirements of the Labour Statistics Convention, 1985 (No. 160) and the Labour Statistics Recommendation, 1985 (No.170),

Recognising the need to revise the existing standards on statistics of industrial disputes in order to provide guide-lines for the production of more comparable and better national and international statistics of strikes and lock-outs,

Intending to revert to this subject at the Fifteenth International Conference of Labour Statisticians,

Adopts, this fifth day of November 1987, the following interim resolution to replace the resolution adopted in this field by the Third International Conference of Labour Statisticians:

General

1. Each country should, where relevant, regularly collect, compile and publish statistics of strikes and lock-outs at least once a year.

2. Detailed descriptions of the sources, concepts, definitions, scope, coverage and methodology used in compiling statistics of strikes and lock-outs should be produced and published.

Terminology

3. For the purposes of this resolution, a strike is a temporary work stoppage wilfully effected by a group of workers with a view to enforcing or resisting a demand or expressing a grievance. Strikes occurring at different times and/or at different establishments but due to the same case of dispute are regarded as one strike, if they have not been interrupted for more than a defined period of time.
4. For the purposes of this resolution, a lock-out is a temporary work stoppage wilfully effected by one or more employers with a view to enforcing or resisting a demand or expressing a grievance. Lock-outs occurring at different times and/or different establishments but due to the same case of dispute are regarded as one lock-out, if they have not been interrupted for more than a defined period of time.

5. For the remainder of this resolution, the statistical measurement, classification and indicators concerning strikes should also apply, where relevant, to lock-outs.

Measurement

6. Statistics of strikes should be established in such a way as to cover the whole country and, if possible, all branches of economic activity.

7. Statistics of strikes should relate to strikes beginning in the period under review and also, but separately, to those continuing from the previous period. The total of these two groups represents the number of strikes in existence during the period under review.

8. Statistics of strikes should be compiled for a reference period of not more than one year.

9. The importance of a strike should be measured by ascertaining the number of workers involved, the duration of the strike and the aggregate work-days or work-hours not worked on account of the strike during the reference period. Where possible, the number of establishments involved should also be measured.

10. The number of establishments involved should be based on the definition of an establishment as given in the most recent version of the United Nations International Standard Industrial Classification of All Economic Activities (ISIC).

Classification

11. Data on strikes should be cross-classified according to the major branches of economic activity (as far as possible according to ISIC), the number of workers involved and the aggregate number of work-days or work-hours not worked. Statistics of strikes may also be classified according to cause, as follows:

(a) Strikes resulting from a dispute between workers and employers relating to:

   (i) problems in connection with wages, bonuses and compensation;

   (ii) problems in connection with conditions of work (hours of work, work organisation, etc.);

   (iii) employment problems (redundancies, closure, reclassification of staff, etc.);
(iv) other problems;

(b) Other strikes.

Indicators

12. The following indicators may be useful for analysing or comparing statistics of strikes:

(a) number of strikes;

(b) number of workers involved;

(c) number of work-days or work-hours not worked;

(d) number of establishments involved;

(e) number of work-days or work-hours not worked per 100 workers in all sectors covered by the strike statistics;

(f) number of work-days or work-hours not worked per 100 workers by sector;

(g) number of workers involved per 100 workers in the establishments involved.
RESOLUTION III

Resolution concerning the revision of the International Standard Classification of Occupations

The Fourteenth International Conference of Labour Statisticians,

Having been convened at Geneva by the Governing Body of the ILO and having met from 28 October to 6 November 1987;

Recalling the recommendation of the Eleventh International Conference of Labour Statisticians endorsing the revised International Standard Classification of Occupations, 1968 (ISCO-68); and

Recalling the recommendation of the Thirteenth International Conference of Labour Statisticians concerning the revision of ISCO-68;

Adopts, this sixth day of November 1987, the following Resolution, which replaces that adopted in 1966:

1. The occupational classification system of major, sub-major, minor and unit groups shown in the Annex to this Resolution is endorsed by the Conference and is designated the International Standard Classification of Occupations, 1988 (ISCO-88).

2. ISCO classifies jobs past, present or future. It classifies persons through their actual and potential relation with jobs. Jobs are classified with respect to the type of work performed or to be performed. The basic criteria used to define the system of major, sub-major, minor and unit groups are the "skill" level and "skill specialisation" required to carry out the tasks and duties of the occupations, with separate major groups for "Legislators, senior officials and managers" and for "Armed Forces".

3. In collecting and processing statistics classified by occupation (e.g. for use in fields such as labour market analysis; education planning; manpower planning; occupational health analysis; wages analysis, etc.), each country should ensure the possibility of conversion into the ISCO-88 system, to facilitate international use of occupational information.

4. Countries should make available to and discuss with the ILO information about how the groups, aggregates thereof or subdivisions thereof defined in the classification (or classifications) used for national purposes can best be related to the major, sub-major, minor and unit groups of ISCO-88.

5. The Conference notes that the Bureau of Statistics has provided:

(a) draft definitions of the major, sub-major, minor and unit groups;

(b) definitions and descriptions of certain occupational categories which are used in its October Inquiry.¹

¹ See ILO October Inquiry on occupational wages and hours of work and on retail food prices. Annex to Questionnaire on wages and hours of work. Descriptions of the occupations.
6. The Conference notes that the Bureau of Statistics will provide:

(a) guidelines on how to collect and process occupational information in statistical censuses and surveys, and in administrative records, to ensure high and uniform quality of occupational statistics;

(b) a Manual on how to develop and use national occupational classifications and dictionaries.
MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS

MAJOR GROUP 1
LEGISLATORS, SENIOR OFFICIALS AND MANAGERS

SUB-MAJOR GROUPS

11 Legislators and senior officials

12 Corporate managers

13 General managers

SUB-MAJOR AND MINOR GROUPS

11 Legislators and senior officials

111 Legislators

112 Senior government officials

113 Traditional chiefs and heads of villages

114 Senior officials of special-interest organisations

12 Corporate managers

121 Directors and chief executives

122 Specialised managers

13 General managers

131 General managers

SUB-MAJOR, MINOR AND UNIT GROUPS

11 Legislators and senior officials

111 Legislators

1110 Legislators
112 Senior government officials
   1120 Senior government officials

113 Traditional chiefs and heads of villages
   1130 Traditional chiefs and heads of villages

114 Senior officials of special-interest organisations
   1141 Senior officials of political party organisations
   1142 Senior officials of employers', workers' and other economic-interest organisations
   1143 Senior officials of humanitarian and other special-interest organisations

12 Corporate managers\(^1\)
   121 Directors and chief executives
      1210 Directors and chief executives

122 Specialised managers
   1221 Production and operations managers
   1222 Finance and administration managers
   1223 Personnel and industrial relations managers
   1224 Sales and marketing managers
   1225 Advertising and public relations managers
   1226 Supply and distribution managers
   1227 Computing services managers
   1228 Research and development managers
   1229 Other specialised managers

13 General managers\(^2\)
   131 General managers
      1311 General managers in agriculture
      1312 General managers in manufacturing
      1313 General managers in construction
      1314 General managers in retail and wholesale trade
      1315 General managers of restaurants and hotels
      1316 General managers in transportation
General managers of business services firms

General managers in personal care, cleaning, repairs and related services

Other general managers

Notes:

1 This group is intended to include persons who - as directors, chief executives or specialised managers - manage enterprises requiring a total of three or more managers.

2 This group is intended to include persons who manage enterprises on their own behalf, or on behalf of the proprietor, with the assistance of no more than one other manager and/or some non-managerial help.
MAJOR GROUP 2
PROFESSIONALS

SUB-MAJOR GROUPS

21 Physical, mathematical and engineering science professionals
22 Life science and health professionals
23 Teaching professionals
24 Other professionals

SUB-MAJOR AND MINOR GROUPS

21 Physical, mathematical and engineering science professionals
   211 Physicists, chemists and related professionals
   212 Mathematicians, statisticians and related professionals
   213 Computing professionals
   214 Architects, engineers and related professionals

22 Life science and health professionals
   221 Life science professionals
   222 Health professionals (except nursing)
   223 Nursing and midwifery professionals

23 Teaching professionals
   231 College, university and higher education teaching professionals
   232 Secondary education teaching professionals
   233 Primary and pre-primary education teaching professionals
   234 Special education teaching professionals
   235 Other teaching professionals

24 Other professionals
   241 Business professionals
   242 Legal professionals
243 Archivists, librarians and related information professionals
244 Social and related science professionals
245 Writers and creative and performing artists
246 Religion professionals

SUB-MAJOR, MINOR AND UNIT GROUPS

21 Physical, mathematical and engineering science professionals
211 Physicists, chemists and related professionals
   2111 Physicists and astronomers
   2112 Meteorologists
   2113 Chemists
   2114 Geologists and geophysicists
212 Mathematicians, statisticians and related professionals
   2121 Mathematicians and related professionals
   2122 Statisticians
213 Computing professionals
   2131 System designers and analysts
   2132 Computer programmers
   2139 Other computing professionals
214 Architects, engineers and related professionals
   2141 Architects, town and traffic planners
   2142 Civil engineers
   2143 Electrical engineers
   2144 Electronic and telecommunications engineers
   2145 Mechanical engineers
   2146 Chemical engineers
   2147 Mining engineers, metallurgists and related professionals
   2148 Cartographers and surveyors
   2149 Other architects, engineers and related professionals
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24 Other professionals

241 Business professionals
   2411 Accountants
   2412 Personnel and careers professionals
   2419 Other business professionals

242 Legal professionals
   2421 Lawyers
   2422 Judges
   2429 Other legal professionals

243 Archivists, librarians and related information professionals
   2431 Archivists and curators
   2432 Librarians and related information professionals

244 Social and related science professionals
   2441 Economists
   2442 Sociologists, anthropologists and related professionals
   2443 Historians and political scientists
   2444 Philologists, translators and interpreters
   2445 Psychologists
   2446 Social work professionals

245 Writers and creative and performing artists
   2451 Authors, journalists and other writers
   2452 Sculptors, painters and related artists
   2453 Composers, musicians and singers
   2454 Choreographers and dancers
   2455 Film, stage and related actors and directors

246 Religion professionals
   2460 Religion professionals
MAJOR GROUP 3
TECHNICIANS AND ASSOCIATE PROFESSIONALS

SUB-MAJOR GROUPS

31 Physical science and engineering associate professionals
32 Life science and health associate professionals
33 Teaching associate professionals
34 Other associate professionals

SUB-MAJOR AND MINOR GROUPS

31 Physical science and engineering associate professionals
  311 Physical science and engineering technicians
  312 Computer assistants and computer equipment controllers
  313 Optical and electronic equipment controllers
  314 Ship and aircraft controllers and technicians
  315 Building, safety, health and quality inspectors

32 Life science and health associate professionals
  321 Life sciences technicians and related workers
  322 Modern health associate professionals (except nursing)
  323 Nursing and midwifery associate professionals
  324 Traditional medicine practitioners and faith healers

33 Teaching associate professionals
  331 Primary education teaching associate professionals
  332 Pre-primary education teaching associate professionals
  333 Special education teaching associate professionals
  334 Other teaching associate professionals

34 Other associate professionals
  341 Finance and sales associate professionals
Business services agents and trade brokers
Administrative associate professionals
Government associate professionals
Social work associate professionals
Artistic, entertainment and sports associate professionals
Non-ordained religion associate professionals

SUB-MAJOR, MINOR AND UNIT GROUPS

Physical science and engineering associate professionals

Physical science and engineering technicians
   Chemical and physical science technicians
   Civil engineering technicians
   Electrical engineering technicians
   Electronics and telecommunications engineering technicians
   Mechanical engineering technicians
   Chemical engineering technicians
   Mining and metallurgical technicians
   Technical draughters
   Other physical science and engineering technicians

Computer assistants and computer equipment controllers
   Computer assistants
   Computer equipment controllers
   Industrial robot controllers

Optical and electronic equipment controllers
   Photographers and image and sound recording equipment controllers
   Broadcasting and telecommunications equipment controllers
   Medical equipment controllers
   Other optical and electronic equipment controllers not elsewhere classified
314  Ship and aircraft controllers and technicians
    3141  Ships' engineers
    3142  Ships' deck officers and pilots
    3143  Aircraft pilots and related workers
    3144  Air traffic controllers
    3145  Air traffic safety technicians
315  Building, safety, health and quality inspectors
    3151  Building and fire inspectors
    3152  Safety, health and quality inspectors (vehicles, processes and products)
32  Life science and health associate professionals
    321  Life science technicians and related workers
        3211  Life science technicians
        3212  Agronomy and forestry technicians
        3213  Farming and forestry advisers
    322  Modern health associate professionals (except nursing)
        3221  Medical assistants
        3222  Sanitarians
        3223  Dieticians and nutritionists
        3224  Optometrists and opticians
        3225  Dental assistants
        3226  Physiotherapists and related workers
        3227  Veterinary assistants
        3228  Pharmaceutical assistants
        3229  Other modern health associate professionals (except nursing)
323  Nursing and midwifery associate professionals
    3231  Nursing associate professionals
    3232  Midwifery associate professionals
324 Traditional medicine practitioners and faith healers
   3241 Traditional medicine practitioners
   3242 Faith healers

33 Teaching associate professionals
   331 Primary education teaching associate professionals
      3310 Primary education teaching associate professionals
   332 Pre-primary education teaching associate professionals
      3320 Pre-primary education teaching associate professionals
   333 Special education teaching associate professionals
      3330 Special education teaching associate professionals
   334 Other teaching associate professionals
      3340 Other teaching associate professionals

34 Other associate professionals
   341 Finance and sales associate professionals
      3411 Securities and finance dealers and brokers
      3412 Insurance representatives
      3413 Estate agents
      3414 Travel consultants and organisers
      3415 Technical and commercial sales representatives
      3416 Buyers
      3417 Appraisers and valuers
      3418 Auctioneers
      3419 Other finance and sales associate professionals
   342 Business services agents and trade brokers
      3421 Trade brokers
      3422 Clearing and forwarding agents
      3423 Labour contractors and employment agents
      3429 Other business services agents and trade brokers
343 Administrative associate professionals
   3431 Administrative and related associate professionals
   3432 Legal and related business associate professionals
   3433 Bookkeepers
   3434 Statistical and mathematical associate professionals
   3439 Other administrative associate professionals

344 Government associate professionals
   3441 Customs and border inspectors
   3442 Government tax and excise officials
   3443 Government welfare and pension officials
   3444 Government licensing officials
   3445 Commissioned police officers and detectives
   3449 Other government associate professionals

345 Social work associate professionals
   3450 Social work associate professionals

346 Artistic, entertainment and sports associate professionals
   3461 Decorators and commercial designers
   3462 Radio, television and other announcers
   3463 Street, nightclub and related musicians, singers and dancers
   3464 Clowns, magicians, acrobats and related workers
   3465 Athletes and related workers

347 Non-ordained religion associate professionals
   3470 Non-ordained religion associate professionals
MAJOR GROUP 4
CLERKS

SUB-MAJOR GROUPS

41 Office clerks
42 Customer services clerks

SUB-MAJOR AND MINOR GROUPS

41 Office clerks
   411 Secretaries and keyboard operating clerks
   412 Numerical clerks
   413 Material recording and transport clerks
   414 Library, mail and related clerks

42 Customer services clerks
   421 Cashiers, tellers and related clerks
   422 Client information clerks

SUB-MAJOR, MINOR AND UNIT GROUPS

41 Office clerks
   411 Secretaries and keyboard operating clerks
      4111 Stenographers and typists
      4112 Word processing and related operators
      4113 Data entry operators
      4114 Calculating machine operators
      4115 Secretaries
   412 Numerical clerks
      4121 Accounting and bookkeeping clerks
      4122 Statistical and finance clerks
413 Material recording and transport clerks
   4131 Stock clerks
   4132 Production clerks
   4133 Transport clerks

414 Library, mail and related clerks
   4141 Library and filing clerks
   4142 Mail carriers and sorting clerks
   4143 Coding, proofreading and related clerks
   4144 Scribes

42 Customer services clerks
   421 Cashiers, tellers and related clerks
      4211 Cashiers and ticket issuers
      4212 Tellers and other counter clerks
      4213 Bet bookmakers and croupiers
      4214 Pawn-brokers and moneylenders
      4215 Bill, debt and related cash collectors

   422 Client information clerks
      4221 Travel agency clerks
      4222 Receptionists and information clerks
      4223 Telephone switchboard operators
MAJOR GROUP 5
SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS

SUB-MAJOR GROUPS

51 Personal and protective services workers
52 Salespersons, demonstrators and models

SUB-MAJOR AND MINOR GROUPS

51 Personal and protective services workers
511 Travel attendants and guides
512 Housekeeping and restaurant services workers
513 Personal care workers
514 Other personal services workers
515 Astrologers, fortunetellers and related workers
516 Protective services workers

52 Salespersons, demonstrators and models
521 Shop salespersons and demonstrators
522 Stall and market salespersons
523 Fashion and other models

SUB-MAJOR, MINOR AND UNIT GROUPS

51 Personal and protective services workers
511 Travel attendants and guides
5111 Flight attendants and travel stewards
5112 Transport conductors
5113 Travel guides and ground hosts
512 Housekeeping and restaurant services workers
5121 House stewards and housekeepers
5122 Cooks
5123 Waiters and bartenders

513 Personal care workers
   5131 Child-care workers
   5132 Institution-based personal care workers
   5133 Home-based personal care workers
   5139 Other personal care workers

514 Other personal services' workers
   5141 Hairdressers, barbers, beauticians and related workers
   5142 Companions and valets
   5143 Undertakers and embalmers
   5149 Other personal services' workers not elsewhere classified

515 Astrologers, fortune-tellers and related workers
   5151 Astrologers and related workers
   5152 Fortune-tellers, palmists and related workers

516 Protective services workers
   5161 Fire-fighters
   5162 Policemen/women
   5163 Prison guards
   5169 Protective services workers not elsewhere classified

52 Salespersons, demonstrators and models
   521 Shop salespersons and demonstrators
      5210 Shop salespersons and demonstrators
   522 Stall and market salespersons
      5220 Stall and market salespersons
   523 Fashion and other models
      5230 Fashion and other models
MAJOR GROUP 6
SKILLED AGRICULTURAL AND FISHERY WORKERS

SUB-MAJOR GROUPS

61 Market-oriented skilled agricultural and fishery workers
62 Subsistence agricultural and fishery workers

SUB-MAJOR AND MINOR GROUPS

61 Market-oriented skilled agricultural and fishery workers
   611 Market gardeners and crop growers
   612 Market-oriented animal producers
   613 Market-oriented crop and animal producers
   614 Forestry and related workers
   615 Fishery workers, hunters and trappers

62 Subsistence agricultural and fishery workers
   621 Subsistence agricultural and fishery workers

SUB-MAJOR, MINOR AND UNIT GROUPS

61 Market-oriented skilled agricultural and fishery workers
   611 Market gardeners and crop growers
      6111 Field crop and vegetable growers
      6112 Tree and shrub crop growers
      6113 Gardeners, horticultural and nursery growers
      6114 Mixed crop growers
   612 Market-oriented animal producers
      6121 Dairy and livestock producers
      6122 Poultry producers
      6123 Apiarists and sericulturists
      6124 Mixed animal producers

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<td>615</td>
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<tr>
<td>6151</td>
<td>Aquatic life cultivation workers</td>
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<td>6152</td>
<td>Inland and coastal waters fishery workers</td>
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<td>6153</td>
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<td>6154</td>
<td>Hunters and trappers</td>
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<td>62</td>
<td>Subsistence agricultural and fishery workers</td>
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</table>
MAJOR GROUP 7
CRAFT AND RELATED WORKERS

SUB-MAJOR GROUPS

71  Extraction and building trades workers
72  Metal and machinery trades workers
73  Precision, handicraft, printing and related trades workers
74  Other craft and related workers

SUB-MAJOR AND MINOR GROUPS

71  Extraction and building trades workers
711 Miners and blasters, stone cutters and carvers
712 Building frame and related trade workers
713 Building finishers and related trades workers
714 Painters, building structure cleaners and related workers

72  Metal and machinery trades workers
721 Metal moulders, welders, sheet-metal workers, structural metal preparers, and related workers
722 Blacksmiths, toolmakers and related workers
723 Machinery mechanics and fitters
724 Electrical and electronic instrument mechanics and fitters

73  Precision, handicraft, printing and related trades workers
731 Precision workers in metal and related materials
732 Potters, glass formers and related workers
733 Handicraft workers in wood, textile, leather and related materials
734 Printing and related trades workers

74  Other craft and related workers
741 Food and related products processing trades workers
742 Cabinet makers, wood treaters and related trades workers
Textile and garment trades workers

Pelt, leather and shoemaking trades workers

SUB-MAJOR, MINOR AND UNIT GROUPS

Extraction and building trades workers

Miners and blasters, stone cutters and carvers

Miners and quarry workers
Shotfirers and blastlers
Stone splitters, cutters and carvers

Building frame and related trades workers

Builders, traditional materials
Bricklayers, stonemasons and tile setters
Concrete placers, concrete finishers and terrazzo workers
Carpenters and jointers
Other building frame and related trades workers

Building finishers and related trades workers

Roofers
Plasterers
Insulators
Glaziers
Plumbers and pipe fitters
Building and related electricians

Painters, building structure cleaners and related workers

Painters and paperhangers
Lacquerers and spray painters
Parquetry workers and floor layers
Building structure cleaners

Metal moulders, welders, sheet-metal workers, structural metal preparers, and related workers
7211 Metal moulders and coremakers
7212 Welders and flame-cutters
7213 Sheet-metal workers
7214 Structural metal preparers and erectors
7215 Riggers and cable splicers
7216 Underwater workers

722 Blacksmiths, toolmakers and related workers
7221 Blacksmiths, hammersmiths and forging-press workers
7222 Toolmakers, metal pattern makers and metal markers
7223 Machine-tool setter-operators
7224 Metal grinders, polishers and tool sharpeners

723 Machinery mechanics and fitters
7231 Motor vehicle mechanics and fitters
7232 Aircraft engine mechanics and fitters
7239 Other machinery mechanics and fitters

724 Electrical and electronic instrument mechanics and fitters
7241 Electrical mechanics and fitters
7242 Electronics fitters and servicers
7243 Radio and television servicers
7244 Telegraph and telephone installers
7245 Electrical line installers, repairers and cable jointers

73 Precision, handicraft, printing and related workers
731 Precision workers in metal and related materials
7311 Precision instrument makers and repairers
7312 Acoustical musical instrument makers and tuners
7313 Jewellery and precious metal trades workers
732 Potters, glass formers and related workers
7321 Potters and related clay and abrasive formers
7322 Glass formers, cutters, grinders and finishers
7323 Glass engravers and etchers

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<table>
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<th>Code</th>
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<td>Printing and related trades workers</td>
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<td>Compositors and type setters</td>
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<td>Stereotypers and electrotypers</td>
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<td>Printing engravers and etchers</td>
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<td>Bookbinders and related workers</td>
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<td>Silk screen, block and textile printers</td>
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<td>74</td>
<td>Other craft and related trades workers</td>
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<td>Food and related products processing trades workers</td>
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<td>7411</td>
<td>Meat and fish butchers and preparers</td>
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<td>7412</td>
<td>Bakers, pastrycooks and confectionery makers</td>
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<td>7413</td>
<td>Food and beverage tasters and graders</td>
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<td>7414</td>
<td>Tobacco preparers and tobacco products makers</td>
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<td>742</td>
<td>Cabinet makers, wood treaters and related trades workers</td>
</tr>
<tr>
<td>7421</td>
<td>Wood treaters</td>
</tr>
<tr>
<td>7422</td>
<td>Cabinet makers and related workers</td>
</tr>
<tr>
<td>7423</td>
<td>Woodworking machine setter-operators</td>
</tr>
<tr>
<td>7424</td>
<td>Basketry weavers, brush makers and related workers</td>
</tr>
<tr>
<td>743</td>
<td>Textile and garment trades workers</td>
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<tr>
<td>7431</td>
<td>Fibre preparers</td>
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<td>7432</td>
<td>Weavers, knitters and other hand textile products makers</td>
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<tr>
<td>7433</td>
<td>Tailors, dressmakers and hatters</td>
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<td>7434</td>
<td>Fur tailors and related workers</td>
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<td>7435</td>
<td>Textile patternmakers and cutters</td>
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<tr>
<td>7436</td>
<td>Sewers, embroiderers and related workers</td>
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<td>7437</td>
<td>Upholsterers and related workers</td>
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</table>
744  Pelt, leather and shoemaking trades workers

7441  Pelt dressers, tanners and fellmongers

7442  Shoemakers and related goods makers
MAJOR GROUP 8  
PLANT AND MACHINE OPERATORS AND ASSEMBLERS

SUB-MAJOR GROUPS

81  Industrial plant operators
82  Stationary machine operators and assemblers
83  Drivers and mobile machine operators

SUB-MAJOR AND MINOR GROUPS

81  Industrial plant operators
  811  Mining and mineral-processing plant operators
  812  Metal-processing plant operators
  813  Glass and ceramics kiln and related plant operators
  814  Wood-processing and papermaking plant operators
  815  Chemical processing plant operators
  816  Power-generating and related plant operators
  817  Automated assembly-line and industrial robot operators

82  Stationary machine operators and assemblers
  821  Metal and mineral products processing machine operators
  822  Chemical products machine operators
  823  Rubber and plastics products machine operators
  824  Wood products machine operators
  825  Printing, binding and paper products machine operators
  826  Textile products machine operators
  827  Food and related products processing machine operators
  828  Assemblers
  829  Other stationary machine operators and assemblers

83  Drivers and mobile machinery operators
  831  Railway engine drivers and related workers
832 Motor vehicle drivers

833 Agricultural, earthmoving, lifting and other mobile materials-handling equipment operators

834 Ships' deck crews and related workers

SUB-MAJOR, MINOR AND UNIT GROUPS

81 Industrial plant operators

811 Mining and mineral-processing plant operators
  8111 Mining plant operators
  8112 Mineral ore and stone treating plant operators
  8113 Well drillers and borers and related workers

812 Metal-processing plant operators
  8121 Ore smelting, metal converting and refining furnace operators
  8122 Metal melters, casters and rolling-mill operators
  8123 Metal heat-treating plant operators
  8124 Metal drawers and extruders

813 Glass and ceramics kiln and related plant operators
  8131 Glass and ceramics kiln operators
  8132 Other glass and ceramics plant operators

814 Wood-processing and papermaking plant operators
  8141 Sawmill, wood panel and related wood-processing plant operators
  8142 Paper pulp preparation plant operators
  8143 Papermaking plant operators

815 Chemical processing plant operators
  8151 Crushing, grinding and mixing equipment operators
  8152 Cooking, roasting and related heat-treating plant operators
  8153 Filtering and separating equipment operators
  8154 Still and reactor operators
  8155 Petroleum-refining plant operators
  8159 Other chemical-processing plant operators
816  Power-generating and related plant operators
     8161  Power-generating plant operators
     8162  Steam turbine, boiler and engine operators
     8169  Other power-generating and related plant operators

817  Automated assembly-line and industrial robot operators
     8171  Automated assembly-line operators
     8172  Industrial robot operators

82  Stationary machine operators and assemblers
     821  Metal and mineral products processing machine operators
           8211  Machine-tool operators
           8212  Cement and other minerals processing machine operators
     822  Chemical products machine operators
           8221  Pharmaceutical and toiletry products machine operators
           8222  Ammunition and explosive products machine operators
           8223  Metal finishers, platers and coaters
           8224  Photographic products machine operators
           8229  Other chemical products machine operators
     823  Rubber and plastics products machine operators
           8231  Tyre making and vulcanising machine operators
           8239  Other rubber and plastics products machine operators
     824  Wood products machine operators
           8240  Wood products machine operators
     825  Printing, binding and paper products machine operators
           8251  Printing machine operators
           8252  Binding machine operators
           8253  Paper and paperboard products machine operators
     826  Textile products machine operators
           8261  Spinning and winding machine operators
           8262  Weaving and knitting machine operators
           8263  Sewing and embroidering machine operators
8264 Textile bleaching, dyeing and cleaning machine operators
8269 Other textile products machine operators
827 Food and related products processing machine operators
8271 Meat and fish processing machine operators
8272 Dairy products machine operators
8273 Grain and spice milling machine operators
8274 Baked goods producing and cereals processing machine operators
8275 Fruit, vegetable and nut processing machine operators
8276 Sugar processing and refining machine operators
8277 Tea, coffee, cocoa and chocolate preparing and producing machine operators
8278 Tobacco products processing machine operators
8279 Brewers and wine and other beverage machine operators
828 Assemblers
8281 Mechanical machinery assemblers
8282 Electrical machinery assemblers
8283 Electronic equipment assemblers
8284 Metal, rubber and plastic products assemblers
8285 Wood and related materials products assemblers
8286 Paperboard, textile and related products assemblers
829 Other stationary machine operators and assemblers
8290 Other stationary machine operators and assemblers
83 Drivers and mobile machinery operators
831 Railway engine drivers and related workers
8311 Railway engine drivers
8312 Railway brakers, signallers and shunters
832 Motor vehicle drivers
8321 Motorcycle drivers
8322 Car, taxi and light van drivers
8323 Bus and tram drivers
8324 Heavy truck drivers

833 Agricultural, earthmoving, lifting and other mobile materials-handling equipment operators

8331 Motorised farm and forestry machinery operators

8332 Earth-moving and related machinery operators

8333 Crane, hoist and related materials-moving equipment operators

8334 Lifting-truck operators

834 Ships' deck crews and related workers

8340 Ships' deck crews and related workers
MAJOR GROUP 9
ELEMENTARY OCCUPATIONS

SUB-MAJOR GROUPS

91 Sales and services elementary occupations
92 Agricultural, fishery and related labourers
93 Labourers in mining, construction, manufacturing and transport

SUB-MAJOR AND MINOR GROUPS

91 Sales and services elementary occupations
  911 Street vendors and related workers
  912 Shoe cleaning and other street services elementary occupations
  913 Domestic helpers and cleaners and related workers
  914 Building caretakers and window cleaners
  915 Messengers, watchers and security workers
  916 Garbage collectors and related labourers

92 Agricultural, fishery and related labourers
  921 Agricultural, fishery and related labourers

93 Labourers in mining, construction, manufacturing and transport
  931 Mining and construction labourers
  932 Manufacturing labourers
  933 Transport labourers

SUB-MAJOR, MINOR AND UNIT GROUPS

91 Sales and services elementary occupations
  911 Street vendors and related workers
    9111 Street food vendors
    9112 Street vendors, other products

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9113 Door-to-door and telephone salespersons

912 Shoe cleaning and other street services elementary occupations
9120 Shoe cleaning and other street services elementary occupations

913 Domestic helpers and cleaners and related workers
9131 Domestic helpers and cleaners
9132 Helpers and cleaners in offices and hotels and related workers
9133 Hand launderers and pressers

914 Building caretakers and window cleaners
9141 Building caretakers
9142 Window cleaners

915 Messengers, watchers and security workers
9151 Messengers, package and luggage porters and deliverers
9152 Watchers and doorkeepers
9153 Private security guards
9154 Vending machine money collectors and meter readers

916 Garbage collectors and related labourers
9161 Garbage collectors
9162 Sweepers and related labourers

92 Agricultural, fishery and related labourers
921 Agricultural, fishery and related labourers
9211 Farmhands and labourers
9212 Forestry labourers
9213 Fishery, hunting and trapping labourers

93 Labourers in mining, construction, manufacturing and transport
931 Mining and construction labourers
9311 Mining and related labourers
9312 Construction and maintenance labourers: roads, dams and similar constructions
9313 Building construction labourers

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Manufacturing labourers

Assembling labourers

Hand packers and other manufacturing labourers

Transport labourers

Freight handlers

Hand and pedal vehicle drivers

Drivers and operators of animal drawn vehicles and machinery
MAJOR GROUP 0
AR MED FORCES

SUB-MAJOR, MINOR AND UNIT GROUPS

01 Armed forces
   011 Armed forces
      0110 Armed forces
RESOLUTION IV

Resolution concerning the provision of technical advice and the exchange of experience on consumer price indices

The Fourteenth International Conference of Labour Statisticians, aware of the importance and difficulties of achieving a reliable and objective consumer price index, expresses the desire that, whether centrally or through regional advisers, the International Labour Office (ILO) should be better equipped to provide technical advice and to improve the exchange of experience among government statisticians of member countries.
RESOLUTION V

Resolution concerning further ILO statistical work on industrial disputes

The Conference recommends that the Bureau of Statistics should convene a series of technical meetings and/or establish a representative working group to assist it with further work on industrial disputes. Such meetings should pay particular attention to the relevance of existing statistical frameworks, to changes in practices in industrial disputes and to the feasibility of collecting appropriate comparative data in the face of differing circumstances.
RESOLUTION VI

Resolution concerning the terminology and coding system for ISCO-88

In view of the need to ensure that the terminology used in ISCO is accurate, that its coverage of occupations in all countries is complete and that the coding system adopted is suitable and practical, the Conference agrees that the Bureau of Statistics should be able to make the following changes to the Annex to the main resolution on ISCO before it is submitted to the Governing Body and published:

(a) purely terminological changes to improve the appropriateness of titles in English, French and Spanish;

(b) changes to the ordering of subgroups within groups, to improve the logic and presentation of the structure;

(c) changes to the numerical coding conventions currently proposed;

(d) changes to the provision of not-elsewhere-classified groups (n.e.c.) within the structure.

In respect of (c) and (d), the Conference recommends that the Bureau should adapt a number of standard conventions, e.g. regarding the codes reserved for n.e.c. groups.

The Bureau of Statistics should include a set of coding conventions to facilitate the coding of general occupations (jobs which have a lesser degree of specialisation than that implied by the present structure).

In the process the Bureau of Statistics should consult with appropriate national experts.
RESOLUTION VII

Resolution concerning the application of ISCO-88

The Conference considers it necessary to emphasise that the success of the application of the revised ISCO, in particular for the purposes of international comparisons, requires the continuance of efforts undertaken in this field by the Bureau of Statistics of the ILO. In particular, activities should focus on:

(1) the provision of appropriate technical assistance to countries intending to draw up or revise their national classifications;

(2) the provision of technical advice and the holding of consultations with countries wishing to harmonise their national classifications with the revised ISCO;

(3) the establishment of more precise boundaries between the different basic groups, for example by listing the main borderline cases included or excluded.

To this end, the Conference draws attention to the need to provide an adequate budget to carry out these tasks over the coming years.
RESOLUTION VIII

Resolution concerning the informal sector

The discussions have underlined the need to measure employment outside the formal sector. This is a heterogeneous group which poses many measurement problems. It should be studied in depth in order to arrive at a definition which includes its component sub-categories. Therefore, the International Labour Office should continue to work on this subject and should include it on the agenda of the Fifteenth International Conference of Labour Statisticians.
APPENDIX II: LIST OF PARTICIPANTS
APPENDICE II: LISTE DES PARTICIPANTS
APENDICE II: LISTA DE PARTICIPANTES

Members of delegations

ANGOLA

M. F.O. SOUSA

Chefe de Departamento Nacional de Estatistica Laboral,
Ministerio do Trabalho e Segurança Social,
C.P. 1202,
LUANDA

Advisers/Conseillers/Consejeros:

M. J. SILVA NETO

Chefe de Departamento Nacional de Organizacao do Trabalho,
Ministerio do Trabalho e Segurança Social,
C.P. 1202,
LUANDA

M. L.K. ARTUR

Chefe de Departamento,
Instituto Nacional de Estatistica,
Ministerio do Plano,
C.P. 1215,
LUANDA

ARGENTINA/ARGENTINE

Sra. M. SANJURJO

Asesor,
Instituto Nacional de Estadistica y Censos,
Hipolito Yrigoyen 250-Piso 12,
1310 BUENOS AIRES

Adviser/Conseiller/Consejero:

Sra. A. WELTI

Jefe Departamento Estadísticas Laborales,
Ministerio de Trabajo,
Direccion Recursos Humanos y Empleo,
Paraná 26, 8 Piso,
C.P. 1117,
BUENOS AIRES

AUSTRALIA/AUSTRALIE

Mr. I. CASTLES

Australian Statistician,
Australian Bureau of Statistics,
P.O. Box 10,
BELCONNEN ACT 2616
Advisers/Conseillers/Consejeros:

Mr. C. CLEMENTS
Head of Prices Branch,
Australian Bureau of Statistics,
P.O. Box 10,
BELCONNEN ACT 2616

Mr. B.L. EMBURY
Director, Social Branch,
Australian Bureau of Statistics,
CANBERRA

AUSTRIA/AUTRICHE

Mr. K. KLEIN
Leiter des Abteilung "Soziale Fragen",
Österreichisches Statistisches Zentralamt,
Hintere Zollamtsstrasse 2b,
Postfach 200,
A-1033 WIEN

Adviser/Conseiller/Consejero:

Mr. W. HACKL
Abteilung für Statistik und Dokumentation,
Bundeskammer des Gewerblichen Wirtschaft,
Wiedner Hauptstr. 63,
WIEN

BAHRAIN/BAHREIN

Ms. H. AL-KHALIFA
Head of Labour Studies and Computer Section,
Ministry of Labour and Social Affairs,
P.O. Box 32333,
MANAMA

BELGIUM/BELGIQUE/BELGICA

M. P. PIRENNE
Directeur d'administration,
Administration de l'Emploi,
Ministère de l'Emploi et du Travail,
53 rue Belliard,
B-1040 BRUXELLES

Adviser/Conseiller/Consejero:

M. A. JURISSE
Chef de Service,
Institut National de Statistique,
44 rue de Louvaine,
B-1000 BRUXELLES
BOTSWANA

Mr. G.M. CHARUMBIRA
Principal Statisticien,
Central Statistics Office,
Private Bag 0024,
GABORONE

BRAZIL/BRESIL/BRASIL

M. A. FURTADO
Subsecretario de Salario de la Secretaria del
Empleo y Salario del Ministerio del Trabajo,
70 059 BRASILIA

Advisers/Conseillers/Consejeros:

M. J.G. ALMEIDA DOS REIS
Director,
Instituto Brasileiro de Geografia e
Estatistica (IBGE),
Rue Visconde de Niteroi,
1246 12e RIO DE JANEIRO

Mme. R. SALDANHA
Técnica,
Secretaria del Empleo e Salario del
Ministerio del Trabajo,
70 059 BRASILIA

BULGARIA/BULGARIE

M. M. MLADENOV
Office central de Statistiques,
SOFIA

Adviser/Conseiller/Consejero:

Mme. K. PARVANOVA
Specialist,
International Department,
Central Statistical Office,
SOFIA

BURUNDI

M. J.-B. KARUBONE
Chef du Service des Statistiques du Travail,
Ministère du Travail et de la Formation
Professionnelle,
B.P. 2830,
BUJUMBURA

Adviser/Conseiller/Consejero:

Mme. L. HATUMGIMANA
Chef du Service des Statistiques des prix,
Service national des Etudes et Statistiques,
Ministère du Plan,
B.P. 1156,
BUJUMBURA
CAMEROON/CAMEROUN/CAMERUN

Mr. J.P. KEMBOU
Chief of Service, Labour Statistics,
Ministry of Labour and Social Insurance,
YAOUNDE

CANADA

Mr. D.B. PETRIE
Assistant Chief Statistician,
Social Institutions and Labour Statistics Field,
Statistics Canada,
OTTAWA KIA OT6

Adviser/Conseiller/Consejero:

Ms. B. SLATER
Director, Prices Division,
Statistics Canada,
OTTAWA KIA 0V5

CHINA/CHINE

Mr. R. ZHANG
Deputy Director,
Ministry of Labour and Personnel,
12 Hepingli, Zhongjie,
BEIJING

Advisers/Conseillers/Consejeros:

Mr. D. ZHOU
Ministry of Labour and Personnel,
BEIJING

Mrs. C. LIAO
Deputy Director,
State Bureau of Statistics,
BEIJING

Mr. C.T. MA
Division Chief,
Labour Bureau,
SHANDONG PROVINCE

Mr. M. MENG
Labour Bureau,
LIAONIN PROVINCE

COLOMBIA/COLOMBIE/COLOMBIA

Sr. W. VANEGAS RIVERA
Jefe de la Sección de Selección y
Orientación de la Mano de Obra de
la División de Investigación de
Recursos Humanos,
SENALDE,
BOGOTA
Advisers/Conseillers/Consejeros:

Sr. D. GOMEZ-CASSERES  
Tecnico especialista,  
Servicio nacional de Aprendizaje (SENA),  
Calle 57, Cra 8,  
BOGOTA

Sr. J.M. CANO  
Mission permanente,  
GENEVE

COTE D'IVOIRE

M. P. KOFFI KOFFI  
Directeur de l'emploi,  
Direction de l'Emploi,  
Ministère du Travail,  
ABIDJAN

Advisers/Conseillers/Consejeros:

M. B. DAHO  
Statisticien,  
Direction de la Statistique,  
ABIDJAN

M. F. EKRA KOUASSI  
Conseiller,  
Mission permanente,  
GENEVE

CYPRUS/CHYPRE/CHIPRE

Mr. E.I. DEMETRIADES  
Director,  
Department of Statistics and Research,  
Ministry of Finance,  
13 Byron Avenue,  
162 NICOSIA

DEMOCRATIC YEMEN/YEMEN DEMOCRATIQUE/YEMEN DEMOCRATICO

Mr. H. OBADI  
Permanent Mission,  
GENEVE

DENMARK/DANEMARK/DINAMARCA

Mr. V.L. NIELSEN  
Head of Division,  
Denmark's Statistics,  
Sejrogade 11,  
Postboks 2550,  
DK 2100 COPENHAGEN 0
Adviser/Conseiller/Consejero:

Mr. F. SPIEKER  Head of Section,  
Denmark's Statistics,  
COPENHAGEN

EGYPT/EGYPTE/EGIPTO

Mr. K. MAZLOOM  Under-Secretary for Manpower Planning,  
Ministry of Manpower and Training,  
Nasr City,  
CAIRO

Advisers/Conseillers/Consejeros:

Mr. M.K. EISSA  Head,  
Central Administration for Statistics,  
CAPMAS,  
Nasr City,  
CAIRO

Mr. S. EL-HENDAWI  Counsellor for Labour,  
Permanent Mission,  
GENEVA

ETHIOPIA/ETHIOPIE

Mr. M. SEBSBE  Head,  
Statistics Research Section,  
Ministry of Labour and Social Affairs,  
ADDIS ABABA

FINLAND/FINLANDE/FINLANDIA

Mr. H. SALMI  Head of Department,  
Central Statistical Office.  
P.O. Box 504,  
00101 HELSINKI

Advisers/Conseillers/Consejeros:

Mr. A. LAIHONEN  Head of Department,  
Central Statistical Office,  
P.O. Box 504,  
00101 HELSINKI

Mr. P. MARKELIN  Planning Officer,  
Central Statistical Office,  
P.O. Box 504,  
00101 HELSINKI
Mr. I. LEHTINEN Planning Officer, Central Statistical Office, P.O. Box 504, 00101 HELSINKI

Mr. I. NIO Researcher, Ministry of Labour, HELSINKI 10

FRANCE/FRANCIA

M. B. GRAIS Chef du Service Emploi-Revenus, INSEE, 18 bd Adolphe Pinard, F-75675 PARIS CEDEX 14

Advisers/Conseillers/Consejeros:

M. P. CHOFFEL Administrateur, Administration Division Emploi "Professions-Qualifications", INSEE, PARIS

M. H. PICARD Chef du Service "Conditions de vie des ménages - prix de détail", INSEE, PARIS

M. D. FURJOT Chargé d'Etudes, Service des Etudes et Statistiques, Ministère des Affaires sociales et de l'Emploi, 1 Place Fontenoy, F-75700 PARIS

GABON

Mr. M. NZIENGUI Conseiller, Mission permanente, GENEVE

GERMAN DEMOCRATIC REPUBLIC/ REPUBLIQUE DEMOCRATIQUE ALLEMANDE/ REP. DEM. ALEMANA

Mr. M. EBERT Head of Division, State Central Statistical Office, Hans-Beimlerstr. 70-72, DDR-BERLIN 1026
GERMANY, FEDERAL REPUBLIC OF/
ALLEMAGNE, REPUBLIQUE FEDERALE D'/
ALEMANIA, REPUBLICA FEDERAL DE

Mr. R. KNOP
Regierungsdirektor,
Bundesministerium für Arbeit und Sozialordnung,
D53 BONN 1

Advisers/Conseillers/Consejeros:

Mr. L. HERBERGER
Direktor,
Statistisches Bundesamt,
Gustav-Stresemann-Ring 11,
Postfach 5528,
D-6200 WIESBADEN

Mr. H.-L. MAYER
Regierungsdirektor,
Statistisches Bundesamt,
WIESBADEN

Mr. S. GUCKES
Chef de Division,
Statistisches Bundesamt,
WIESBADEN

Mr. A. MACHT
Statistisches Bundesamt,
WIESBADEN

Mr. H. WERNER
Bundesanstalt für Arbeit,
Regensburger Strasse 104,
8500 NURNBERG 30

GHANA

Mr. K.A. TWUM-BAAH
Deputy Government Statistician,
Central Bureau of Statistics,
P.O. Box 1098,
ACCRA

Advisers/Conseillers/Consejeros:

Mr. P. OBENG-FOSU
Assistant Chief Labour Officer,
Labour Department,
P.O. Box M55,
ACCRA

Mr. K. BAAH-DUODU,
First Secretary,
Permanent Mission,
GENEVE

GRECE/GRECE/GRECIA

Mme. D. DIDIKA-LOGIADOU
Ministère du Travail.
40 Piraeus Str.,
ATHENES
Advisers/Conseillers/Consejeros:

M. A. AGHIOPETRITIS  
Office national de Statistique,  
14-16 Lycourgou Str.,  
GR. 10166 ATHENES

M. A. KATSAROS  
Office national de Statistique,  
ATHENES

GUINEA/GUINEE

M. I. BARRY  
Inspecteur du Travail,  
Ministère des Ressources Humaines,  
de l'Industrie et PME,  
B.P. 468,  
CONAKRY

GUINEA—BISSAU/GUINEE—BISSAU

M. M. MENDES  
Economiste,  
Responsable du Cabinet des Etudes  
de Planification,  
Ministère de la Fonction publique,  
du Travail et de la Sécurité sociale,  
C.P. 144,  
BISSAU

HONDURAS

Sra. I. BONILLA DE GODOY  
Sub-Directora General,  
Dirección General de Estadística y Censos,  
TEGUCIGALPA D.C.

HUNGARY/HONGRIE/HUNGRÍA

Ms. M. JUHASZ  
Head,  
Economics Department,  
Central Statistical Office,  
B.P. 51,  
H-1525 BUDAPEST

Adviser/Conseiller/Consejero:

Mr. G. LAZAR  
Head, Labour Information Department,  
State Office for Labour and Wages,  
Labour Information Centre,  
Reguly A.u. 57-59,  
H-1087 BUDAPEST
INDIA/INDE

Mr. A. MALHOTRA
First Secretary,
Permanent Mission,
GENEVE

IRELAND/IRLANDE/IRLANDA

Mr. D. MURPHY
Deputy Director,
Central Statistical Office,
Ardee Road,
DUBLIN 6

Adviser/Conseiller/Consejero:

Mr. D. GARVEY
Senior Statistician,
Central Statistical Office,
DUBLIN

ISRAEL

Mr. D. KATZ
Director,
Manpower Planning Authority,
Ministry of Labour and Social Affairs,
Kiryat Ben Gurion,
JERUSALEM

Advisers/Conseillers/Consejeros:

Mr. Z. EISENBAICH
Deputy Scientific Director,
Central Bureau of Statistics,
P.O. Box 13015,
JERUSALEM 91130

Mr. R. KARSHAI
Chief of Economics Department,
Central Bureau of Statistics,
JERUSALEM

Mr. S.I. GRUNSPAN
General Federation of Labour,
Histadrut,
TEL AVIV

ITALY/ITALIE/ITALIA

M. R. CATELANI
Directeur général,
Direction Marché du Travail,
Ministère du Travail.
Via Pastrengo 22,
ROME
Advisers/Conseillers/Consejeros:

M. G. Barbarulo
Direttore,
Divisione Dirigente,
ISTAT,
Via Cesare Balbo 16,
I-00100 ROME

Mme. L. TAPPI
Inspecteur général,
ISTAT,
ROME

Mme. L. Ricci
Directeur de Section,
ISTAT,
ROME

M. G. PRIGIONI
Conseiller,
Mission permanente,
GENEVE

M. A. NOCITO
Attaché,
Mission permanente,
GENEVE

JAMAICA/JAMAIQUE

Mr. V. James
Director-General,
Statistical Institute of Jamaica,
9 Swallow Field Road,
P.O. Box 643,
KINGSTON 5

JAPAN/JAPON

Mr. Y. MIURA
Director-General,
Statistics Bureau,
19-1 Wakamatsu cho Shinjuku ku,
TOKYO 162

Advisers/Conseillers/Consejeros:

Mr. A. ITO
Director,
Consumer Statistics Division,
Statistical Survey Department,
Statistics Bureau,
TOKYO

Mr. T. Sugama
Counsellor,
Permanent Mission,
GENEVE

Mr. M. ANDO
Counsellor,
Permanent Mission,
GENEVE
JORDAN/JORDANIA

Mr. H.H. Khatib  
Manpower Unit,  
Ministry of Planning,  
P.O. Box 555,  
Amman

KENYA/KENIA

Mr. G.H. Olum  
Deputy Director,  
Central Bureau of Statistics,  
Ministry of Planning and Economic Development,  
P.O. Box 30266,  
Nairobi

Adviser/Conseiller/Consejero:

Mr. B.E. Oduor Otieno  
Principal Economist,  
Division of Manpower Planning,  
Ministry of Labour,  
P.O. Box 40326,  
Nairobi

KUWAIT/KOWEIT

Mr. M.H. Al-Omaim  
Director-General,  
Central Statistical Office,  
P.O. Box 15,  
Safat-Kuwait

LIBYAN ARAB JAMAHIRIYA/JAMAHIRIYA ARABE LIBYENNE/ 
JAMAHIRIYA ARABE LIBIA

Mr. A. El-Sherif  
Manpower Planning,  
Secretariat of Planning,  
Tripoli

Advisers/Conseillers/Consejeros:

Mr. M.A. Mahmud  
Manpower Data and Research Office,  
General Secretariat for the Civil Service,  
Tripoli

Mr. A. Traina  
Expert, Applied Statistics,  
Secretariat of Planning,  
Census and Statistics Department,  
Tripoli
LUXEMBOURG/LUXEMBURGO

M. G. ALS
Directeur,
Service central de la Statistique et des Études économiques,
19-21 bvd. Royal,
Boîte postale 304,
2013-LUXEMBOURG

Advisers/Conseillers/Consejeros:

M. R. HASTERT
Chef de la Section des prix à la consommation,
Service central de la Statistique et des Études économiques,
LUXEMBOURG

M. J. HOFFMANN
Conseiller économique,
Administration de l'Emploi,
34 av. de la Porte-Neuve,
Boîte postale 23,
LUXEMBOURG

M. J. FABER
Inspecteur,
Ministère du Travail,
26, rue Zitbe,
LUXEMBOURG

MAURITIUS/MAURICE/MAURICIO

Mr. H. BUNDHOO
Principal Statistician,
Central Statistical Office,
ROSE HILL

MOROCCO/MAROC/MARRUECOS

M. L. ADDIOUI
Chef du service des Etudes Statistiques,
Ministère de l'Emploi,
RABAT

MEXICO/MEXIQUE

Sra. M. PEDRERO NIETO
Subdirectora de Encuestas de Empleo,
Instituto Nacional de Estadística,
Geografía e Informática,
Avda. Insurgentes Sur 795-PH,
CP 03810-MEXICO, D.F.

Adviser/Conseiller/Consejero

Sr. A. ARRIAZOLA
Third Secretary,
Permanent Mission,
GENEVA
NETHERLANDS/PAYS-BAS/PAISES BAJOS

Mr. J.K. JONKER
Head,
Subdivision classifications socio-economic structure,
Department for Social Accounts,
Central Bureau of Statistics,
Postbus 959,
2270 AZ VOORBURG

Advisers/Conseillers/Consejeros:

Mr. P. de MIK
Head,
Consumer Prices Division,
Central Bureau of Statistics,
Princes Beatrixlaan 428,
P.O. Box 959,
2270A2 VOORBURG

Mr. C.G. VERHAGE
Head of Studies,
Department of Statistics of Labour and Wages,
Central Bureau of Statistics,
VOORBURG

Mr. J.H.B. KIEZEBRINK
Department for Vocational Guidance and Methods Development,
Ministry of Social Affairs and Employment,
Visseringlaan 26,
RYSWYK

NEW ZEALAND/NOUVELLE-ZELANDE/NUEVA ZELANDIA

Mr. S. KUZMICICH
Government Statistician,
Department of Statistics,
WELLINGTON 1

NORWAY/NORVEGE/NORUEGA

Mr. S. GAASEMYR
Planning Officer,
Central Bureau of Statistics,
Skippergaten 15,
P.B. 8131,
OSLO 1

Adviser/Conseiller/Consejero:

Mr. H. KURE
Head of Division,
Department of Statistics,
Directorate of Labour,
Postboks 8127,
0032 OSLO 1
PERU/PEROU

Sr. R. CARRILLO VALDES
Deuxième Secrétaire,
Mission permanente,
GENEVE

POLAND/POLOGNE/POLOWIA

Mr. K. RUSINEK
Vice President,
Central Statistical Office,
AL Niepodleglosci 208,
00-925 WARSAW

Adviser/Conseiller/Consejero:

Mr. T. KANIA
Chief of Department,
International Statistics Division,
Central Statistical Office,
WARSAW

PORTUGAL

M. J.A. SOUSA FIALHO
Directeur général,
Département de Statistique,
Ministère de l'Emploi et de la Sécurité sociale,
LISBONNE

Advisers/Conseillers/Consejeros:

Mme. A. CARVALHO
Directeur des Services de Statistiques,
Instituto Nacional de Estatística,
Av. António José de Almeida,
P-1078-LISBONNE

Mme. M.J. REBELO
Chef de Division,
Instituto Nacional de Estatística,
LISBONNE

Mme. M.A. VALADARES
Expert de l'Institut de l'Emploi et de la Formation professionnelle,
LISBONNE

Mme. M.S. SARAIVA
Chef,
Département de Statistiques économiques,
MACAU

SAN MARINO/SAINT MARIN

Mme. R. MASI
Co-ordinatore,
Centro Elaborazione Dati e Statistica,
Viale Ouofri,
47031 SAN MARINO
SENEGAL

M. H.H. LY
Chef du Service des Statistiques du Travail,
Direction du Travail et de la Sécurité sociale,
Ministère de la Fonction publique, de
l'Emploi et du Travail,
B.P. 3177,
DAKAR

Sra. T. GIRALDEZ NUNEZ
Subdirectora,
Dirección general de Informática y Estadística,
Ministerio de Trabajo y Seguridad Social,
C/Agustin de Bethencourt 4,
28071 MADRID

Advisers/Conseillers/Consejeros:

Sr. A. MASSIEU VERDUGO
Jefe del Servicio de Estadísticas laborales,
Dirección general de Informática y Estadística,
Ministerio de Trabajo y Seguridad Social,
Nuevos Ministerios,
Paseo de la Castellana,
MADRID

Sr. A. HERRERO PEREDA
Jefe de la Unidad Tecnica de Precios,
Instituto Nacional de Estadística,
Paseo de la Castellana 189,
MADRID

Sra. E. GARCIA-PARRA
Jefe del Servicio de Registros y Nomenclaturas,
Instituto Nacional de Estadística,
Paseo de la Castellana 183,
28046 MADRID

Sr. J. ALBALATE LAFITA
Consejero para Asuntos sociales,
Misión Permanente,
GENEVE

SWEDEN/SUÈDE/SUECIA

Mr. B. OHMAN
Head of Division of Labour Statistics,
Statistics Sweden,
100 Karl avägen,
S-11581 STOCKHOLM

Advisers/Conseillers/Consejeros:

Ms. U.B. BLOMGREN
Head of Division for Analysis, Publication
and Methods,
Statistics Sweden,
STOCKHOLM
Mr. G. STOLPE  
Senior Statistician  
Statistics Sweden,  
STOCKHOLM

Ms. M. AXLING  
Head of Section,  
National Labour Market Board,  
S-17199 SOLNA

Mr. H. MALKER  
Head of Division,  
National Board of Occupational Safety and Health,  
S-17184-SOLNA

SWITZERLAND/SUISSE/SUIZA

M. R.A. MULLER  
Chef de la Division économie et statistique,  
Office fédéral de l'Industrie, des Arts  
et Métiers et du Travail (OFIAMT),  
Bundergasse 8,  
3003 BERNE

Advisers/Conseillers/Consejeros:

M. J. CLOTTU  
Chef de la Section statistique des salaires,  
OFIAMT,  
Mombijoustrasse 43,  
3003 BERNE

M. H. BRUNNGER  
Chef du Centre de coordination de  
la statistique,  
Office fédéral de la Statistique,  
Hallywyistrasse 15,  
3003 BERNE

M. D. KOCH  
Chef de la Section prix et consommation,  
Office fédéral de la Statistique,  
BERNE

SYRIAN ARAB REPUBLIC/REPUBLIQUE ARABE SYRIENNE/ 
REPUBLICA ARABE SIRIA

M. F. SALIM  
First Secretary,  
Permanent Mission,  
GENEVE

TANZANIA, UNITED REPUBLIC OF/TANZANIE, REPUBLIQUE-UNIE DE/ 
TANZANIA, REPUBLICA UNIDA DE

Mr. P.C.T. MAYEYE  
Assistant Government Statistician,  
Head, Labour and Prices Statistics Section,  
Bureau of Statistics,  
Ministry of Finance, Economic Affairs  
and Planning,  
P.O. Box 796,  
DAR ES SALAAM
Advisers/Conseillers/Consejeros:

Mr. A.M. KAIMU  
Senior Statistician,  
Ministry of Finance,  
Economic Affairs and Planning,  
DAR ES SALAAM

Mr. D.S. DANDI  
Assistant Labour Commissioner,  
Ministry of Labour and Manpower Development,  
P.O. Box 9014,  
DAR-ES-SALAAM

THAILAND/THAILANDE/TAILANDIA

Mrs. S. JOTIKASTHIRA  
Director, Economic Survey Division,  
National Statistical Office,  
BANGKOK

Advisers/Conseillers/Consejeros:

Miss C. CHAUVATCHARIN  
Chief of Labour Statistics Section,  
Department of Labour,  
BANGKOK

Mr. C. KERDPHOL  
Labour Studies and Planning Division,  
Department of Labour,  
BANGKOK

Mr. W. SIRIPAK  
Director,  
Population Survey Division,  
National Statistical Office,  
BANGKOK

TUNISIA/TUNISIE/TUNEZ

M. F. SOUISSI  
Directeur des Salaires et des  
Conditions de Travail,  
Ministère des Affaires sociales,  
7 rue d'Arabie Saoudite,  
TUNIS

Adviser/Conseiller/Consejero:

M. A. SANAA  
Chargé de Mission,  
Ministère des Affaires sociales,  
TUNIS

TURKEY/TURQUIE/TURQUIA

Mr. H. KAYIM  
Head of Department of Statistics,  
Ministry of Labour and Social Security,  
Tuna Caddesi 7,  
ANKARA

7101d/v.4
Advisers/Conseillers/Consejeros:

Mrs. D. DEMIRSOY
Chief, Price Statistics and Indexes Division, State Institute of Statistics, Prime Ministry, Necatibey Caddesi 114, ANKARA

Mr. E. KOCBERBER
Statistician, State Institute of Statistics, Prime Ministry, ANKARA

Mr. S. ULUER
General Director, Undersecretariat of Treasury and Foreign Trade, ANKARA

Mrs. S. BAYRAC
Chief, Chamber of Commerce of Istanbul, ISTANBUL

Mr. H. PEKIN
Labour Counsellor, Permanent Mission, GENEVE

UGANDA/OUANDA

Mr. P.K. KAYISO
Chief Government Statistician, Statistics Department, P.O. Box 13, ENTEBBE

Advisers/Conseillers/Consejeros:

Mr. M.J.O. MALINGA
Labour Officer (Statistician), Ministry of Labour, P.O. Box 7009, KAMPALA

Mr. B. KIREGYERA
Associate Professor, Institute of Statistics and Applied Economics, Makerere University, P.O. Box 7062, KAMPALA

UNION OF SOVIET SOCIALIST REPUBLICS/
UNION DES REPUBLIQUES SOCIALISTES SOVIETIQUES/
UNION DE REPUBLICAS SOCIALISTAS SOVIETICAS

Mr. V.J. GOURIEV
Vice President, Comité d'Etat des Statistiques, MOSCOW
Advisers/Conseillers/Consejeros:

Mr. L.E. KOUNELSKI  
Chef du Département,  
Comité d'Etat du Travail et des Affaires sociales,  
MOSCOW

Mr. A. VOROBIEV  
Université de Moscow,  
Faculté d'économique,  
Chaire de Statistique,  
MOSCOW

Mr. S.R. KRASSILNIKOV  
Mission permanente,  
GENEVE

UNITED ARAB EMIRATES/EMIRATS ARABES UNIS/  
EMIRATES ARABES UNIDOS

Mr. Y. HREIZ  
Mission permanente,  
GENEVA

UNITED KINGDOM/ROYAUME UNI/REINO UNIDO

Mr. P.D. DWORKIN  
Director of Statistics,  
Department of Employment,  
Caxton House,  
Tothill Street,  
LONDON SW1 H 9NF

Advisers/Conseillers/Consejeros:

Mr. D.E. ALLNUTT  
Head of Statistics, Branch C,  
Department of Employment,  
Caxton House,  
Tothill Street,  
LONDON SW1 H 9NF

Mr. D.J. SELLWOOD,  
Head of Statistics, Branch D,  
Department of Employment,  
LONDON

Mr. A.G. DAVIES  
Head, Labour Market Information Branch,  
Vocational Education and Training Group,  
Manpower Services Commission,  
Moorfoot,  
SHEFFIELD

Mr. N.H.W. DAVIS  
Head, Policy and Analysis Branch,  
Vocational Education and Training Group,  
Manpower Services Commission,  
Moorfoot,  
SHEFFIELD

Mr. K.H. YIP  
Assistant Commissioner,  
Census and Statistics Department,  
21/F Wanchai Tower I,  
HONG KONG
Mr. F. WHEELER
Third Secretary,
United Kingdom Mission,
GENEVE

UNITED STATES/ETATS UNIS/ESTADOS UNIDOS

Ms. J.L. NORWOOD
Commissioner,
Bureau of Labor Statistics,
US Department of Labor,
WASHINGTON, DC 20201

Advisers/Conseillers/Consejeros:

Mr. J.O. BREGGER
Assistant Commissioner,
Current Employment Analysis,
Bureau of Labor Statistics,
US Department of Labor,
441 G Street N.W.,
WASHINGTON DC 20212

Mr. J. EARLY
Assistant Commissioner,
Prices and Living Conditions,
Bureau of Labor Statistics,
WASHINGTON

Mr. G. STELLUTO
Associate Commissioner,
Wages and Industrial Relations,
Bureau of Labor Statistics,
WASHINGTON

Mr. B. MACDONALD
Chief, Division of Occupational and
Administrative Statistics,
Bureau of Labor Statistics,
WASHINGTON

Mr. J.T. MCCracken
Chief,
Division of International Training,
Bureau of Labor Statistics,
US Department of Labor,
Frances Perkins Building,
WASHINGTON DC 20210

URUGUAY

Sra. R. CROSSKOFF
Directora General,
Dirección General de Estadística y Censos,
Cureim 2052,
MONTEVIDEO

Adviser/Conseiller/Consejero:

Sra. A. MELGAR
Ministerio de Trabajo y Seguridad social,
MONTEVIDEO
VENEZUELA

Sr. F.L. SEIJAS ZERPA  
Jefe,  
Oficina Central de Estadística e Informática (OCEI),  
Mariperez Cota Mil Edif. Funación  
La Salhe,  
CARACAS

Adviser/Conseiller/Consejero:

Sr. W.J. PAGES BENAVIDES  
Jefe de Estadísticas,  
Ministerio del Trabajo,  
CARACAS

YEMEN

Mr. M.S. AL-QUTAISH  
Permanent Mission,  
GENEVE

ZAIRE

M. M. KIRONGORI  
Premier Conseiller,  
Mission permanente du Zaire,  
GENEVE

ZIMBABWE

Mr. R. SHAMU  
Senior Statistician,  
Central Statistical Office,  
P.O. Box 8063,  
Causeway,  
HARARE

Adviser/Conseiller/Consejero:

Mrs. I. MOYO  
Central Statistical Office,  
HARARE
REPRESENTATIVES OF THE EMPLOYERS' AND WORKERS' GROUPS
OF THE ILO GOVERNING BODY

REPRÉSENTANTS DU GROUPE DES EMPLOYEURS ET DU GROUPE
DES TRAVAILLEURS DU CONSEIL D'ADMINISTRATION DU BIT

REPRESENTANTES DEL GRUPO DE LOS EMPLEADORES Y DEL GRUPO DE LOS
TRABAJADORES DES CONSEJO DE ADMINISTRACION DE LA OIT

Employers      Employeurs      Empleadores

Mr. J. BARASA,
Research Officer,
Federation of Kenya Employers,
P.O. Box 48311,
NAIROBI,
Kenya

Mr. Y. GUTMAN,
Head, Economics and Foreign Trade Division,
Manufacturers' Association of Israel,
Hamered 29 Industry House,
TEL AVIV,
Israel

Mr. O. MAGNUSSEN,
Deputy Director-General,
Norwegian Employers' Confederation,
OSLO,
Norway

Workers      Travailleurs      Trabajadores

Ms. A. HARRIMAN,
Secretary,
Swedish Trade Union Confederation,
S-10553 STOCKHOLM,
Sweden

Ms. D. VENTURA,
Canadian Labour Congress,
2841 Riverside Drive,
OTTAWA, Ontario,
Canada
REPRESENTATIVES OF OFFICIAL INTERNATIONAL ORGANISATIONS
REPRESENTANTS DES ORGANISATIONS INTERNATIONALES OFFICIELLES
REPRESENTANTES DE LAS ORGANIZACIONES INTERNACIONALES

UNITED NATIONS (UN)
NATIONS UNIES (ONU)
NACIONES UNIDAS (ONU)

Mr. R. JOHNSTON, Chief, Social and Housing Statistics, Statistical Office.

WORLD HEALTH ORGANISATION (WHO)
ORGANISATION MONDIALE DE LA SANTE (OMS)
ORGANIZACION MUNDIAL DE LA SALUD (OMS)

Mr. L. ROY, Statistician, Division of Epidemiological Surveillance and Health Situation and Trend.

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (OECD)
ORGANISATION DE COOPERATION ET DE DEVELOPPEMENT ECONOMIQUES (OCDE)
ORGANIZACION DE COOPERACION Y DESARROLLO ECONOMICOS (OCDE)

Mrs. C. MARTIN, Administrator.

Mr. P. SCHERER, Head, Central Analysis Division, Manpower and Social Affairs Directorate.

Mr. C. CHRISTATOS-POULAKIS, Statistician.

ECONOMIC COMMISSION FOR EUROPE (ECE)
COMMISSION ECONOMIQUE POUR L'EUROPE (CEE)

Mr. R. GENTILE, Statistical Division.

Mr. J. KELLY, Statistical Division.

Mr. G. SZILAGYI, Statistical Division.

INTERNATIONAL MONETARY FUND (IMF)
FONDS MONETAIRE INTERNATIONAL (FMI)
FONDO MONETARIO INTERNACIONAL (FMI)

Mr. J.P. BARNOUIN, Assistant Director, Geneva Office.
STATISTICAL OFFICE OF THE EUROPEAN COMMUNITIES (EUROSTAT)
OFFICE STATISTIQUE DES COMMUNAUTES EUROPEENNES (EUROSTAT)
OFICINA ESTADISTICA DE LAS COMUNIDADES EUROPEAS (EUROSTAT)

Mr. D. HARRIS, Director.
Ms. H. FURST, Head of Division.
Mr. H. KLOPPENBURG, Statistician.
Mr. H. KRIJNSE LOCKER, Head of Division.
Mr. J. NIJENHUIS, Administrator.

ARAB LABOUR ORGANISATION (ALO)
ORGANISATION ARABE DU TRAVAIL (OAT)
ORGANIZACION ARABE DEL TRABAJO (OAT)

M. A. EL-TELAWI, Chief, Permanent Delegation, Geneva.

ECONOMIC COMMISSION FOR AFRICA (ECA)
COMMISSION ECONOMIQUE POUR L'AFRIQUE (CEA)

Represented by Mr. R. PEMBER, ILO Regional Adviser.

ECONOMIC AND SOCIAL COMMISSION FOR WESTERN ASIA (ESCWA)
COMMISSION ECONOMIQUE ET SOCIALE POUR L'ASIE OCCIDENTALE (CESAO)

Mr. TABBARAH, Chief, Social Development and Population Division, and Human Settlements Division.

UNITED NATIONS RESEARCH INSTITUTE FOR SOCIAL DEVELOPMENT (UNRISD)
INSTITUT DE RECHERCHE DES NATIONS UNIES POUR LE DEVELOPPEMENT SOCIAL (IRNU)

Mr. C. RICHARD, Project Director.
Mr. D. YEBOAH, Economics Officer.
REPRESENTATIVES OF NON-GOVERNMENTAL INTERNATIONAL ORGANISATIONS
REPRESENTANTS D'ORGANISATIONS INTERNATIONALES NON-GOUVERNEMENTALES
REPRESENTANTES DE ORGANIZACIONES INTERNACIONALES NO GUBERNAMENTALES

INTERNATIONAL RESEARCH AND TRAINING INSTITUTE
FOR THE ADVANCEMENT OF WOMEN (INSTRAW)
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Mrs. L. URDANETA DE FERRAN, Consultant.

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